



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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REF. : ONGC/KS/ 06 /2020

DATE : 13/01/2020

To,  
The Chief Labour Commissioner (Central),  
Ministry of Labour & Employment,  
Govt. of India,  
Shram Shakti Bhawan, Rafi Marg,  
New Delhi-110001.

e/c

**Subject : Request for Signing of Tripartite Agreement - MoS on Review of MoU 2004 u/s 12(3) of ID Act, 1947.**

Respected Sir,

Recruitment & Promotion Policy in ONGC i.e., MRPR 80 was implemented since 01.01.1997, the same was reviewed for Non-Executive level on 19.08.2004 by signing a Memorandum of Understanding i.e., MoU-2004, resulting an increase in span of promotion to E0/S Level for those used to be inducted at A1 and TC Level.

Later present Recognized Unions in ONGC agitated against the adversity resulted by implementation of MoU-2004, thereafter a working group comprising Management and General Secretaries of all 12 Recognized Union of ONGC was constituted to deliberate on the issue.

All the issues originating from MoU 2004 implementation were deliberated at length during meetings held in three phases. Thereafter, on 18<sup>th</sup> & 19<sup>th</sup> July, 2018 at Kakinada Working Group unanimously arrived for recommendation regarding rationalization in span of promotion at different Induction levels including faster growth for Post MoU at A-II level inductees along with introduction of new clauses. It was also recommended that the implementation will be made w.e.f. 01.01.2019. The Report of Working Group on Review of MoU 2004 (Between Management and Recognised Unions) was signed and submitted for approval of ONGC Board.

The Report of Working Group on Review of MoU 2004 was passed by EC and approval of board was also accorded in the month of October 2019. Till date the said report is not incorporated and implemented in ONGC, therefore, all promotions are withheld w.e.f. 01.01.2019, as tripartite agreement is not finalized/signed.

In this regard, your intervention is solicited in order to process for signing **Memorandum of Settlement (MoS), u/s 12(3) of ID Act, 1947, at New Delhi, on Review of MoU 2004**, so that recommendation can be implemented, and promotions can be granted that are withheld since 01.01.2019. **Therefore, it is humbly requested to intervene in the matter, so that tripartite agreement can be achieved by signing MoS on Review of MoU 2004.**

Thanking you,  
Yours faithfully,

(Pradeep Mayekar)  
General Secretary

e/c

Copy to : ED - Chief ER, ONGC, Green Building, Tel Bhavan, Dehradun.  
GM I/c Corp. IR, ONGC, Green Building, Tel Bhavan, Dehradun.