



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

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.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 07 /2022

DATE : 19/01/2022

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

O/C

The Director - HR,
The Director - T&FS,
The Director - Offshore,
The Director - Finance,
The Director - Onshore,
The Director - Exploration,

प्राप्त
RECEIVED

20-1-2022
उप मुख्य श्रमिक (पेट्रोल) कार्यालय
Office of the Dy. Chief Labour Commissioner (C)
मुंबई/Mumbai

Subject: Enormous delay in finalising "Field Allowances" attributes to breach in trust or/and paper-thin commitment.

Respected Sir / Madam,

This has reference to wage revision of non-executive which was due from 1st Jan 2017, ultimately after having delayed and dragged for over forty-five (45) months with all patience, deliberations & constitutional discussion we could settle our "**Wage Revision**", which was signed in presence of **Regional Labour Commissioner (CL)**, Dehradun, on **22.10.2020**, that too it was half done. Normally in bilateral negotiations towards our wage revision during at least in all the past five pay revision of **1983, 1987, 1993, 1997, 2007** we had settled our "**Field Allowances**" in one go and not separately.

Unfortunately, in the last wage revision which was due from 1st Jan 2017, only wage structure was finalised and with the assurance to form committee for deciding the Field Allowances, further, on the assurance of the then **C&MD Shri. Shashi Shankar** that Field Allowances will be settled before his superannuation i.e., before on **31st March 2021**, all recognised unions agreed and signed the Wage Revision agreement. It's painful to quote even after fourteen (14) months and even after nine months of superannuation of the then then **C&MD, Shri. Shashi Shankar** i.e., on **31st March 2021** nothing has been initiated.

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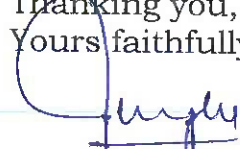
Field Allowances being part of Wage Revision, our wage revision is yet to be completed even after fourteen (14) years; this has never happened atleast during last five pay revisions. We would like to mention here that **“Indian Oil Corporation Ltd.”** and **“Hindustan Petroleum Corporation Ltd.”** both Oil companies have fully settled their wage revision with their unions functioning in their companies. We are completing five years on 31st Dec 2021 but decision is yet to see the light of the day. It is a **“Breach of Trust”** with the recognised unions and exposes management’s paper thin commitment.

With all trouble times of the organization, every employee stood with the management, come what may all our sincere dedicated and hardworking employees who toiled day and night to maintain the production of **Oil and Gas** carry a feeling of being back stabbed.

Repeated communication has been made, even unions have discussed personally with competent authority. Unfortunately, we had to demonstrate in the office of **Deendayal Urja Bhavan in New Delhi** but we are increasingly finding all our efforts have fallen on deaf ears. Fast losing all options/alternatives we may have to approach appropriate authorities beyond the boundaries of **ONGC** for justice.

Your esteemed authorities are once again requested to kindly intervene in the matter mentioned above and kindly call a meeting with all recognized unions in your esteemed office to resolve the long pending issue of **“Field Allowances”** amicably at the earliest, this will go a long way in maintaining healthy union-management relations and moral of every employee, above all the image of **“Employee Friendly Management”** is not tarnished.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

o/c

Copy to :

1. ED - Chief - ER, ONGC, Deendayal Urja Bhavan, Vasant Kunj, New Delhi 70.
2. ED - HRO, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai 400051.
3. ED - MH Asset, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mum. 400051.
4. ED - N&H Asset, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mumbai 51.
5. ED - B&S Asset, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mum. 400051.
6. ED - HDS, ONGC-WOU, 11 High, Sion, Mumbai 400017.
7. ED - Deep Water, ONGC-WOU, 11 High, Sion, Mumbai 400017.
8. GGM Head HRD, ONGC, Deendayal Urja Bhavan, Vasant Kunj, New Delhi 70.
9. GM I/c Corp. IR, ONGC, Green Hills, Tel Bhavan, Dehradun, Uttaranchal.
10. GMI/c IR, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai 400051
11. CLC Central, Shramshakti Bhavan, Rafi Marg, New Delhi 70 for information
12. Dy, CLC (CL), Shramraksha Bhavan, Chunabhatti, Sion, Mumbai 22.

WJY
19/01/22

