



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/ 19 /2023

DATE : 27/01/2023

To,
The ED - Plant Manager,
ONGC, WOU,
LPG Plant, Hazira,
Surat, Gujrat.

a/c

Subject: Request to resolve the issue of overtime for 4 hours extra duty performed after 8 hours regular shift during COVID-19 pandemic from 23/03/2020 to 8/11/2022 in line with the settlement in case of LPG Plant, Uran.

Respected Sir,

In view to the subject cited above and in reference to our earlier letters vide nos. **ONGC/KS/089/2023 dated 01/03/2021 and ONGC/KS/194/2021 dated 11/10/2021** regarding sanction of 4 hours overtime, we wish to draw your esteemed authority's attention as mentioned bellow. Please find attached the copies of letters for your perusal.

The issue was raised with the RLC (C), Mumbai as same duty pattern is followed in LPG Plant, Uran. The issue of payment of 4 hours extra duty performed after 8 hours normal shift duty was admitted in conciliation by RLC (C), Mumbai. After long deliberation with **ED-Plant Manager, LPG Plant, Uran** issue has been resolved by sanctioning 3 hours extra duty performed after 8 hours. Accordingly ONGC management and union signed a settlement **in form - H (Memorandum of settlement)** in presence of RLC (C), Mumbai and amicably resolved the demand in dispute. Please find attached the copy of settlement for your perusal.

Hazira and Uran plant having same pattern of shift duty, your esteemed authority is requested to kindly resolve the issue in line with the above settlement of 4 hours overtime performed beyond 8 hours regular duty during pandemic of **COVID - 19** as the issue is pending for a long time.

Thanking you,
Yours faithfully,

a/c

(Pradeep Mayekar)
General Secretary

Copy to:

1. GM - I/c HR-ER, ONGC, WOU, LPG Plant, Hazira, Surat, Gujarat
2. Secretary, ONGC(WOU)Karmachari Sanghatana, LPG Plant, Hazira, Gujarat

Minutes of Conciliation Proceedings held before the Conciliation Officer and Regional Commissioner (Central), Mumbai on 09-01-2023 .

Parties to the dispute present as under:

On behalf of M/S Oil And Natural Gas Corporation Limited:

Shri Gaurav Patange, Manager (HR)-I/c IR

On behalf of Union:

Shri Parag Kadam, Vice President

Shri Pradeep Mayekar, General Secretary

Shri Ujjesh Tupe, Secretary (Uran)


Shri Balkrishna Kashid, Secretary (Uran)

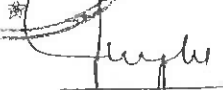
Shri DS Ardalkar, Executive Member

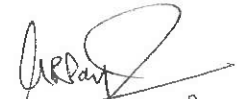
All the parties to the dispute present. The issues in dispute were discussed at length with the parties. After protracted discussions and suggestions of the Conciliation Officer, all the parties agreed to sign the settlement before me, as per the terms incorporated in the Form – H (Memorandum of Settlement).

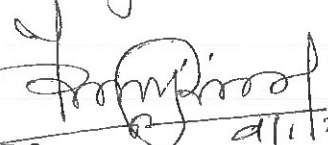
In view of the above, the conciliation proceedings ended having resulted into settlement and amicably resolved the demand in the dispute.

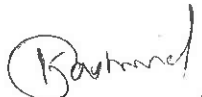




Conciliation Officer
& RLC(C), Mumbai



(Pradeep Mayekar)
General Secretary
ONGC(WOU) Karmachari
Sanghatana,


09/01/2023
Gaurav Patange
Manager (HR)-I/c IR, Uran


21.1.23
Parag Kadam
Vice President
Karmachari Sanghatana


B.S. Kashid
Secretary K.S. Uran


09.01.2023
Ujjesh R. Tupe
Secretary K.S. Uran


Dip S. Ardalkar
EM. K.S. Uran

FORM - H
Memorandum of Settlement

MEMORANDUM OF SETTLEMENT ARRIVED AT UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947 BEFORE SHRI SUNIL RAGHUNATH MALI, CONCILIATION OFFICER & REGIONAL LABOUR COMMISSIONER (CENTRAL), MUMBAI AS A RESULT OF AND IN THE COURSE OF CONCILIATION PROCEEDINGS HELD ON 9TH JANUARY, 2023 AND SIGNED BETWEEN THE MANAGEMENT OF M/S OIL AND NATURAL GAS CORPORATION LIMITED, URAN PLANT AND ONGC (WOU) KARMACHARI SANGHATANA.

