



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 22 /2022

DATE : 25/02/2022

d/c

To,
The CGM – Incharge Surface Logistics,
ONGC, WOU,
NBP Green Heights, BKC
Bandra (E),
Mumbai-400051.

Subject: Request to arrange meeting to discuss the undermentioned issues of drivers working in the contract of M/s. Fort Point Automotive Cars Pvt. Ltd.

Respected Sir,

We are in a receipt of letter from the drivers mentioning some issues, working in the contract of **M/s. Fort Point Automotive Cars Pvt. Ltd.** following are issues to be discussed in the meeting.

- The gratuity amount of **Rs.60,000/- (Rs. Sixty Thousand only)** has been deposited by the said contractor. The contractor is saying that the amount is deposited in Gratuity Trust operated by **LIC**. Unfortunately no information regarding the amount deposited is shared with drivers till date neither documentary proof has been submitted by company. **M/s. Fort Point Automotive Cars Pvt. Ltd.**
- The duty hours of the drivers were 07:00 Hrs. to 17:00 Hrs. All of a sudden duty timings has been changed without discussing it with the Union. The duty timing may please be restored as earlier from 07:00 Hrs. to 17:00 Hrs. everyday.
- No duty timings are fixed on Sunday which is rest day as per statutory provisions in labour law. The duty timing on Sunday should be fixed discussing with the union.
- The amount of Rs.500/- per month is paid for Mobile monthly bill, shoes and car wash from the year 2006. Almot 15 years have been completed but there is no rise in the amount of Rs.500/- which may please be increased considering inflation in the market.
- **The Mediclaim Policy** is not comprehensive. There are some ambiguities in the Policy. Users has to deposit certain amount if admitted in the Hospital in emergency. All diseases are not covered in Mediclaim Policy is to be discussed in the meeting.
- No **Provident Fund** is deposited regularly in the **PF Office**. Retired contractual employees (Drivers) has to face number of problems when claims after retirement.

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- In case of accident only selected drivers are forced to lodge FIR in the concerned Police Station. This practice should be discontinued immediately.
- No arrears of increased **Minimum Wage** has been paid **from the year 2020** which increases every after six months. All arrears from 2020 should be released immediately.
- No salary is paid as per statutory provisions in labour law. Salary is paid to drivers in **three installments**. Such practices should be discontinued immediately. For outstation charges, Overtime etc. may please be discussed in the meeting.
- No salary is paid to the drivers for the period of **April 2020 to May 2020** during "**Lock Down**" period declared from **22nd March 2020** due to pandemic of **COVID-19** is a matter of serious concern. There are orders issued by **Ministry of Finance, Govt. of India**. Please find attached the copies of circulars for your perusal.
- No payment slips are issued till date which is compulsory as per statutory provisions in labour law.
- No overtime is paid on National Holidays i.e. on **26th Jan., 15th Aug., 2nd Oct.** and on "**Weekly Off**".
- No salary is paid on or before **7th day** of the month.

Your esteemed authority is requested to kindly arrange the meeting to discuss the issue mentioned above at the earliest.

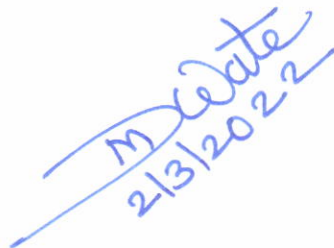
Thanking You,
Yours Faithfully,

c/c


(Pradeep Mayekar)
General Secretary

Copy to :

GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 400051.


M. Wate
2/3/2022