



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & 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/083/2022

DATE : 19/07/2022

To,
The ED - HRO,
ONGC, WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai- 400051.

O/c

Subject: Request to include contractual "Computer Technicians" in "Fair Wage Policy"

Respected Sir,

This has reference to our earlier letters no. **ONGC/KS/619/2019 dtd. 21/06/ 2019 and ONGC/KS/690/2019 dated 20/09/2019** regarding inclusion of "**Computer Technicians**" who have worked under various contracts since the year 2007. Presently all these technicians are working under the contract of "**M/s. CMS IT Services Pvt. Ltd.**" from Oct 2019. The said contract is again expiring in the month of Sept. 2022.

Before awarding this contract to "**M/s CMS IT Services Pvt. Ltd.**" we had requested to include them in "**Fair Wage Policy**". Moreover, committee was constituted to take a decision for including them in "**Fair Wage Policy**", in want of a positive decision **unfortunately** all these technicians were once again deprived from being included in Fare Wage policy for last three years.

As mentioned in our earlier letters they are working in various contracts from 2007. Till date five contractors have been changed but these computer technicians are continuing in ONGC. All these technician are highly qualified and having rich experience of fifteen years. The role and responsibilities of these technicians is already explained and attached in the separate sheet. By going through the work assigned to them anybody can gauge that they are doing "**Highly Skilled**" work in ONGC.

Though unfortunate it's pertinent to mention here that House Keeping Staff or Security Personnel are drawing more salary than these qualified technicians. It's more than six years we are constantly taking up the issue and requesting ONGC authorities to include them in "**Fair Wage**" and do justice to the work rendered to ONGC by them.

Your esteemed authority is requested to kindly intervene in the matter and at least this time their names must be included in the "**Fair Wage Policy**". We are expecting favorable action in the matter.

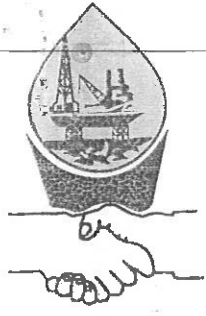
Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

O/c

Copy to:

1. GGM(E&T)- Head Infocom, ONGC, WOU, NBP Gr.Hts., BKC, Bandra (E), Mum- 51.
2. GM- I/c IR, ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum- 51.



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REF.: ONGC/KS/ 690/2019

DATE: 20/09/2019

To,
The Chairman Cum Managing Director,
ONGC,
PDDD Bhavan,
Vasant Kunj,
Nelson Mandela Marg,
New Delhi.

a/c

Director (Offshore)

Director (HR)

Director (Finance)

Sub : Request to extend the contract period of M/s. CMS IT Services Pvt. Ltd. for inclusion of the computer technicians in Fair Wage Policy.

Respected Sir,

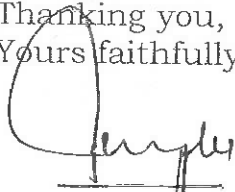
This has reference to our earlier letter No. ONGC/KS/619/2019 dtd. 21/06/2019 regarding inclusion of computer technicians working under the contract of M/s. CMS IT Services Pvt. Ltd. Please find enclosed the copy of the same for your perusal.

The above mentioned contract is expiring on 4th Oct'2019. It is understood that process for including these employees name in the new contract for **Fare Wage** has been started constituting the committee. If they are not included in the new contract they will be losing the opportunity to get **Fair Wage** for atleast another three years.

Contd.....

Your esteemed authority is requested to kindly give direction to the concerned authority for extending the present contract of **M/s. CMS IT Services Pvt. Ltd.** So that process started for including these employees in new contract for **Fare Wage** can be completed.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

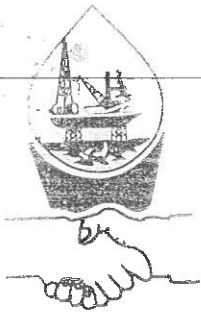


Copy to :

1. ED - Chief ER, ONGC, Green Hills, Dehradun.
2. ED-HRO, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51
3. GM - Corporate Policy, ONGC, Green Hills, Dehradun.
4. GM I/c Corporate IR, ONGC, Green Hills, Dehradun
5. GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51
6. CGM-I/c. MM, Corporate Infocom, 13th Floor, Scope Minar Bldg.,
Core-IV, Laxmi Nagar, Delhi 110 092.

Pradeep Mayekar
24/9/19

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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/ 839 /2019

DATE : 21/06/2019

To,
The C & MD,
ONGC,
PDDU Urja Bhavan,
5, Nelson Mandela Marg, Vasant Kunj,
New Delhi 110070.

a/c

The Director (offshore)

The Director (HR)

The Director (Finance)

Subject: Request to include the Contractual Computer Technicians working under the contract of "CMS IT Services Pvt. Ltd."

