



# 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/ 80 /2021

DATE : 9/2/2021

To,  
The GGM – HRO,  
ONGC – WOU,  
NBP Green Heights, BKC,  
Bandra (E),  
Mumbai 400051.

o/c

**Subject: Request to implement the P.F., Minimum wage, Gratuity, Yearly Leave to the undermentioned canteen employees working in ONGC Poonam Nagar canteen.**

Respected Sir,

This is in reference with the employees working in **Poonam Nagar canteen** from last 3 to 5 years who are deprived of **P.F., Minimum Wage, Gratuity** and **Yearly Leave** which is statutory as per labour laws. Following are the five employees working in ONGC Poonam Nagar Canteen:

1. Shri. Mohan Paswan	5 Years	Canteen
2. Shri. Akhilesh Yadav	3 years	Canteen
3. Shri. Anand Shetty	3 years	Canteen
4. Shri. Jaipal	4 years	Canteen
5. Shri. Santosh Choupale	3 years	Housekeeping

Existing contractor is not paying them **Minimum Wage** nor deducting P.F. from their salary. Amount paid as salary is very meagre. Moreover, no gratuity and yearly leave is provided to these workers. Most unfortunate part in ONGCs contracts the concerned officer in charge never looks to what practices the contractor is engaging himself into, is he complying to awarded terms and condition of the contract.

The existing canteen contractor's tenure is expiring in the month of Feb. 2021 and action has also been initiated for awarding new contract for Poonam Nagar canteen. It is our earnest request to kindly advise the concerned authority to withhold his security deposit till such time the above discrepancies are not settled.

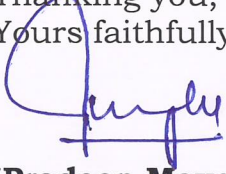
Your esteemed authority is requested to kindly ensure that all the employees working in the contract of canteen and Housekeeping be provided PF facility, are paid as per **Minimum Wages**, they are beneficiary of **Gratuity** and **Yearly Leave** which is statutory as per labour law.

FACILITY MANAGEMENT GROUP  
ONGC, 3RD FLOOR, NBP GREEN BLDG.  
DIARY NO 103  
IN 10.02.2021  
OUT

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Simultaneously action must be taken to incorporate the clause in the new contract that every employee engaged in the canteen contract, all statutory provisions must be ensured as per labour law.

Thanking you,  
Yours faithfully,



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

*O/c*

**Copy to :**

1. GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.
2. DGM (HR), FMG, ONGC, WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.

*M. Wate*  
*9/2/2021*