



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/011/2020

DATE: 10/07/2020

To,
The ED-MH Asset,
ONGC, WOU,
Vasudhara Bhavan,
Bandra (E),
Mumbai - 400051.

The ED-N & H Asset

The ED- B & S Asset

The ED-HDS
ONGC, WOU,
11 High, Bandra-Sion Lk Rd.,
Sion,
Mumbai-400017.

The ED-Deep Water.

Subject: Requesting to sanction the overtime payment for the employees performed duty beyond 14 days in offshore during lockdown from 21st March 2020.

Respected Sir,

At the outset let me take the opportunity to immensely thank our management for the prompt decisions taken to cater to the logistical needs of offshore employees in response to the dedication shown by every individual employee be it executive and/or non-executive overlooking the fact of our heavily dented balance sheet.

Sir, the lockdown due to COVID-19 was declared all over the nation and also in Maharashtra from 21st March 2020. Employees in offshore after completing 14 days duty were held up beyond 14 days i.e. after their scheduled duty as air transport was stalled in Mumbai Region.

During this lockdown period our first batch of employees in offshore had no option but to continue performing duty for 60 to 73 days. It was exemplary indeed of ONGC management to have arranged buses, cars and chartered planes to relieve them from offshore as well as for relieving crew to bring them in Mumbai. Now employees have gone to offshore to perform their duty as they have performed duty beyond 14 days in previous two cycles also.

Situation in the Nation due to Pandemic COVID-19 will remain at least for 4-6 months may be even more as uncertainty prevails all over and this circumstance will compel our employees to perform duty beyond 14 days for above mentioned period.

With all the positive ongoing activities its equally important to look into the issue of overtime claims which are pending from March to June 2020, i.e. already four months, moreover it is unfortunate to note that some of the controlling officers in offshore installation (Drilling/ Production) have refused to sign the overtime claims, this refusals will ebb out the spirit of the employees with which they are attending their offshore duty, responding to the call of the organization overlooking all the norms.

Head quarter circulars in place and practiced over five decades, such negative approach of these controlling officers amounts to insubordination and highly unfair, in so many years it's difficult to digest that they are unaware of the guidelines on the above issue, they must be given directives from competent authority to sign overtime claims.

Your authority is requested to direct the concerned authorities to forward the overtime claims duly signed immediately. It is pertinent to mention here that these claims are as per **Mines Act** as non-executives are entitled to get 12 hours overtime plus one day compensatory off for duty performed beyond 14 days in offshore. We know the prevailing situation in the nation is beyond our control, still the legitimate claims of overtime as per labour laws can not be denied to our employees who are performing their duty sincerely and dedicatedly in the offshore.

We can start to sanction/approve the overtime claims of March 20 in July 20, April 20 in August 20 and so on. Its pertinent to mention and very important to accept the psychological chaos playing under pandemic conditions on both the family and the individual staying separate for over two months.

Once again, your esteemed authority is requested to kindly give directives to the concerned authorities for approving the overtime claims of the employees having performed duty in offshore beyond 14 days. We hope and also pray that your authority will take appropriate action so that employees moral does not mellow down and we all continue to work and live under amicable work condition. We know the fact that any legal action on our part under the prevailing condition due to refusal of the said claims may sound disloyal to the organization, we also believe that you will not conceive such circumstances compelling us to approach any such competent authority for our legitimate claim.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to :

1. Director (HR), ONGC, PPDU Bhavan, Vasant Kunj, New Delhi.
2. ED-Chief ER, ONGC, Tel Bhavan, Green Building, Deharadun.
3. ED – Plant Manager, ONGC, WOU, LPG Plant, Uran, Dist. Raigad.
4. ED – Plant Manager, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.
5. CGM I/c HR-ER, MH Asset, ONGC, WOU, V. Bhavan, Bandra (E), Mumbai 51.
6. GM I/c HR-ER, Services, ONGC, WOU, 11 High, Sion, Mumbai-17.
7. GM I/c HR-ER, ONGC, WOU, LPG Plant, Uran, Dist. Raigad.
8. GM I/c IR, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
9. DGM- I/c Corporate IR, ONGC, Tel Bhavan, Green Building, Deharadun.
10. DGM I/c HR-ER, ONGC, WOU, LPG Plant, Hazira, Surat, Gujrat.