



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

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REF : ONGC/KS/ 54 /2021

DATE : 07/01/2021

To,

The Regional Labour Commissioner,  
Govt. of India,  
Shramraksha Bhavan,  
Shivshrushti Road,  
Chunabhatti, sion,  
Mumbai 400022

प्राप्त  
RECEIVED

07-01-2021

o/c उप मुख्य श्रमरक्षक (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (O)  
मुंबई / Mumbai

Recd  
Veenak  
11/1/21

**Sub. : Raising this dispute for exploitation and flouting of all statutory provisions in Labour Law by contractor 'M/s. Secutech Automotive India Pvt. Ltd.' awarded for manning CC tv cameras and fire control system at Vasudhara Bhavan and NBP Green Heights.**

Respected Sir,

This has reference to our earlier letter no. **ONGC/KS/745/2020** dtd. **18/11/2019** regarding non-payment of '**Minimum Wage**' and non-implementation of other statutory provision in labour laws by '**M/s. Secutech Automotive India Pvt. Ltd.**' Please find enclosed the copy of the same for your perusal.

Accordingly the said contractor was called by GM - I/c IR to discuss the issues raised by our union. Along with other concerned officers from infocom department, the contractor had submitted his reply to management which is totally false and has no iota of truth. Please find attached the copy of the reply submitted by '**M/s. Seutech Automotive India Pvt. Ltd.**'

Sir, your authority must be aware that lock down was declared on 21<sup>st</sup> March 2020 due to pandemic of Covid -19 by Govt. of India in the entire nation. During this difficult situation these employees have worked in **Green Heights** and **Vasudhara Bhavan**. Presently these employees are paid salary which is way below '**Minimum Wage**'. Following are the complaints against the contractor '**M/s. Seutech Automotive India Pvt. Ltd.**'

- Total 16 employees are paid **Rs. 5000/- (Rupees five thousand only)** per month from April 2020 as salary till date.
- Only **Rs. 200/- (Rupees two hundred only)** are deducted as provident fund amount from their salary from April 2020.
- No **Provident Fund** is deposited in PF office from April 2000 till date which is a matter of serious concern.
- Only 10 days leave granted instead of 21 days leave as per provision in labour law.

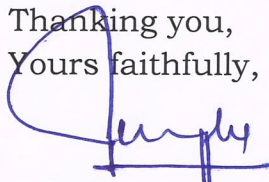
- No overtime is paid for performing additional duty of, 8 hrs/shift.
- The amount for **ESIC** is being deducted from salary but no **ESIC** cards are issued to these employees.
- No **Bonus** is paid for last two years i.e. 2018-19 & 2019-2020. Very painful and surprising, only Rs. 1/- (Rupees One only) has been paid as **Bonus**.
- The contractor has not raised/submitted monthly bills from April 2020 till date. ONGC management is also issuing reminder letter to him through email, but has fallen on deaf ears.
- No overtime is paid on National Holidays i.e. 26<sup>th</sup> Jan., 15<sup>th</sup> Aug. & 2<sup>nd</sup> Oct.

Prior to April 2020 also contractor has paid the salary of Rs. 9000/- to Rs. 12000/- to the employees which is not even 60 % of **Minimum Wage**. Almost all contractual employees working under his contract are **Engineering Diploma holders**. As they are doing skilled job in the ONGC they should be considered as "**High skilled**" category and should be paid the **Minimum Wages** of **High Skilled** category only.

All these issues have been brought to the notice of ONGC management vide our above-mentioned letter but issues are not resolved till date. It needs to be emphasized, why simply reminders, and why no appropriate action was initiated against the said contractor.

Your esteemed authority is requested to intervene in the matter as the issues raised are very serious in nature, blatantly flouting all labour laws and already far too stretched, this may please be treated as dispute requesting for initiating conciliation proceedings at the earliest so that justice be done to the poor employees involved in the contract of '**M/s. Secutech Automotive India Pvt. Ltd.**' "**The circumstances certainly is knocking the doors of atleast hunger strike**".

Thanking you,  
Yours faithfully,



(Pradeep Mayekar)  
General Secretary

**Copy to :**

1. Director (HR), ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi.
2. GGM – HRO, ONGC-WOU, Green Heights, BKC, Bandra (E), Mumbai 51
3. CGM – Chief Infocom, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi.
4. GM – Head Infocom, NBP Green Heights, BKC, Bandra (E), Mumbai 51
5. GM I/c IR, NBP Green Heights, BKC, Bandra (E), Mumbai 51 *M. Wate 8/1/21*
6. Chief Labor Commissioner, (CL), Shramshakti Bhavan, Rafi Mrg, New Delhi.

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8/1/21*