



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - li - 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/ 91 /2021

DATE : 01/03/2021

To,  
The Chairman & Managing Director,  
Oil and Natural Gas Corporation Limited,  
Deendayal Urja Bhavan,  
No. 5, Nelson Mandela Marg,  
Vasant Kunj, c/c  
New Delhi - 110070.

**Subject: Notice of strike.**

Respected Sir,

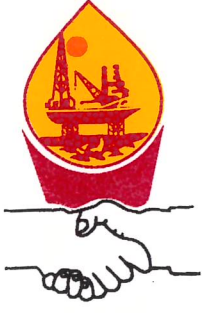
In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby serve a notice on you, proposing strike.

While bringing it to your esteemed authorities notice, we are enclosing a copy of the strike notice along with the long pending issues for your perusal and information, also confirming we all unionized category will be proceeding on strike on all offshore & onshore installation including office complex as scheduled from 11<sup>th</sup> March 2021 to 22<sup>nd</sup> March 2021 onwards.

Thanking you,  
Yours faithfully,

(Pradeep Mayekar)  
General Secretary

c/c



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DATE : 01/03/2021

**To,**  
The Chairman & MD,  
ONGC,  
Deendayal Urja Bhavan,  
5, Nelson Mandela Marg,  
Vasant Kunj, New Delhi 110070.

**Subject : Strike Notice for under mentioned issues which are pending since last five year.**

Respected Sir,

With multiple acts of betrayal of faith at managements end even at the highest level we are forced to take this extreme step of serving this notice of strike to your esteemed authority.

This has reference to our long pending issues yet to be settle by the management, some of the issues are pending for over five years, some of the issues already has board approval, even then no decision has been taken in headquarter. Following are the issues we are putting forward to your authority for immediate amicable solution.

**Issue no. 1** : Over time performed in offshore during lockdown period from 21<sup>st</sup>March 2020 till date by offshore going employees.

**Issue no. 2** : Allowances for offshore going employees and field employees including Uran & Hazira Plant.

**Issue no. 3** : Defreezing Dearness Allowance of unionized category in line with govt. directives.

**Issue no. 4** : Regularization of Field Operators and Paramedical staff.

**Issue no. 5** : Pay revision of Field Operators and paramedical staff.

**Issue no. 6** : Reduction in quarantine period in hotel, imposed on offshore going employees.

**Issue no. 7** : CPP of offshore going employees.

**Issue no. 8** : Immediate settlement of Self Lease Arrears issue.

**Issue no. 9** : Immediate out of court wage settlement of Direct Employees.

**Issue no. 10** : Issue of sanction of ODL for the period 1<sup>st</sup> Jan to 31<sup>st</sup> Dec 2020.



It is very unfortunate to note that multiple letters have been written to the management. Every time assurance has been given, for some of the issues even written assurance has also been given but very unfortunate and disgusting to mention that no action has been taken to resolve the issues so far.

**Issue no. 1** : Proposal for sanctioning overtime has been sent to head quarter on 23<sup>rd</sup> Jan. 2021. Even after lapse of one month no reply / communication has been received by our union.

**Issue no. 2** : During pay revision settlement, written assurance has been given from management to the committee of all General Secretaries of recognized unions. Today it's over 6 months, neither committee is constituted nor a single word is discussed with all 12 recognized unions.

**Issue no. 3** : Already **IOC** and **HPCL** has defreezed the DA of unionized cadre and issued circulars, ONGC employees of **Maharatna** company are yet to see the light of day. Please refer letter no. ONGC/KS/83/2021 dtd. 11/2/2021 including office orders of **IOC** & **HPCL**.

**Issue no. 4** : Last three years our union is continuously following up the issue of regularization of field operators and paramedical staff in every forum and have written several letters but it has fallen on deaf ears.

**Issue no. 5** : Last five years the issue of pay revision of field operators and paramedical staff has been raised with management through our several letters. But the poor exploited Field Operators and paramedical staff are further exploited by appointing new employees by paying salary of **Rs. 60000/-** per month. Presently in the case of paramedical staff wages are paid even less than **Minimum Wage**.