Parties present:

On behalf of M/S Oil And Natural Gas Corporation Limited:
Shri Gaurav Patange, Manager (HR)-I/c IR

On behalf of Union:

Shri Parag Kadam, Vice President
Shri Pradeep Mayekar, General Secretary
Shri Ujjesh Tupe, Secretary (Uran)
Shri Balkrishna Kashid, Secretary (Uran)
Shri DS Ardalkar, Executive Member

SHORT RECITAL OF THE CASE

Whereas ONGC Uran Plant a workcentre of M/s Oil & Natural Gas Corporation Limited (hereinafter referred to as "ONGC Uran Plant") has revised the duty pattern from 08 hour shift to 12 hour shift due to outbreak of Covid-19 and country wide lockdown/travel restrictions with effect from 23.03.2020 in line with the directions from ONGC Head Office which were implemented across all work centres of ONGC.

Whereas the duty pattern has been reverted back to 8 hours shift as per another directions from ONGC Head Office w.e.f. 08.11.2021 at ONGC Uran Plant.

Whereas the duty pattern was changed in such a manner that, weekly working hours remain same in 8 Hours Shift pattern (2 Morning, 2 Evening, 2 Night, 1 Rest, 1 OFF & repeat) and 12 Hours Shift pattern (1 Day, 1 Night, 1 Rest, 1 OFF & repeat) i.e. 48 hours in 8 days pattern i.e. less than 48 hours in a week in compliance with the Factories Act, 1948.

[Signatures of representatives from both parties]

[Signature of Conciliation Officer]



Whereas in regular 8 hours pattern, employees get 2 days off in a cycle of 8 days; whereas in 12 hours pattern employees get 4 days off in a cycle of 8 days, so that weekly working hours remain same in both patterns.

Whereas ONGC Uran Plant has already paid Overtime to those employees who have performed duty beyond their regular duty as per revised pattern i.e. beyond 12 hours for the said period.

Whereas ONGC (WOU) Karmachari Sanghatana (hereinafter referred to as the 'Union'), a recognized Trade Union (Reg. No. By - II - 8268) vide letter dated 01.03.2021 has requested for payment of overtime of 4 hours of extra duty performed after 8 hours regular duty during Covid-19 pandemic from April 2020 onwards till restoration of original duty pattern.

Whereas Head Offices of ONGC (Corporate IR and Corporate Policy) have opined that decision for payment of overtime is a matter which is to be decided by the local management.

Whereas several Conciliation meetings took place between the representatives of the ONGC Uran Plant and the Union in the presence of Conciliation Officer (Central) appointed under the Industrial disputes Act.

Whereas during the conciliation proceeding held on 16.09.2022, Conciliation Officer has viewed that since daily working hours are more than 8 hours, the issue of payment of Overtime is to be considered positively and advised both parties to arrive at an amicable solution through dialogue.

Whereas subsequent to directions of Conciliation Officer two rounds of bilateral discussions were held on 14th October 2022 and 6th December 2022 between management of ONGC Uran Plant and the Union. The meetings were chaired by ED-Plant Manager, Uran who is the Competent Authority at ONGC Uran Plant and attended by several high level officers including Head Operations, Head Maintenance, Head HSE, Head Engineering Services, Support Manager, RPS & HODs etc.

Whereas during the bilateral meetings, management of ONGC Uran Plant and the Union have arrived at amicable resolution for payment of 3 hours of Overtime out of 12 hours of duty performed excluding regular duty of 8 hours plus one hour of rest period in compliance with the Factories Act, 1948.

