



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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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/ 90 /2021

DATE : 01/03/2021

To

The GGM-Plant Manager,
ONGC WOU,
Dronagiri Bhavan
LPG Plant, Uran
Raigad.

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 Uran, 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.

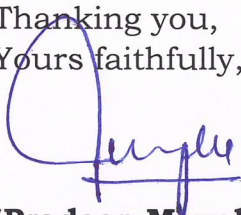
It is pertinent to mention here that Management of **BPCL Refinery, Mumbai** has already paid overtime for extra 4 hours performed after regular 8 hours duty. So also Management of **HPCL Refinery, Mumbai** is also in the process to pay the overtime of 4 hours performed after 8 hours regular duty in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

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. ONGC, WOU, Dronagiri Bhavan, Uran, Raigad
- 4) CM-IR, LPG Plant. ONGC, WOU, Dronagiri Bhavan, Uran, Raigad