**Issue no. 6** : Two letters have been issued to management of Mumbai Region. Management did not bother even to call a meeting with recognised union. There is unrest in offshore. Please find enclosed letters issued by offshore employees from different locations. Please find enclosed letters issued by our union ONGC/KS/33/2020 dtd. 25/11/2020 & ONGC/KS/75/2021 dtd. 21/01/2021.

**Issue no. 7** : Unilaterally decision has been taken vide office order no. 02/2021 DTD. 15.02.2021 issued by **Shri. N C Baliyarsingh, GM (HR) – Corporate Policy** where CPP claims already settle will not be reopened.

**Issue no. 8** : Refer our letters no. ONGC/KS/62/dtd. 21/1/2021 from last one-month undersigned is trying to contact **Shri. N C Baliyarsingh, GM (HR) – Corporate Policy** on mobile phone. He did not bother to even pick up the phone of undersigned. Messages were sent to Director (HR), GGM - Head ER to kindly advise him to change his attitude.



**Issue no. 9 :** After prolong deliberation and discussion management and union have arrived to some settlement almost 95% issues are settle. The decision on medical facility and pension scheme has to be finalized.

**Issue no. 10 :** Regarding the issue for sanction of ODL letter is issued by union on 15/12/2020 wide letter no. ONGC/KS/45/2020. No communication is received till date from management.

Very surprising to mention here that pay revision of field operators is due from **1<sup>st</sup> Jan. 2015**. We are in 7<sup>th</sup> year but decision is yet to see the light of the day. Meanwhile we have signed the agreement for unionized category in the month of Aug 2020, we would like to bring to your notice that field operators have completed more than 23 years of dedicated service in ONGC and have received only one pay revision which is history now, **whereas regular employees have received three pay revisions signed in the year 2000, 2010 & 2020.**

It is pertinent to mention very recently we have adopted "**Fair Wage Policy**" for contractual employees, it was also agreed to have 5 years tenure for next wage revision. It's disgraceful to quote, we do not understand why management is giving the above two cadres the treatment of **dammed** and **the tortured**. It is very unfortunate that we are required to raise this issue to your level.

It has been reported by offshore employees that mail has been sent to OIM's for scheduling the offshore duty of 28 days plus 7 to 10 days quarantine period in the hotel, but employees has to report to duty after availing 21 days off only. This is absolute change in service conditions whether management has issued notice to all unions under the **sections 9 & 9A of Industrial Dispute Act**. Have any permission is being taken from **Director General of Safety & Mines**? Kindly note that without discussing change in schedule of offshore duty with the recognised unions and with the permission of **Director General of Safety & Mines** no change will be allowed in schedule duty of offshore.

When management is playing such rigid and negative roll the field operators and paramedical staff are carrying a feeling that the unions are not taking up their issue of wage revision seriously, more so because wage revisions of contractual employees, regular employees as well as officers are getting implemented.

It is so contradictory today, cause we have always known and have experience too that our management has always remained employees friendly, "**Fair Wage policy is an extreme example**", presently even after giving fullest co-operation to all the discission of the management to maintain Oil and Gas production in offshore, Hazira and Uran Plant during the lock down due to pandemic of COVID-19, this negative and secondary treatment is difficult to believe and digest too

Kindly advise all the appropriate authorities to stop this mockery of efforts taken by contractual employees, Direct Employees, Field Operators, Paramedical staff, Casual labour and Regular employees including Executives. Because of their sincere and dedicated efforts we were able to overcome the chronic problems of pandemic of Covid-19 in the company as well in the nation during the difficult situation.

Sir, patience over run and the attitude adopted by the management and with the prevailing situation in the organization explained above is compelling us to go for direct action. We have tried our level best to convince the management. Most unfortunate part is no authority is saying no, but at the same time no positive actions has been taken to resolve the genuine issues. We once again request your esteemed authority to intervene and come out with amicable solutions.

Do not take this as a letter of threat, till today we have and putting up best efforts to resolve issues within constitutional methods.

