



# 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 Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/224/2021

DATE : 06/12/2021

To,  
**The Dy. Chief Labour Commissioner (CL),**  
Ministry of Labour & Employment,  
Govt. Of India,  
Shramraksha Bhavan,  
Shiv-Shrishti Road,  
1Chunabhatti, Sion,  
Mumbai- 400022

**Subject: Dispute regarding non-payment of overtime of 4 hours extra duty performed after 8 hours regular Shift duty, during COVID-19 pandemic from April 2020 to till the restoration of normal shift duty pattern.**

Respected Sir,

This has reference to our earlier letters **ONGC/KS/90/2021 dated 01/03/2021** and **ONGC/KS/195/2021 dated 11/10/2021** communicated to your esteemed authority regarding non sanction of overtime of 4 hours extra duty performed after 8 hours regular duty during covid-19 pandemic from April 2020 till the restoration of normal shift duty pattern wide office order no. DDN/CORP-ER/ESTT-POLICY/2021/Restore /851650. Our letters on the subject cited above are self-explanatory.

Accordingly, 12 hours duty pattern has been changed and employees in LPG Plant Uran & Hazira have started working in 8 hours duty pattern. As mentioned in our earlier letters, same 12 hours duty pattern was performed in **HPCL and BPCL** refinery Mumbai, but HPCL has discontinued the 12 hours duty pattern in month of Aug 2020 and BPCL have done so in month of July 2020.

For sanctioning the overtime of 4 hours, beyond 8 hours regular duty performed in HPCL refinery, **HPCL Karmachari Sena** the union in HPCL refinery raised the dispute in your esteemed office. The Management of HPCL refinery ultimately agreed in conciliation meetings held by **Shri B V S Rathore, Regional Labor Commissioner** for payment of overtime. Accordingly, all dues of payment of overtime have been paid by HPCL Mumbai refinery to their employees. Please find enclosed all the copies of conciliation proceedings for your perusal. BPCL management has already paid 4 hours overtime for extra duty performed beyond 8 hours to their employees in BPCL refinery, Mumbai for the period of March 2020 to July 2020.

As mentioned above all employees in shift duty have performed 12 hours duty pattern in LPG plant Uran. They are entitled to get overtime as per provisions in "**Labour law/factory act**". Till date all these employees working in uran plant have not received their overtime for 4 hours extra duty performed.

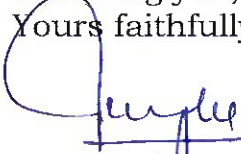
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Its nearing two month and not viewing any positive response from Uran management, wide this letter we are raising this Industrial dispute to resolve the issue of overtime mentioned above for four hours extra duty performed after 8 hours regular shift duty amicably.

Your esteemed authority is requested to kindly consider the matter for conciliation, management representatives from LPG plant Uran be issued letter to attend the conciliation meeting.

Thanking you,  
Yours faithfully,



**(Pradeep Mayekar)**  
**General Secretary**

**Copy to:**

1. GGM – HRO, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai-51.
- ✓ 2. GGM- Plant Manager, ONGC, WOU, LPG Plant Uran, Raigad.
3. GM-I/c, HR/ER, ONGC, WOU, LPG Plant Uran, Raigad.
4. DGM - I/c IR, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai-51.
5. CM (IR) ONGC, WOU, LPG Plant Uran, Raigad.



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

Website : www.ksmumbai.com

REF. : ONGC/KS/195/2021

DATE : 11/10/2021

To,  
**The ED-Plant Manager,**  
ONGC, WOU,  
Dronagiri Bhavan,  
LPG Plant, Uran,  
Raigad.

प्राप्त  
RECEIVED

उप मुख्य श्रीमायुक्त (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (C)  
मुंबई/Mumbai

**Subject: Request to sanction overtime of 4 hours extra duty performed after 8 hours regular Shift duty, during COVID-19 pandemic from April 2020 to till Date.**

Respected Sir,

This has reference to our earlier letter **ONGC/KS/90/2021 dated 01/03/2021** regarding sanction of overtime of 4 hours extra duty performed after 8 hours regular duty during covid-19 pandemic from April 2020 to till date. Our letter on the subject cited above is self-explanatory.

Unfortunately, 12 hours pattern is still continuing in **LPG plant Uran**. Let me take the opportunity to bring to your notice, same 12 hours pattern duty was performed in **HPCL and BPCL** refinery Mumbai, but HPCL has discontinued the 12 hours duty pattern in month of Aug 2020 and BPCL have done so in month of July 2020.

