



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

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

Website : www.ksmumbai.com

REF. : ONGC/KS/161/2021

DATE : 03/08/2021

To

The ED-COL

ONGC WOU,

11 High, Bandra Sion Link Rd,

Sion,

Mumbai- 400017.

o/c

Sub: Not to give any extension to contract of M/s. Lifejet Cardiac Ambulance Service and to withheld his security deposit/ Bank Guarantee as the contractor has not cleared the legitimate dues of the contractual drivers & cleaners.

Respected Sir,

This has reference to contract given to manning the ambulances to **M/s. Lifejet Cardiac Ambulance Service** at Helibase, Panvel office, Nhava Supply Base & Uran Plant.

As your authority is aware that the said contractor is defaulter towards paying statutory dues of contractual drivers & cleaners working in his contract from last three years. Presently for the legitimate dues of employees, matter is in conciliation with ALC-I (CL). Please find enclosed our earlier correspondence No. **ONGC/KS/71/2021 Dated 05/02/2021, ONGC/KS/643/2019 Dated 17/07/2019 & ONGC/KS/MED-1/2020 (Uran) Dated 02/11/2020** for your perusal.

The contract of **M/s. Lifejet Cardiac Ambulance Service** is expiring in the month of October 2021. In no case extension should be given to the contractor at the same time for awarding new contract procedure should be completed before October 2021, so that new contract can be awarded in time to avoid further complications. Simultaneously **M/s. Lifejet Cardiac Ambulance Service** should be debarred for participation in new contract as he has flouted all statutory labour laws. No security deposit/Bank Guarantee should be released till he clears all the payments due to contractual drivers & cleaners working under him.

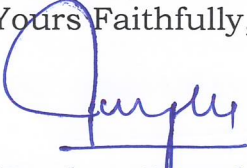
Your esteemed authority is requested to kindly give direction to the concerned authority to strictly follow the procedure for awarding contract so that reputed contractor can be appointed which will be in the interest of organization as well as employees.

Contd...2

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Very important to note the valuable time and expenses of our company can be saved and moral of contractual employees can be boosted for the better productivity of the organization and upliftment of the contractual employees.

Thanking You,
Yours Faithfully,



o/c

(Pradeep Mayekar)
General Secretary

Copy to:

1. CGM-Head Surface Transport, ONGC, WOU, NBPGH, Bandra (E), Mum-51
2. CGM(MM), Logistic, ONGC, WOU, 11 High, Sion, Mumbai-17
3. DGM(IR), ONGC WOU, NBP Green Hts., BKC, Bandra (E), Mumbai-51
4. ALC-I (CL), Shramraksha Bhavan, Shivshrushti Road, Sion, Mumbai-22

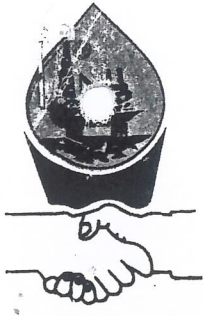
OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

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



REF: ONGC/KS/ 71 /2021

DATE: 05/02/2021

To,
Smt. Shraddha Shrivastav,
Asstt. Labour Commission (CL),
Ministry of Labour and Employment,
Govt. of India,
Shramraksha Bhavan, Shivsrusti Road,
Chunabhatti, Sion, Mumbai 400022.

O/C

प्राप्त
RECEIVED

उप मुख्य श्रमसुल (हेल्पीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (O)
मुंबई / Mumbai

Subject : Blatant Flouting of labour laws by "M/s Lifejet Cardiac Ambulance Services", hence this industrial dispute.

Respected Sir,

This has reference to our earlier letter no. **ONGC/KS/643/2019** dated **17/07/2019** regarding blatant flouting of labour laws by the ambulance contractor "**M/s. Lifejet Cardiac Ambulance Service**". The contract was awarded in the month of November 2018 for manning the ambulances at Nhava Supply Base, Uran Plant, Helibase and Panvel office. Please find enclosed the copy of the letter for your perusal.

After issuing of above-mentioned letter the said contractor paid part payment of existing salaries of drivers and cleaners, balance payment of salaries is still pending. One of the cleaner **Shri. Jitendra N. Gharat** on the Ambulance in Uran Plant is paid only **Rs. 12000/-** from his date of joining & from Oct. 2020 he is paid Rs. 15000/- Only. It may please be noted following are the details of their salaries and pending arrears amount to be paid per month.

