



ऑयल एण्ड नेचुरल गैस कॉर्पोरेशन लिमिटेड  
Oil and Natural Gas Corporation Limited  
वेस्टर्न ऑफशोर यूनिट  
Western Offshore Unit

**Minutes of meeting held between the Key Executives of management of ONGC, WOU, Mumbai and the office bearers of ONGC (WOU) Karmachari Sanghatana on 05.03.2021 at 1500 hours in the 2<sup>nd</sup> floor Conference Hall of NBP Green Heights, BKC., Mumbai.**

List of participants – Attached.

At the outset, Shri M Ganeshan, General Manager (HR), Incharge IR, welcomed all the Key Executives, Senior Officers and also the office bearers of ONGC (WOU) Karmachari Sanghatana, especially, Shri Pradeep Mayekar, General Secretary, Shri Prakash N Dalvi, President, Shri Parag P Kadam Vice President and other office bearers who participated from Uran, Hazira and Offshore. He stated that the Union has served a strike notice pressing 10 points charter of demand and the meeting has been convened to discuss the issues contained in the strike notice for early resolution. He mentioned that the copy of strike notice has already been forwarded to Labour Authorities, as required under law, seeking their intervention to avert any form of strike since operations of ONGC are declared as "Public Utility Services" under the provisions of the Industrial Disputes Act, 1947. He hoped that the meeting would yield fruitful results resulting in understanding each other's position thereby withdrawal of Strike notice by the Union.

In his introductory remarks, Shri Arun Jaiswal, ED - CDS welcomed all the executives of ONGC (WOU) Karmachari Sanghatana and its office bearers. He asserted that most of the issues are personally dealt-with by Shri Pradeep Mayekar and some of them are also resolved. He mentioned that all the points which are utmost concern have been taken care. However, some of the issues which needs approval of HQ were required to be sent for their consideration and approval.

Shri Prakash N Dalvi, President thanked the management for convening meeting in a shortest possible time but stated that some of the issues should have been given little more priority. He pointed out that same issues are being taken care by other work-centres and resolved in short time but as far as Mumbai Region is concerned the issues are not either resolved or referred to HQ.

In his address, Shri Pradeep Mayekar, General Secretary also extended warm welcome to all the senior executives of ONGC and office bearers of the ONGC (WOU) Karmachari Sanghatana. He asserted that 70% of production is produced at Mumbai Region but step motherly treatment is meted to Mumbai Region. Many of the issues are pending with HQ and are not resolved. He stated that when he wanted to talk to senior level officer at HQ, the officers did not pick up the call. He stated that had the senior officers at HQ responded to his phone calls or had some of the pending issues at HQ resolved, the strike notice would not have been issued. He stated that he felt very frustrated and said that the officer who issues the orders at HQ is not aware about the ground reality of the case of Mumbai Region and issuing Office Orders blindly. It is neither appreciated nor good / unacceptable to the Union point of view.

Thereafter, agenda points were discussed in the meeting are as follows:

  
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Sl. No.	Agenda item	Discussions/Deliberations	Action to be taken by
1	Payment of compensation / Overtime performed by offshore employees beyond 14 days of normal duty during lockdown period from 21 <sup>st</sup> March 2020 till date by offshore going employees.	<p>This matter was discussed in detail.</p> <p>Union reiterated their demand of OTA to employees upon completion of 14 days of normal duties.</p> <p>The house was informed that the issue had already been referred to HQ for approval and the same is being pursued. Union demanded for early decision since the issue has already been inordinately delayed.</p> <p>Union also demanded for a <b>virtual meeting</b> with Key Executives of HQ at the earliest but before 19.03.2021 for discussing the issues pertaining to HQ.</p>	GGM-HRO
2	Allowances to offshore going employees and Field Employees including Uran and Hazira Plant.	<p>The General Secretary informed the house that the Management of ONGC (HQ) promised during the Pay Revision Meeting to constitute a committee in this regard. But informed that no action has been initiated on the same even after the lapse of four months. The General Secretary informed that the revision of Offshore allowances still pending and needs to be resolved at the earliest.</p> <p>It was informed that the issue would be forwarded to the HQ since it is a policy matter.</p>	GGM-HRO
3	De-freezing of DA of unionised Categories of employees in line with Govt. directives	<p>General Secretary quoted that many Public Sector Undertakings have issued Orders de-freezing DA on the basis of clarifications issued by DPE. The rationale and rightful demand is also not resolved by the Management till date.</p> <p>Key Executives opined that this issue should be forwarded HQ for early resolution.</p>	GGM-HRO
4	Regularisation of Field Operators & paramedical staff.	It was informed that the issue would be forwarded to the HQ since it is a policy matter.	GGM-HRO
5	Pay revision of Field Operators and Paramedical Staff	The General Secretary has drawn attention of the house to the discussion held in the 74 <sup>th</sup> JCM at Ahmedabad on 31 <sup>st</sup> May and 01 <sup>st</sup> June 2014 that the wage revision for Field Operators and paramedical staffs would be due w.e.f. 01.01.2015.	GGM-HRO



