



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 084/2022

DATE : 21/07/2022

To,
The ED - HRO,
ONGC - WOU,
NBP Green Heights, BKC,
Bandra (East),
Mumbai: 400 051.

O/c

प्राप्त
RECEIVED
21/7/2022
उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (O)
मुंबई / Mumbai

Subject: Complaint regarding nonpayment of Bonus, Gratuity, non-issuing of Uniforms and Shoes and nonpayment of Overtime on National Holidays by M/s. NIS Facility Management Ltd. to the contractual housekeeping employees working in ONGC Gokuldham, Poonam Nagar, Old JVPD, New JVPD, BKC and Vidyavihar Colony.

Respected Sir,

This has reference to office circular issued by ONGC for the payment of Bonus for the years **2018 to 2021** to the contractual employees working in various ONGC colonies cited in the subject above.

The Housekeeping contract was awarded to **M/s. NIS Facility Management Ltd.** from **24/02/2018 to 31/01/2021** vide contract no. 9030008403 for the ONGC residential colonies mentioned above in the subject.

We have received complaints from contractual employees working under the housekeeping contract of **M/s. NIS Facility Management Ltd** operated in various colonies of ONGC for non-payment of Bonus, Gratuity, non-issuing of Uniforms and Shoes and nonpayment of overtime on National Holidays as per the statutory provisions in labour law. Initially the housekeeping contract was awarded to the above mentioned contractor for the period from **24/02/2018 to 31/01/2021** and the same contract was extended for another Six (6) months from **01/02/2021 to 31/07/2021**.

Following are the dues not paid to the employees working in the housekeeping contract in various ONGC Colonies:

Year	24.02.2018 to 31.12.2018	01.01.2019 to 31.12.2019	01.01.2020 to 31.12.2020	01.01.2021 to 31.07.2021
Uniform (Two Pairs per Year)	Only One Pair Issued	Not Issued	Not Issued	Not Issued
Shoe (One Pair)	Not Issued	Not Issued	Not Issued	Not Issued
Bonus	Not Paid	Not Paid	Not Paid	Not Paid
Overtime on Three National Holidays	Not Paid	Not Paid	Not Paid	Not Paid
Gratuity	Not Deposited	Not Deposited	Not Deposited	Not Deposited
18 Days Leave	Not Paid	Not Paid	Not Paid	Not Paid

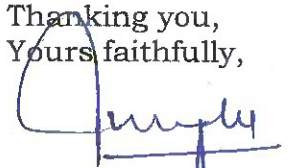
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It has been brought to our notice that fake **No objection Certificate** have been submitted by **M/s. NIS Facility Management Ltd** and without verifying signatures of the **Contractual Employees** in the No Objection Certificate all monthly bills of the said contractor have been released. It is a matter of serious concern. It is understood that the enquiry is being conducted of the contractor **M/s. NIS Facility Management Ltd.** by the Vigilance Department in Mumbai Region. A strict action must be initiated against the concerned authorities who are involved, responsible for making the payment to the contractor without verifying signatures of the contractual employees working in the contract of **M/s. NIS Facility Management Ltd.**

It is also understood that no Gratuity payment of these contractual employees have been deposited by M/s. NIS Facility Management Ltd. Moreover fake receipts of LIC of Gratuity deposited has been submitted by the said contractor to the management. It means no Gratuity of these contractual employees has been deposited by the contractor for the period of 24/02/2018 to 31/07/2021.


Your esteemed authority is requested to kindly give direction to concern authority for balance payment of their **Bonus, Gratuity, Overtime on National Holidays, Uniform and Shoes**, till then his security deposit and balance bills payment may please be withheld till he makes the payments of dues mentioned above to the contractual employees working in various ONGC Colonies. As mentioned above strict action must be initiated against the authorities who have released the payment without verifying the documents.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

o/c

Copy to:

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1. CGM (MM)- Head Vigilance, ONGC-WOU, NBP Gr. Hts, Bandra (E), Mum-51.
 2. GM(MM)- Head MM, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.
 3. GM-I/c, IR, ONGC-WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.
 4. GM-I/c FMG, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mum-51.
 5. DY. CLC (CL), Shivshrushti Road, Chunabhatti, Sion, Mumbai-22.