Respected Sir,

We want to bring to your kind notice that ONGC has awarded contract for maintenance of computers servers, printers to "M/s CMS IT Services Pvt. Ltd." At present around 110 employees are working under the contract in Mumbai region. Presently more than 425 employees are working all over India in various ONGC projects. Basic qualification of these contractual employees are as follows:

- B Sc with Electronics or IT
- M Sc with Electronics or IT
- BE Electronics / IT / Computer
- Diploma in Electronics Engineering / IT / Computer etc

They have been appointed as "Sr. Customer Support Engineer" to work in ONGC offices. They are paid the salary in between Rs. 14000/- to Rs. 20000/- which is much less than the "**Minimum Wage**" declared by "**Ministry of labour**", **Govt. of India**. Please find attached the copy of "**Minimum Wage**" declared as on 1st April 2019 for your perusal. "**Ministry of labour**" decides and declares Minimum Wage under four categories as

- Unskilled
- Semi-Skilled
- Skilled
- Highly Skilled

It need not to be elaborated that these qualified engineers are covered under "**Highly Skilled**" category and should have been paid the salary accordingly. The present per day rate for "**Highly Skilled**" category is **Rs. 772/-**. It means for 26 days they should be paid the **minimum salary of Rs. 20072/- per month**. These employees are working in ONGC contract for more than 12 years. It can be seen from present scenario that this job is supposed to be classified as "**Perennial**" job, as without computers and allied instruments, ONGC offices cannot be function.

We would like to bring to your kind notice that unions functioning in ONGC has signed the agreements for "Fair Wage" dated 19th Sept. 2016. As per the agreement, employees working in contracts are entitle to get the salary of Minimum Wage + 35% + Rs. 50 per day, beside this following additional benefits have been extended to the contractual employees in the agreement.

- Medical claim of Rs. 500000/- for self, wife and two children
- Group Insurance of Rs. 500000/- per year
- Workmen Compensation
- Group Gratuity through LIC
- Job guarantee up to the age of 60 years.

It is so paradoxical that housekeeping staff working in ONGC contract are receiving **salary of Rs. 23930/- per month (Rupees Twenty three thousand nine hundred thirty only)**, where as a person highly qualified in engineering is not even paid minimum wages.

ONGC has awarded contracts to the following companies since 2007 as follows:

Patni Computers Services -	Year 2007 to 2010
CMC - Computers Maintenance Corp. Ltd. -	Year 2010 to 2014
Tata Consultancy Services Ltd. -	Year 2015 one year only
CMS IT Services Pvt. Ltd. -	Oct 2016 to Oct 2019

Most of the technicians continued their services in ONGC contracts. Some of them have left and join other concerns as initially the salary was very meager. In their 12 to 13 years of service, most of them are married having children and shouldering their parents responsibilities also. It need not to be explained or elaborated how expensive it is to live in a city like Mumbai. With the meager salary, maintaining families daily needs, children education, increasing demands of medication of aged parents is possible only with mounting debts, sooner or later they will succumb to these pressures.

ONGC is awarding the contract for maintenance and networking for all the projects and offices in our country. Please find enclosed the copy of job carried out by these employees which gives clear picture of their high skill job. By including them in Fare Wage Policy, we can assure them of respectable salary and other benefits which are mentioned above.

ONGC is already incurring the expenses which is a very sizable amount for above mentioned contract. We are very sure our **Balance Sheet** will not be dented by including these employees in Fare Wage Policy. The total cost of the contract for three years is around Rs. 75 crores.

Your esteemed authority is requested to kindly give direction to the concern authority to initiate the proposal to include these employees in "**Fair wage Policy**"


Thanking you,
Yours faithfully,

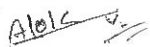

(Pradeep Mayekar)
General Secretary


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5. GM I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51
6. GM I/c FMG, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51

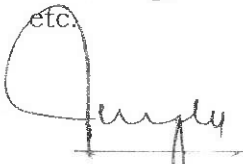

24/6/19


24/6/19


24/6/19

Roles & Responsibilities of CMS Engineers :

- ❖ Monitoring LAN & WAN (Intranet, Modem, DHCP, DNS, Proxy servers, IIMS server, leased line, ISDN, to ensure proper connectivity & to reduce downtime).
- ❖ Implementing & Configuring (Switches, Modem, Hub, Network Printer, Plotter, DHCP, DNS, ADS, FTP)
- ❖ Maintaining, Managing & Planning (Documentation related to Hardware, Software & Network, Data backup & Restoration, Asset management, Network diagram, port wise structural cabling, Maintain & update IP addressing, planning for future IT requirement, Monthly MIS).
- ❖ Monitoring of Servers and troubleshooting. Creating / modifying / deleting users and groups. Installation of packages upgrades and patches of OS.
- ❖ Installation and Troubleshooting of Operating Systems and Office automation and production related (Instrument Applications) Software.
- ❖ Ensuring un-interrupted smooth running of Computers Hardware, Network etc.
- ❖ Installation, Configuration & Troubleshooting Printers.
- ❖ Installation, Configuration & Troubleshooting of Email Clients and Services.
- ❖ Handling Critical User's calls, Backup & Restore / Data Management.
- ❖ Installation, Configuration & Troubleshooting of SAP Client.
- ❖ Establishing stable connectivity between the Clients LAN.
- ❖ Vendor co-ordination for AMC and Warranty of computers & Other Devices.
- ❖ Asset Tagging and Inventory Management of IT equipment.
- ❖ Preventive Maintenance.
- ❖ To support video conference and broadcasts on various events.
- ❖ Temporary shifting and setting of IT equipment, such as Desktops, Printers, Projectors etc., extension of LAN for events/conferences to be held at the location
- ❖ Preparing MIS Reports, Server Logs & NOC Reports, Raising tickets for Incidents and requests in NOC portal behalf of Users & Other Activities.
- ❖ Installing, Maintaining and Troubleshooting of Computers, Printers, Scanners, etc.



(Pradeep Mayekar)
General secretary