For sanctioning the overtime of 4 hours, above of 8 hours regular duty performed in HPCL refinery, **HPCL Karmachari Sena** the union in HPCL refinery raised the dispute in **Dy. Labour Commissioner's office**. The Management of HPCL refinery ultimately agreed in conciliation meetings held by **Regional labour commissioner, Shri. B V S Rathod**. Please find enclosed all the copies of conciliation proceedings for your perusal. BPCL management has already paid 4 hours overtime for extra duty performed beyond 8 hours to their employees in BPCL refinery, Mumbai for the period of March 2020 to July 2020.

It needs no elaboration how our employees are working hard maintaining mental resilience for 12 hours every day risking their own and family's life putting aside all personal safety and attending duty punctually.

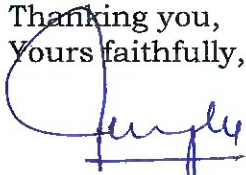
As mentioned above all employees in shift duty are still continuing 12 hours duty pattern in LPG plant Uran. Now they are entitled to get overtime as per provisions in "**Labour law/factory act**". Your esteemed authority is requested to kindly look into the matter as **BPCL and HPCL** has already paid the amount of overtime for extra work as explained above.

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We expect positive approach from your authority for accepting the legitimate demand of our employees, resolving the issue amicably. It will definitely raise their moral and encourage to give better service to the organisation. Simultaneously it will help to maintain cordial and conducive atmosphere in the plant, and it will not necessitate us to raise the dispute with the **labour commissioner's office**.

Thanking you,  
Yours faithfully,



**(Pradeep Mayekar)**  
**General Secretary**

o/c

**Copy to:**

1. GGM – HRO, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai-51.
2. GM-I/c, HR/ER, ONGC, WOU, LPG Plant Uran, Raigad.
3. DGM - I/c IR, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai-51.
4. CM (IR) ONGC, WOU, LPG Plant Uran, Raigad.
5. Dy. CLC, (Central), Shramraksha Bhavan, Chunabhatti, Sion, Mumbai-22.

*14/10/21*  
*m Wate*  
*18/10/2024*





# 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/ 89 /2021

DATE : 01/03/2021

To

The ED-Plant Manager,  
ONGC WOU,  
LPG Plant, Hazira  
Surat, Gujarat.

o/c

**Subject: Request to sanction overtime of 4 hours extra duty performed after 8 hours regular duty during COVID-19 pandemic from April 2020 to February 2021.**

Respected Sir,

We feel proud to be a part of **ONGC**, a **Maharatna** company, who along with their real ground warriors, worked untiringly 24 x 7 in a very difficult situation of **COVID 19** pandemic, assuring uninterrupted supply of fuels to our society ultimately to our nation. **ONGC** was also the part of big donors to strengthen "**PM Care fund**" serving entire community during this difficult situation and time.

On the real front in LPG Plant Hazira, our employees toiled hard performing 12 hours duty every day, risking their own and family's life putting aside all personnel safety and attending duty punctually, so that essential services are not hampered and service to our company and nation remains uninterrupted. Despite the selfless contribution, management has failed to acknowledge them. They were neither being encouraged nor rewarded suitably.

While we do not seek any reward, this unwarranted attitude of the management compels us to bring to your notice that we have legitimate rights to receive 4 hours overtime for working beyond eight (8) hours out of 12 hours duty rendered from April 2020 to February 2021. Kindly refer **Factory Act**, chapter-vi, section 59.

Sir our employees worked for 12 hours for the period mentioned above and still continuing to work, they are entitle to get overtime as per provisions in "**Labour law/Factory Act**". Kindly note that not sanctioning of overtime performed by the employees pertains to unfair labour practice and it attracts legal action also by the labour authority.

It is pertinent to mention here that Management of **BPCL Refinery, Mumbai** has already paid overtime for extra 4 hours performed after regular 8 hours duty. So also Management of **HPCL Refinery, Mumbai** is also in the process to pay the overtime of 4 hours performed after 8 hours regular duty in month of March-2021 salary.

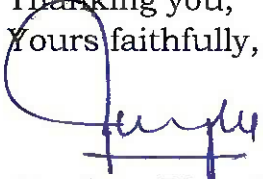
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Your esteemed authority is requested to kindly look into the matter for amicable solution. We hope your authority will not compel us to raise the issue before labour authority for our legitimate dues and justice.

We anticipate positive approach from your authority and reward the true warriors, by extending what is rightfully due to them, raising their morals and encourage to give better service to our company, society and to nation. So also it will help to maintain cordial and conducive atmosphere in the entire LPG Plant at Hazira.