		<p>However, their wage revision for the succeeding period from 01.01.2018 and w.e.f. 01.01.2021 have also become due. Management of ONGC should show sympathy to these tenure based employees, so that they also feel they are stake-holders in the company.</p> <p>It was informed that the case of pay revision for Field Operators has been submitted to EC for its consideration and approval, while the case of Para-Medial staff is being initiated for submission of the same to EC.</p>	
6	Reduction in quarantine Period in Hotel for Offshore Going Personnel	<p>The General Secretary requested for reduction of quarantine duration taking into account the improved situation and reduction in the COVID 19 positive cases pan-India.</p> <p>The Key Executives opined that there is possibility of reduction of quarantine duration in consultation with the GM (MS) - Incharge Medical Services.</p> <p>The House was also informed that the issue of reduction of Offshore duty period to 21 days is under consideration.</p> <p>General Secretary also complained that the Hotels' Management are not providing the expected hospitality to the Offshore employees. He also pointed out that the employees are being confined only to their rooms and are not being provided any choice of food. This has resulted into psychological impact on the employees and disturbed their state of mind. He urged that the issue needs to be urgently looked into.</p> <p>GGM-HRO informed that this issue will be taken up with hotel authorities for improvement.</p>	<p>ED-CDS/ ED - AMs</p> <p>GGM-HRO</p>
7	CPP for Offshore employees and reimbursement of Taxi Fare during the Covid period.	<p>Union has taken up the issue of settlement of CPP charges under TA claims, mentioning that the Office Order issued recently on 15.02.2021 debars the settled cases to reopen. It is pertinent to mention that most of the employees have already submitted their TA adjustment bills to avoid the recovery of the cost of Air Tickets. In view of the above, the condition that the settled TA Bills/ Cases will not be reopened defeats the very intended purpose of the order.</p>	GGM-HRO

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		<p>Union remarked that while issuing the Order, the real facts have not been considered as many employees have incurred a lot of expenses while commuting to and fro from Mumbai during Covid-19 Pandemic period and the same amount needs to be reimbursed.</p> <p>General Secretary opposed the different rates of CPP charges to Offshore going Executives and Unionised Category of employees. They also contended that there are no such regulations in the TA rules.</p> <p>It was clarified that the rate per KM at the rate of ₹.8/- is admissible to the staff travelling by scooter/motorcycle and ₹.16/- to Executives for the journey by own car between two stations, hence there is no discrepancy or differentiation between the Executives and Non-Executives in the rate of CPP charges.</p> <p>It was stated that a proposal for reopening the settled cases will be sent to HQ.</p>	
8	Immediate Settlement of self-lease arrears issue	<p>President quoted the promise given by the then ED-Chief ER that Self-Lease scheme will be discontinued w.e.f 29.10.2017 and HRR will be refunded subject to the ceiling of 24% of HRA for employees of Mumbai.</p> <p>But payment on account of Self lease arrears ranging from ₹.1.50 to ₹.2.50 lacs have been deducted from the arrears payment/ salary of the unionised category of employees. Therefore this issue needs to be resolved at the earliest.</p> <p>As discussed, a proposal will be sent to HQ to settle the issues at the earliest.</p>	GGM-HRO
9	Immediate out of court settlement of Direct Employees	<p>It was informed in the house that the matter is sub-judice before the Hon'ble Bombay High Court and the next date for final hearing is fixed to be held 1<sup>st</sup> April 2021.</p>	Dropped.
10	Issue of sanction of ODL	<p>An Order in this regards has been issued and hence the issue stands resolved.</p>	Dropped.

The meeting ended with the vote of thanks to the chair. While proposing vote of thanks, Shri M Ganeshan, GM (HR) – Incharge IR requested the Union to drop the proposed agitation, in view of detailed discussion aforesaid.

This issues with the approval of competent authority.



It is requested to kindly initiate action and expedite the process for early redressal of the issue as per the above decision/Minutes. Also requested to kindly arrange to forward the status at frequent intervals.

  
M Ganeshan

GM (HR) - Incharge IR & Head FMG

No. WOU/IR/10(01)/2014-21/

Date: 11.03.2021

Distribution:

1. All Participants
2. ED-AM - MH Asset / N&H Asset / B&S Asset
3. CGM (HR) - Incharge HR/ER - Assets / Services / RO / Panvel / Nhava / Uran
4. CM (HR) - Incharge H&W, RO
5. GM (HR) - Incharge Corporate IR, Dehradun



**List of participants:****Present:**

Sl. No.	Representing the management of ONGC, WOU, Mumbai.		Representing the Union ONGC (WOU) Karmachari Sanghatana	
	Name S/Shri	Designation	Name S/Shri	Designation
1	Arun Jaiswal	ED - CDS	Prakash Dalvi	President
2	Namit Sharma	ED – AM, NH Asset	Parag Kadam	Vice President
3	C Mathavan	ED – AM, B&S Asset	Chandrakant Patel	Vice President
4	S K Ahuja	ED-HDS (SW)	Pradeep Mayekar	General Secretary
5	Sunil Singh	GGM-HRO	Pradeep D Mhadgut	Secretary (Offshore)
6	Prince Kurian	GGM & AM (Offtg.) - MH Asset	Navnath Temkar	Secretary (Offshore)
7	M Porcia	GGM (D)-DW	Deepak K Patel	Secretary, Hazira
8	S K Tomar	CGM(HR) – Incharge HR/ER, Services	Ujjesh Tupe	Secretary Uran
9	Naved Rao	CGM(HR) – Incharge HR/ER Assets	Pankaj Koli	Secretary, V/Bhavan
10	G W Kerketta	GM(HR) – Incharge HR/ER, Uran	Pramod Mestry	Secretary, Panvel
11	Dr. G R Dhiman	GM(HR) – Incharge HR/ER, Panvel	Sunil Chitnis	Secretary, Drilling
12	Jahir Ahmed	CM(HR)-Incharge IR, Uran	Vijay Bhagat	Secretary, 11 High
13	Ms Neeta Tigga	CM(HR) - Panvel		
14	Dr Sanjay Sangole	ACMO		
15	Kishore Dola	Manager (IE)		
16	Anil Bhawate	Astt. Supdt.		

**Conveners:**

1. M Ganeshan GM(HR) – Incharge IR & Head FMG
2. Daksh Anand Sr. HRE

Handwritten signature and date: 11/03