As mentioned, our action programs will be as follows.

**: Action plan :**

11/3/2021	<b>Black badge</b>	All offshore and all work centers
12/3/2021	<b>Black badge</b>	All offshore and all work centers
15/3/2021	<b>Gate meeting</b>	11 High (lunch time) & Hazira Plant
16/3/2021	<b>Gate meeting</b>	Vasudhara Bhavan (lunch time)
18/3/2021	<b>Food Boycott For 24 hours</b>	All Offshore Installations including
18/3/2021	<b>Food Boycott Work Centres</b>	11 High, Vasudhara Bhavan, Gr. Heights, Uran/ Hazira / Panvel / Nhava / Helibase

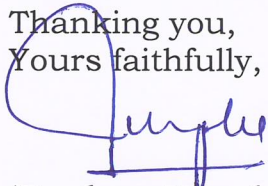
22/3/2021 onwards - **Work to rule as per Mines Act in All Offshore Installations. No work after 14 days. Work will commenced after 7 days rest on the installations in offshore.**

**Kindly don't take any unilateral decision without discussing with the recognized union in Mumbai Region. Please note that it will not be binding on us.**



Your esteemed authority is requested to kindly intervene in the matter and give direction to the concerned authorities to resolve the issues immediately as there is wide spread unrest among the employees of Mumbai Region.

Thanking you,  
Yours faithfully,



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

**Copy to:**

1. Secretary MOP&G, Shashtri Bhawan, New Delhi, 110001.
2. Secretary Labour, Shramshakti Bhawan, Rafi Marg, New Delhi 110001.
3. Director - HR, ONGC, Deendayal Urja Bhavan, Vasant Kunj, New Delhi 70.
4. Director - Offshore, ONGC, Deendayal Urja Bhavan, Vasant Kunj, New Delhi 70.
5. Director - T&FS, ONGC, Deendayal Urja Bhavan, Vasant Kunj, New Delhi 70.
6. ED - Chief ER, ONGC, Green Hills, Tel Bhavan, Dehradun.
7. ED - CDS, ONGC-WOU, 11 High, Sion, Mumbai 400017
8. ED - MH Asset, ONGC-WOU, Vasudara Bhavan, Bandra E, Mumbai 51.
9. ED - B&S Asset, ONGC-WOU, Vasudara Bhavan, Bandra E, Mumbai 51.
10. ED - N&H Asset, ONGC-WOU, Vasudara Bhavan, Bandra E, Mumbai 51.
11. ED - HDS, ONGC-WOU, 11 High, Sion, Mumbai 400017.
12. ED - DW, ONGC-WOU, 11 High, Sion, Mumbai 400017.
13. ED - Plant Manager, ONGC-WOU, LPG Plant, Hazira, Surat, Gujrat.
14. GGM - HRO, ONGC-WOU, Gr. Heights, BKC, Bandra E, Mumbai 51.
15. GGM - Plant Manager, ONGC-WOU, LPG Plant, Uran, Raigad.
16. CGM - I/c HR-ER, MH Asset, ONGC-WOU, Vasu. Bhavan, Bandra E, Mum.
17. CGM - I/c HR-ER, Services, ONGC-WOU, 11 High, Sion, Mumbai 400017.
18. GM (HR) - Corporate Policy, ONGC, Green Hills, Tel Bhavan, Dehradun.
19. GM (HR) - Corporate IR, ONGC, Green Hills, Tel Bhavan, Dehradun.
20. GM - I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra E, Mumbai 51
21. GM - I/c HR-ER, ONGC-WOU, Phase - I, Panvel.
22. GM - I/c HR-ER, ONGC-WOU, LPG Plant, Uran, Raigad.
23. DGM - I/c HR-ER, ONGC-WOU, LPG Plant, Hazira, Surat, Gujrat.
24. Chief Labour Commissioner (CL), Shramshakti Bhavan, Rafi Marg, New Delhi.
25. Regional Labour Commissioner, (CL), Shramraksha Bhavan, Sion, Mumbai.