Thanking you,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

a/c

**Copy to:**

- 1) GGM – HRO, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai 51.  
2) GM - I/c IR, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai 51.  
3) GM-I/c, HR/ER, LPG Plant Hazira. ONGC, WOU, Surat Gujarat.  
4) DGM-IR, LPG Plant Hazira. ONGC, WOU, Surat Gujarat.

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5/3/24

m. White  
5/3/2024





No. B.8(29)/2020-B.I

भारत सरकार / Government of India  
श्रम और रोजगार मंत्रालय / Ministry of Labour & Employment  
कार्यालय: उप मुख्य श्रम आयुक्त (केन्द्रीय)  
Office of the Deputy Chief Labour Commissioner (Central)  
श्रम रक्षा भवन, शिव श्रुति मार्ग, पूर्वी एक्सप्रेस राजमार्ग,  
सायल (पूर्व), मुंबई - 400 022 / Sion (East), Mumbai - 400 022

**SPEED POST**

13 JAN  
dt: 12-01-2021

To,

1. The Chairman & Managing Director,  
Hindustan Petroleum Corporation Limited,  
Petroleum House,  
Jamshedji Tata Marg,  
Mumbai - 400020

2. The General Secretary,  
Hindustan Petroleum Karmachari Sena,  
C/o Hindustan Petroleum Corporation Limited,  
Petroleum House,  
Jamshedji Tata Marg,  
Mumbai - 400020

Subject: Industrial Disputes Act, 1947 - Demand over the issue of sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to Sept, 2020.

Dear Sir(s),

Please refer to the industrial dispute raised by the General Secretary, Hindustan Petroleum Karmachari Sena over the demand over the issue of sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to Sept, 2020. Accordingly, I would like to inform you that the matter has been seized as industrial dispute under Section 12 of the Industrial Dispute Act, 1947 and conciliation has been fixed on 27-01-2021 at 1530 hrs. in the office of the undersigned at Shram Raksha Bhavan, Shiv Shrushti Marg, Eastern Express Highway, Sion (East), Mumbai - 400 022 with a view to bring about an amicable settlement of the dispute so that conducive working atmosphere can be maintained in the establishment.

You are advised to attend the Conciliation Proceeding, in person or through a duly Authorised Representative who is competent to settle the issue with all relevant records and papers connected with the dispute, failing which the matter will be proceeded ex-parte/ closed as the case may be.

Yours faithfully,

(B.V.S. Rathore)

Conciliation Officer under ID Act, 1947  
& Regional Chief Labour Commissioner (Central)  
Mumbai



dt: 27/01/2021

With the matter to the Magistrate collected  
the conciliation proceedings. Management of H.P.C.L.  
Mumbai is represented by Shri Amit D.  
Bhaskar, Sr. Mgr. HR.

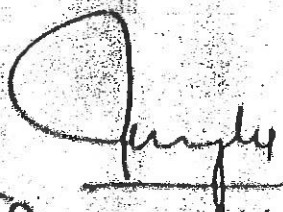
Representation of H.P.C.L. submitted that  
due to lockdown and suspension of work  
by the District Administration, the management  
had a joint discussion with the two  
recognized union to work for 10 hours a day.  
However, they added that the applicant  
union was not operative at the time of  
discussion. The management further submitted  
that the overtime of 4 hours of extra duty shall  
be paid within this fiscal year, after coming  
of NDH Act, 2005.

Union also submitted that their formation  
was started from Sept '20 and as no OT was  
paid, the issue was raised before the CO.

Since, the management agreed to  
make payment of OT within this fiscal year,  
the matter is adjourned. Next date is fixed  
for 10/02/2021 at 1500 hrs.

Amr.

Amit D. Bhaskar  
Sr. Manager - HR  
H.P.C.L., Mumbai Refinery

  
Pradeep Mayekar  
General Secretary  
Hindusthan Petroleum  
Corporation Limited

Amr.  
27/01/2021  
H  
Kand





भारत सरकार / Government of India  
श्रम और रोजगार विभाग / Ministry of Labour & Employment  
कार्यालय: मध्यम श्रम आयोग (केन्द्रीय)

Office of the Deputy Chief Labour Commissioner (Central)  
श्रम रक्षा भवन, शिव श्रुति मार्ग, पूर्वी एक्सप्रेस हाइवे,  
सिआन (पूर्व), मुंबई - 400 022 / Sion (East), Mumbai - 400 022

No. B.8(29)/2020-B.I

dt: 05-07-2021  
- 9 JUL 20

To  
1. The Chairman & Managing Director,  
Hindustan Petroleum Corporation Limited,  
Petroleum House,  
Jamshedji Tata Marg,  
Mumbai - 400020

✓ The General Secretary  
Hindustan Petroleum Corporation Limited,  
C/o Hindustan Petroleum Corporation Limited,  
Petroleum House,  
Jamshedji Tata Marg,  
Mumbai - 400020

Subject: Industrial Disputes Act, 1947 - Demand over the issue of sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to Sept. 2020.

