

# 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/ 87 /2022

DATE : 29/07/2022

To,  
**The Director (HR)**  
ONGC,  
P D D Urja Bhavan,  
5 Nelson Mandela Marg,  
Vasant Kunj,  
New Delhi- 110070

o/c

**Subject: Request to release promotions of employees having diploma in engineering qualification involved in Court Cases**

Respected Sir,

Unfortunate and most cruel compromise was done bringing down the equivalency of diploma engineering qualified employees recruited as **Jr. engineers** becoming **Asst. Engineers** from four (4) years to eighteen (18) years and they were designated as Astt. Technicians.

In the following fact-finding majority of Unions in Mumbai Region now identified as WOU we, **ONGC (WOU) Karmachari Sanghatana** won by a margin of 254 votes and were declared by the management as the only recognized union of the region.

In the very first JCM participated by us we persuaded the above issue, wherein management side was chaired by **Mr.K.S.Jamstin**, then **Director (HR)** himself, being convinced it was on his directives a committee of all General Secretaries was constituted to review the said MOS. The matter was resolved by reducing the promotion period from six years to four years, but reaching to this was taking a long time, hence some career-oriented individuals took to other measures of getting justice i.e. High Court. We need not elaborate, how an individual feels being downgraded of his position, we can term it as complete 'psychological deprivation'.

Further, in reference to the **MOS- 2004** signed between recognised Union's General Secretaries and esteemed ONGC Management in presence of **Chief Labour Commissioner (CL)** in the office of **CLC(CL) in New Delhi**, one condition of the MOS was the non-executives who are involved in Court Cases has to withdraw their cases after signing of MOS within two months i.e. 60 days.

A case was filed by "**Diploma Engineers Technical Association**" (**DETA**) in the High Court of New Delhi against ONGC regarding the **2004 MOU**. Now the said case has been disposed of by the High Court New Delhi. Please find enclosed the copy of the same for your perusal.

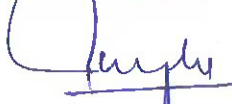
Time limit given by ONGC Management has already lapsed long back. Presently individuals involved in the court case as members of **DETA** have joined back our Union hence, we are representing for an amicable solution.

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Your esteemed authority is requested to resolve the issue amicably giving three months' time limit from date of issue of this letter, as a onetime measure be extended so that the non-executives involved in the case can join their higher post on promotion withdrawing from court cases.

An early positive action in the matter will be highly appreciated, promotion from their joining date will give them the opportunity to work and delegate from a higher capacity, certainly a healthier working condition.

Thanking you,  
Yours faithfully,




**(Pradeep Mayekar)**  
**General Secretary**



**Copy to:**

1. ED- Chief ER , ONGC,5,Nelson Mandela Marg, PDD Urja Bhavan, New Delhi.
2. ED-HRO, ONGC, WOU, WOU, Gr. Hts., BKC, Bandra (E), Mumbai- 51.
3. CGM- Chief HRD , ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi.
4. CGM(HR),Head R&P, ONGC, Green Hills, Tel Bhavan,Dehradun,Uttaranchal.
5. GM(HR)- I/c IR, ONGC, WOU, Gr. Hts., BKC, Bandra (E), Mumbai- 51.
6. DGM-Head Corporate IR,ONGC,Gr. Hills,Tel Bhavan,Dehradun,Uttaranchal

  
29/7/2022

V.K.  
29/7/22