Place : Uran Plant

		Present Salary	Balance Arrears
Shri. Santosh B. Chavan	Driver	Rs. 25500	Rs. 14500/-
Shri. Anand B. Jamadar	Driver	Rs. 25500	Rs. 14500/-
Shri. Sandeep A. Salunkhe	Cleaner	Rs. 20000	Rs. 16500/-
Shri. Jitendra N. Gharat	Cleaner	Rs. 12000 #	To be calculated
		# From Aug. to Sep 2020	paid Rs13000/-
		# From Oct. to Dec 2020	paid Rs15000/-

Place : Nhava Supply Base

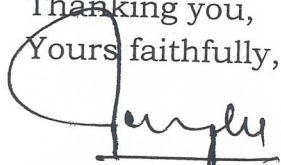
		Present Salary	Balance Arrears
Shri. Santosh M. Koli	Driver	Feb. 2019 Rs. 20000	To be calculated
Shri. Manoj Trivedi	Cleaner	Nov. 2018 Rs. 12000	To be calculated
Shri. Umesh Kumar	Driver	Nov. 2018 Rs. 25500	To be calculated
Shri. Deeraj Thakur	Cleaner	Nov. 2018 Rs. 12000	To be calculated

In addition to the above discrepancy, following are the issues of all employees working on ambulance at Nhava Supply Base, Uran Plant, Helibase & Panvel.

- Pay slips are not issued till date to the drivers & cleaners by the contractor, hence it is not clear whether he is complying to the mandatory policies of PF, ESIS etc.
- Bonus is not paid for the period Nov. 2018 to 31st March 2019 and 1st Apr. 2019 to 31st Mar. 2020 that is two consecutive years.
- Leave payment of 18 days per year for 2018, 2019 & 2020 is yet to be paid.
- Only one uniform for the year 2020 is issued instead of two uniforms. Uniforms for the year 2021 is not issued till date. It is unthinkable how they are managing with only one Uniform for more than a year, so unhygienic most unfortunately for an Ambulance driver, it is pertinent to mention he carries an ONGC employee at times of medical needs.

Your esteemed authority is requested to kindly call the contractor "**M/s Lifejet Cardiac Ambulance Service**" for conciliation to resolve the issue mentioned above amicably. Contractors noncompliance to the pre-condition of his contract awarded will force us to take up the issue with the management to terminate his contract and withheld his security deposit to make the balance payment of Drivers and cleaners.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

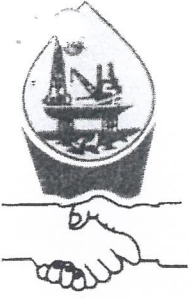
a/c

Copy to :

- VAD/S
8/2/21
1. GGM - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51
 2. CGM I/c Surface Transport, ONGC-WOU, Gr. Heights, Bandra (E), Mum 51
 3. GM - I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51

M. Wate
8/2/2021

Received
R. K. Kumbhar
8/02/2021



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

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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/ 643/2019

DATE : 17/07/2019

To,
The ED-HRO
ONGC, WOU,
NBP Green Heights,
BKC, Bandra (E),
Mumbai 400 051

c/c

प्राप्त
RECEIVED

राज मुळा भवामुळा (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (O)
मुंबई / Mumbai

Subject: Nonpayment of salaries of drivers and cleaners of ambulances and non-compliance of various policies as per fair wage agreement.

Respected Sir,

We are in a receipt of complaints from Ambulance Drivers and cleaners working in the contract of "**M/s. Life jet Cardiac Ambulance Service**". The contract is awarded in the month of November, 2018 for manning the Ambulances at Nhava Supply Base, Uran Plant, Helibase and Panvel Office.

From day one the above said contractor was awarded contract for O&M of Ambulance, neither he has paid the salaries of Drivers and Cleaners as per Fair Wage Policy almost from last seven months nor he has purchased the policies mentioned in the contract. We are enclosing here with the list of drivers and cleaners who has not received salaries as per "**Fair Wage Policy**" till date.

Please note, all these employees are driving Arabulances and are prone to road accidents, normally they are required to drive under emergency circumstances, in exigency their families will be deprived of "**Group Insurance**" in case of accident.

It is pertinent to mention here that **Shri Anant Kashinath Bhuvad** working in Poonam Nagar Canteen expired on 23rd March'2019 due to critical cancer. The catering contract of Poonam Nagar Canteen was awarded to "**M/s. Jyoti Hospitality**" for six months had not purchased the "**Group Insurance Policy**" due to which his family is not covered under Group Insurance Policy and is deprived of **Rs. 5.00 Lakhs**. We certainly will not encourage such examples repeated.

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We take great pride in our management stating the fact that it's not alone that the Unions strive but collectively, the will of the management plays a great role in enriching the life of contract employees deployed in ONGC. This is why not only fair wage policy could be adopted, so many social security policies could be incorporated in the bilateral agreement.

As on today we are reimbursing lacs of rupees to all contractors against Group Insurance Policy purchased. Needless to mention today even after paying huge amount to insurance company, benefit of Group Insurance cannot be extended to the family of Late **Shri Anant Kashinath Bhuvad**. Kindly note that "**Fair Wage Policy**" agreement has been signed in presence of Dy. CLC (CL), Mumbai. We are compelled to take up such cases to Dy. CLC (CL) for further action as it is breach of trust and labour laws.

