



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/ 59 /2021

DATE : 14/01/2021

To,
The C & MD,
ONGC,
PDD Urja Bhavan,
5, Nelsan Mandela Marg,
Vasant Kunj,
New Delhi 110070.

a/c

The Director - Offshore,

The Director - T&FS,

The Director - HR,

The Director - Finance,

The Director - Onshore,

The Director - Exploration,

Subject: Request to release gratuity payment of employees superannuated during the period of 1st January 2017 to 27th March 2018.

Respected Sir,

This is in reference with the issue of '**Gratuity Payment**' to employees superannuated during the period of **1st Jan 2017 to 27th March 2018**. The gratuity payment was held up for non-executives as Long-Term Settlement (LTS) due from 1/01/2017 was not settled.

Your authority must be aware that LTS has been signed by all recognized unions in ONGC on 31/07/2020 and accordingly arrears to existing employees and retired employees have been released in month of **October 2020** and **November 2020** respectively.

It is understood that gratuity payment was to be released to retired employees in month of **December 2020**. Unfortunately only around 27 to 28 retired employees have been released the gratuity payment in the month of **December 2020** out of 56 employees.

It is pertinent to mention here that 180 employees superannuated from unionized category in Dehradun have already received their gratuity payment in month of **November 2020**. **The non-executives retired from Mumbai Region are yet to see the light of the day.**

Sir, Kindly note that all employees including executives and non-executives retired during the period of 1/01/2017 to 27/03/2018 their gratuity is taxable as they fall under the **slab of 30%** income tax. Moreover, due to the laps of more than three years they have lost the interest of around **2.5 lacs** and in addition to this they have to pay income tax of **Rs. 3.0 lacs on gratuity** amount. Due to the delay of payment from December 2020 they are losing around **Rs. 8000/-** every month as an interest. Please find enclosed the list of retired non-executives with details of gratuity payments they are supposed to receive.

We strongly condemn the casual approach of management towards the retired employees. All pleas of theirs are neither heard nor attended by concerned authority in **Mumbai Region**. At the same time concerned authorities should be made accountable for who will bear the interest on gratuity payment of retired employees.

Very unfortunate and painful to note that it is almost same situation in all the projects of ONGC, where retired employees have not received their gratuity payment. As per our knowledge only four factors are required to calculate their gratuity.

- 1. New basic pay as on 1/01/2017 after pay revision**
- 2. D A applicable on the basic on retirement date**
- 3. Joining date in ONGC**
- 4. Retirement date in ONGC**

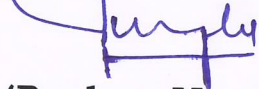
All this information is available in the computer having advance SAP program, we make many promises to the retired employees on their superannuating day and then forget all commitments, we need to overcome this impression, all that is required is sincere will to pay them their legitimate entitle dues.

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Your authority is requested to kindly intervene in the matter and strict instruction may be issued by fixing responsibility on concern authority for the **'Payment of Gratuity'** to our retired employees who have rendered long dedicated sincere service for the **betterment and progress of ONGC.**

Thanking you,
Yours faithfully,

o/c



(Pradeep Mayekar)
General Secretary

Copy to:

1. ED - Chief ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
2. GGM - Head ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
3. GGM - HRO, ONGC - WOU, NBP Gr. Heights, BKC, Bandra (E), Mum 51.
4. GM - Corporate IR, ONGC, Green Hills, Tel Bhavan, Dehradun.
5. GM - I/c IR, ONGC - WOU, NBP Gr. Heights, BKC, Bandra (E), Mum 51.
6. DGM I/c HR-ER, RO, NBP Gr. Heights, BKC, Bandra (E), Mumbai 51.

Vul
15/11/21

Debate
14/11/2021
15/11/21