Dear Sir(s),

Whereas the conciliation proceedings were fixed on 10-03-2021 and the same were adjourned. You are, therefore, once again given an opportunity to submit your comments on the subject matter and advised to attend the conciliation which is now fixed for 22-07-2021 at 1400 hrs in the office of the undersigned at Shram Raksha Bhavan, Shiv Shrushti Marg, Eastern Express Highway, Sion (East), Mumbai - 400 022 with a view to bring about an amicable settlement of the dispute so that conducive working atmosphere can be maintained in the establishment.

You are advised to attend the Conciliation Proceedings in person or through a duly Authorized Representative who is competent to settle the issue with all relevant records and papers connected with the dispute, failing which the matter will be proceeded ex-parte/ closed as the case may be.

Yours faithfully,

(B.V.S. Rathore)

Conciliation Officer under ID Act, 1947  
& Regional Chief Labour Commissioner (Central)  
Mumbai

(8)

No. B-8(29)/2020-BT

At ~~23/01/2021~~ 10/03/2021

Minutes

Both the Union and the management of HPCL, M.R. attended the conciliation proceeding. Management of HPCL, M.R. submitted that the payment of OT wages is under process and shall be completed by end of March, 2021 and requested to adjourn the matter till then. Union agreed for the same.

Accordingly, matter is adjourned. Next date shall be intimated after leave for both the parties.

Amrit

Amrit D. Bhosharka

Sr. Manager - HR

HPCL, Refinery, Mumbai

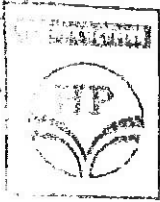
10/03/2021.

Rajesh C. Chavan  
RAJESH C. CHAVAN

DEPUTY GENERAL SECRETARY

HINDUSTAN PETROLEUM KARMCHARI SENA

10/03/2021



हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड  
(भारत सरकार उपक्रम) मंचीकृत कार्यालय : 17, जामशेठजी टाटा रोड, मुंबई - 400 020  
**HINDUSTAN PETROLEUM CORPORATION LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE) REGISTERED OFFICE : 17, JAMSHETJI TATA ROAD, MUMBAI - 400 020

मुंबई रिफाइनरी, पो. ऑ. बॉम्बे नं. 18020, भी. डी. पाटील मार्ग, माहुल, मुंबई - 400 074.  
MUMBAI REFINERY, P.O. BOX NO. 18020, B. D. PATIL MARG, MAHUL, MUMBAI - 400 074.  
टेलीफोन : TELEPHONE 2507 6000, फॅक्स : FAX 2554 2009, तार - टेलीग्राम, TELEGRAM HINDPET  
CHN : L23201MH1952G010008558

HR MR/

July 16, 2021

To,  
The Conciliation Officer &  
Regional Labour Commissioner (Central), Mumbai  
Office of Dy. Chief Labour Commissioner (Central)  
Shram Raksha Bhavan, Shiv Shushti Road,  
Eastern Express Highway, Sion(East), Mumbai - 400 022  
(Kind Attn: B.V.S. Rathore)

Sub: "Industrial Disputes Act, 1947 - Demand over the issue for sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to September 2020".

Dear Sir,


This has reference to letter bearing No. B.8(29)/2020-B.I dated 09/07/2021 with regard to subject matter directing us the attend the matter on 22/07/2021 at 14:00 Hours.

In this regard, we wish to request you to kindly grant fifteen days adjournment for furnishing our comments.

We shall be very thankful for your kind co-operation.

Thanking you,

Very truly yours,

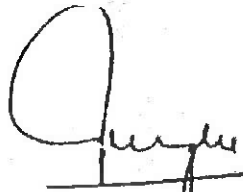
  
S H Mehdi  
Chief General Manager-HR  
Mumbai Refinery



dt. 22/07/2021

Union present. Management remained absent but with intimation. Management vide their email dt. 20/07/2021 has sought adjournment. Since the C.O. is on official tour and not available, the conciliation is adjourned. Next date of conciliation is fixed for 10/08/2021 at 1500 hrs.

Notices shall be send to management.



(Pradeep Mangrkar)  
General Secretary  
HPL Karmachari Sangathan.