Please find enclosed their salary details received till today by the employees working under the contract of **M/s. Life jet Cardiac Ambulances Service**.

Very unfortunate to note that contract is awarded to "**M/s. Life Jet Ambulance Service**" as they were L-1. ONGC management is incorporating signed agreement of Fair Wage Policy in the terms and conditions of contract. Even then contractors are quoting below "**breakeven point**" and needless to mention that such contracts cannot be successful as the total cost of the contract is less than the actual expenditure. Such contracts should be technically rejected as they cannot materialize. **M/s. Life jet Ambulance Service**, has quoted less amount than the actual cost in the contract and landed into problems.

"L1" is not the ultimate of awarding any contract, the concerned officer in charge should be analytical enough to see the quoted amount is sustainable for the entire period of the contract or not, the concerned officer must be made accountable for non-compliance of policies by the contractor quoted in tender conditions. At the end of the day it's not only the poor contract employee exposed to go home without wages even after services rendered asked of him, it's ONGC earning name of bad employer.

Please find attached complaints received from the drivers & cleaners against the contractor **M/s. Life jet Ambulance Service**,

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Your esteemed authority is requested to kindly intervene in the matter gauging the seriousness as the said contractor has failed to comply required conditions of the contract, action must be initialed to **terminate** the contract immediately to avoid further bloating of complications, as it is already happened in case of Late **Shri. Anant Kashinath Bhuvad** a canteen employee of Poonam Nagar.

Thanking you,
Yours faithfully,


(Pradeep Mayeker)
General Secretary



Copy to :

- M. Wate*
1. GM - I/c. Passenger Tpt., ONGC, WOU, NBP, Gr. Hts, Bandra (E), Mum:51.
 2. GM - I/c. IR, ONGC, WOU, NBP, Gr. Hts, BKC, Bandra (E), Mum: 51.
 3. Dy.CLC (CL), Shramaraksha Bhavan, Chunabhatti, Sion, Mum: 22.

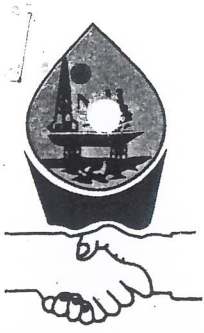
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REF. : ONGC/KS/MED-1/2020

DATE : 02/11/2020

To,

→CGM,I/C Surface Logistic,
ONGC, NBP Green Heights,
BKC,Bandra (E.)
Mumbai - 400 051

o/c

Sub: Non Compliance of statutory payment of Ambulance Drivers & Cleaners of ONGC Uran Plant.

Respected Sir,

With this letter I would like to draw your attention towards the non-compliance of statutory payment of Ambulance Drivers & Cleaners of ONGC Uran Plant working under Lifejet Cardiac Ambulance Services.

1. Individual personal insurance and group medical insurance has been expired on 26.06.2020. In this covid-19 pandemic situation, Emergency medical care including hospitalization may be needed at any time, hence the medical insurance is very much imperative. Hence renewal of the Medical insurance is required at the earliest.

In the covid-19 Pandemic situation in our medical section four of our ONGC employees found covid +ve. It is needless to say that personal & group insurance for performing duty in such environment is must.

2. Salary payment as per agreement not done.
3. Delay in salary payment in every month.
4. Pay slip not issued since inception of contract after repeated reminder to contractor it is still pending.
5. Yearly bonus not provided since start of contract. (14.11.2018)



6. Gratuity account has not been opened by contractor till date and the contribution for the same is not confirmed by the contractor.
7. Leave encashment / payment not done.
8. Safety shoes and working dress not provided.
9. Balance payment is due from contractor to ambulance staff as per Individual letter dated 05.10.2020 and 12.10.2020 (copy enclosed With this letter).

Anomalies of Ambulance Cleaner Jitu Gharat :

The contractor is not paying salary as per fair wage policy, and he is paying me only Rs. 12000.00 as salary from November 2018 till date. Even after repeated telephonic and written intimations, the contractor is paying only Rs. 12000.00 per month. It is requested to advise to contractor for the payment as per fair wage policy with arrears from November 2018 at the earliest.

Your esteem authority is requested to look into the issues at the earliest and arrange a meeting with concern parties within 10 days for settlement of the issues.

Thanks & Regards,

o/c

Ujjesh Tupe

Secretary – Uran Plant.

Copy To:-1. GGM-HRO

2. GM – I/C-IR,MR

3. GM (MS) – I/C- Medical Services,MR

4. General Secretary – ONGC (WOU) Karmachari Sanghtana.

Ujjesh Tupe
21/11/20

21/11/20