

OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

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

REF. : ONGC/KS/ 124/2021

DATE : 07/05/2021

To,

The Director (T&FS)

ONGC, PDD Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi 110 070

O/e

The Director (HR)

The Director (Offshore)

Sub: Immediate de-hiring of contractual employees deployed in Rig Sagar Shakti to take over the assignments otherwise executed by available regular employees; this may please be treated as pre notice towards proceeding on direct action.

Respected Sir

This has reference to the most unmindful hiring of contractual manpower on Drilling Rig Sagar Shakti to work on perennial nature of jobs, otherwise performed by available regular employees since deployment of the said Rig.

Adoption of policies towards economization and enriching the balance sheet of the organization is always welcome, but shifting to contractual system in aging installations in as sensitive as oil and gas operations in place of available highly experienced workmen is certainly not mind application in the right direction, dragging one and all into unsafe working condition leading to fetal accidents. This claim of ours is not philosophy its by experience. Which ultimately will result into loss of human resources and installation, heavily denting the balance sheet of the organization, neither we are into business where experiment can be encouraged

The act of dedication and belongingness is conceived through long association and the nature of employment, this is where a regular employee is different from a contractual employee and the best of example is quoted here, "lock Down was declared on 23rd March 2020 due to pandemic of Covid-19 in the entire nation. It was a challenging task for all ONGCians, as all the transport modes like Air, Trains, Buses, Taxis, hired taxis were stalled. All employees in offshore were held up for around 75 days from the month of March/April 2020, and were brought to base and sent to their native place/residence by arranging chartered planes and relieving crew was also brought to Mumbai by the same planes".

Contd...2

Today also offshore crew are performing 28 to 35 days offshore duty to avoid infection and spread of Covid-19 in offshore, this was done and is being done without any complains.

Your authority must be aware our crew on Rig Sagar Kiran were badly affected twice and the crew on Rig S/Uday, S/Kiran, Sagar Jyoti was also evacuated as number of Covid-19 affected patients found on Rig after conducting RT PCR test. The same situation was on production installations where BHS, Heera, SHP, Process platforms were also badly affected by Covid-19. Even then the production of Oil was never affected. ONGC employees including Executives and Non-executive toiled day and night to ensure uninterrupted flow of oil & Gas that too from aged fields which is a difficult task. Every precautions was taken to arrest the decline of production.

Sending of Contractual crew on the rig is not only disowning and disregarding the efforts its hugely insulting our dedicated and sincere employees. Yes we do agree that there are some elements who have tried to spoil the culture of offshore. But our union have never supported such activities, even at the cost of losing some of our membership, but we never compromised with our principals which are not conducive to the organization more so at the prevailing Covid-19 situation. Our Maharatna Company ONGC is of prime importance for us and it will remain forever, but it does not give the privilege to the management too, to compromise the interest of employees.

We strongly condemned the decision of management towards deploying contractual employees on Rig Sagar Shakti. As a recognized union such a crucial issue should have been discussed with us. Unilateral as well as the amount of confidentiality maintained itself speaks of mala fide intention.

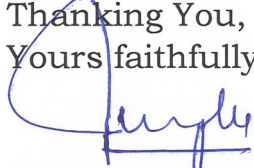
We attribute this as a breach of trust between union and management relations. Our union was always in forefront to resolve the issues arising during lock down period.

We will definitely ascertain the legal aspect, we demand to discontinue the contract of manpower operated on Rig S/Shakti immediately to avoid further complications and wide spread unrest among our dedicated employees who have been supporting management during this lock down period to maintain harmonious relations and conducive atmosphere in offshore, for maintaining healthy Oil & Gas production.

:: 3 ::

We hope your authority will not compel us to resort to direct action which will not be congenial towards the interest of organization nor employees during this challenging lock down period.

Thanking You,
Yours faithfully



(Pradeep Mayekar)
General Secretary

ok

Copy to:

- 1) ED-Chief ER, ONGC, Tel Bhavan, Green Hills, Dehradun.
- 2) ED-CDS, ONGC, WOU, 11 High, Sion, Mumbai 17
- 3) ED-MH Asset., ONGC, WOU, Vasudhara Bhavan Bandra (E), Mumbai 51
- 4) ED-N&H Asset., ONGC, WOU, Vasudhara Bhavan Bandra (E), Mumbai 51
- 5) ED-B&S Asset., ONGC, WOU, Vasudhara Bhavan Bandra (E), Mumbai 51
- 6) ED-Deep Water, ONGC, WOU, 11 High, Sion, Mum. 17
- 7) ED-HDS, ONGC, WOU, WOU, 11 High, Sion, Mum. 17
- 8) GGM-HRO, ONGC, WOU, NBP Green Heights, BKC, Bandra (E), Mumbai 51
- 9) CGM-I/c. IR, ONGC, WOU, NBP Green Heights, BKC, Bandra (E), Mum. 51
- 10) Rig Managers – Sagar Shakti/Kiran/Ratna/Jyoti/Vijay/Gaurav/Uday/
Bhushan