



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/ 020 /20 20

DATE : 7/09/2020

To,
The CMD,
ONGC,
PDDU Urja Bhawan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi 110001.

The Director (Offshore)

The Director (HR)

The Director (T&FS)

Subject: Unmindful, Illogical and unethical action taken by Shri. N. V. Baburajan, GM(P), OIM and Shri. G. Divakar GM(INST), MM by withholding the salaries of 5 employees of B-193 Platform.

Respected Sir,

It has been brought to our notice that the salaries of the undermentioned 5 employees of B-193 Platform has been withheld for the month of August 2020. These employees were forced to submit leave applications where all the seven employees under threat submitted their leave applications, please find enclosed the copies of the applications submitted by them for your perusal.

Following are the names of the employees whose salaries have been withheld.

NAMES	DESIGN	DISTRICT	TALUKA	DIST.FR. NAGPUR AIRPORT
Shri. Vivek Parate	EA (MECH)	VARDHA	VARDHA	70 kms
Shri. Sumit Barbudhe	EA (MECH)	VARDHA	VARDHA	70 kms
Shri. Anup Taiwade	EA (MECH)	VARDHA	VARDHA	70 kms
Shri. Ashish Shende	EA (MECH)	BHANDARA	TUMSAR	120 kms
Shri. Devendra Nikam	EA (MECH)	NAGPUR	NAGPUR	40 kms

All these above-mentioned employees were forced to submit leave application by **Shri. G. Divakar GM(INST), MM, B-193**, even after submitting the same their salaries are being withheld. It's pertinent to mention that all these 7 employees with others had been in offshore for more than 60 days in their first trip when lockdown was declared by Government on 21st March 2020 due to pandemic of COVID-19.

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As your esteemed authority is aware till 31st May, 2020 entire Nation was closed down, and all transport modes like trains, planes, buses, taxis, rickshaws were brought to a grinding halt. Due to pandemic of COVID-19 entire Country was in a confused state comparing today's scenario. Number of orders were issued during first lockdown period by Govt. Authorities including States and Local authorities like Municipal Corporation etc.

The above-mentioned employees were also held up at their native place as respected district collectors had released orders which restricted their movements. After some Days orders were issued by collector, allowing e-passes for vehicles. Hired taxis were charging exorbitant amount of Rs. 15-20 thousand for arriving at Nagpur Airport. Moreover, the vehicle drivers were supposed to be compulsory quarantined after returning from Airport. All these conditions were time and again conveyed through E-Mail to the above-mentioned officers.

It is pertinent to mention that Shri. N. V. Baburajan, GM(P), OIM and Shri. G. Divakar GM(INST), MM B-193 were they not aware of the prevailing situation in the Nation, where every news agency were telecasting on TV's. All the seven employees have also explained everything elaborately in their application promptly informing these officers through e-mail.

By withholding the salaries of above-mentioned 5 employees what message they have given to the employees those who are working day and night to maintain the **Oil and Gas** production in the offshore, Mumbai Region. Are these officers not in stable mental condition and out of their mind? Who has permitted and directed them to withheld their salaries? Have all OIM of Rigs/Platforms taken leave application from Executives those who have not reported for Duty?

In Mumbai Region more than 2/3 employees are Executives. Is this action of withholding salaries being applicable to those officers not reported to duty from last so many months? Why this decision has been taken to withheld salaries of five employees without consent of competent authority? It seems that Shri. N. V. Baburajan, GM(P), OIM and Shri. G. Divakar GM(INST), MM B-193 are more interested in administrative (HR) activities, when they are supposed to concentrate on production and maintenance in the Platform. All these employees at present are performing their duty on platform B-193 and will be released after 15 days from offshore duty after completing around 35 days duty.

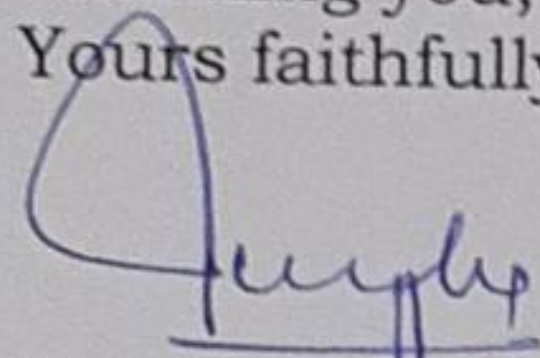
We further understand that even after submitting leave application which they are not supposed to, absentee statements are send so that again this month (September) their salaries will be withheld, we strongly condemn such negative, unethical, and unmindful act of Shri. N. V. Baburajan, GM(P), OIM and Shri. G. Divakar GM(INST), MM, B-193, and will be observing **Black Batch Day** on **15th Sept. 2020** on all the Rigs & Process Platforms including base offices, Uran and Hazira Plant protest against them. We strongly feel these two officers must be transferred to Administrative HR department to work more efficiently.

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It is requested that all concerned EDs/Asset heads to give directions to all HR Heads that they should desist from such actions as employees are keeping their off balance and are reporting for duty. Your authority must be aware of the present situation on BHS and Neelam Platforms where employees have been sent e-mails to report duty as emergency prevails. Presently these platforms are run on minimum manpower even though it is against all safety norms. Our union have also appealed to our employees to report duty as this is extreme crisis period and we must work for the organisation who has always taken care of employees for their welfare.

Once again, your esteemed authority is requested to kindly intervene in the matter and appropriate action must be taken against Shri. N. V. Baburajan, GM(P), OIM and Shri. G. Divakar GM(INST), MM, B-193 so that such incidence should not be repeated, so also kindly give the direction to the concerned authority for releasing the salaries of above- mentioned 5 employees without delay, so that unrest does not aggravate and spread to more severity.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to :

1. ED-Chief ER, ONGC, Green Hills, Tel Bhawan, Deheradun.
2. ED – MH Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mumbai 51.
3. ED – N & H Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mumbai 51.
4. ED – B & S Asset, ONGC, WOU, Vasudhara Bhavan, Bandra (E), Mumbai 51.
5. ED – HDS, ONGC, WOU, 11 High, Sion – Bandra Link Rd., Mumbai 17.
6. ED – Deep Water, ONGC, WOU, 11 High, Sion – Bandra Link Rd., Mumbai 17.
7. ED – Plant Manager, ONGC, WOU, LPG Plant, Uran, Raigad.
8. ED – Plant Manager, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.
9. GGM - HRO, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
10. CGM I/c HR-ER, MH Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai 51.
11. CGM I/c HR-ER, Services, ONGC, WOU, 11 High, Sion, Mumbai 17.
12. GM I/c Corporate IR, ONGC, Green Hills, Tel Bhawan, Deheradun.
13. GM I/c HR-ER, LPG Plant, ONGC, WOU, Dronagiri Bhawan, Uran, Raigad.
14. GM I/c IR, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
15. DGM I/c HR-ER, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.