[Handwritten signatures of representatives from both parties]



[Handwritten signature: S. Mahi]

Whereas during conciliation proceedings on 19.12.2022, the Conciliation Officer has been informed by the management of ONGC Uran Plant that they are ready to sign a settlement before Conciliation Officer after the Secret Ballot Election to be held at Hazira workcentre which is also part of WOU region as similar issue is pending at Hazira Plant and under apprehension that any settlement on similar issue before that may attract violation of Code of Conduct.

Whereas, during the conciliation proceedings held on 09.01.2023, after prolonged discussions, all the parties involved agreed to resolve the dispute amicably on the following terms of settlement.

TERMS OF SETTLEMENT

- A) It is agreed between Union and the management of ONGC Uran Plant that within forty five (45) days of execution of this settlement, management will pay the eligible employees 3 hours of Overtime out of 12 hours of duty performed excluding regular duty of 8 hours plus one hour of rest period in compliance with the Factories Act, 1948.
- B) It is agreed between Union and the management of ONGC Uran Plant that this settlement will be implemented from period 23.03.2020 to 08.11.2021.
- C) It is agreed between Union and the management of ONGC Uran Plant that the calculation of overtime will be system generated as per previous practice (as per individual's entitlement and as per actual duty performed) and the Union/ employees of ONGC Uran Plant shall not dispute the amounts paid.
- D) It is agreed and declared that the Union / employees of ONGC Uran Plant shall have no claim or demand against additional Overtime claim for rest period of 1 hour and shall not hereafter raise another dispute in relation to additional Overtime claim for rest period of 1 hour after implementation of this settlement.
- E) It is agreed between Union and the management of ONGC Uran Plant that the Union & employees shall extend all necessary cooperation for implementation of this settlement.
- F) The parties declare that this is a one-time settlement applicable only at ONGC Uran Plant and shall not be treated as a precedent for automatic implementation at other work centres of ONGC and that this dispute settles in toto.

[Signature]

[Signature]

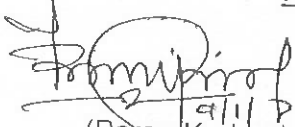



[Signature]

- G) That both the parties shall submit the implementation report to the conciliation officer separately within 45 days from the date of settlement failing which it will be presume that the settlement in question has been implemented in toto.

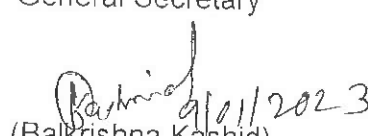
IN WITNESS WHEREOF BOTH THE PARTIES HEREUNDER HAVE SUBSCRIBED TO THIS SETTLEMENT ON THIS 9TH DAY OF JANUARY, 2023.

For Union

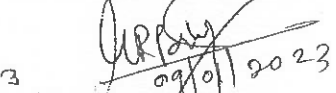

(Parag Kadam)
Vice President



(Ujjesh Tupe)
Secretary (Uran)


(Pradeep Mayekar)
General Secretary


(Balkrishna Kashid)
Secretary (Uran)


For Management


(Gaurav Patange)
Manager (HR)-I/c IR


(DS Ardalkar)
Executive Member



Before me


(Sunil Raghunath Mali)
Conciliation Officer

Under the Industrial Dispute Act, 1947
& Regional Labour Commissioner (Central)
Mumbai



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/194/2021

DATE : 11/10/2021

To
The ED-Plant Manager,
ONGC, WOU,
LPG Plant, Hazira,
Surat,
Gujarat.

प्राप्त
RECEIVED

उप मुख्य श्रीमायुक्त (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (C)
मुंबई/Mumbai

Subject: Request to sanction overtime for 4 hours extra duty performed after 8 hours regular shift duty, during COVID-19 pandemic from April 2020 till date.

Respected Sir,

This has reference to our earlier letter **ONGC/KS/89/2021 dated 01/03/2021** regarding sanction of overtime, of 4 hours extra duty performed after 8 hours regular duty during covid-19 pandemic from April 2020 till date. Our letter on the subject cited above is self-explanatory.

Unfortunately, 12 hours pattern is still continuing in **LPG plant Hazira**, let me take the opportunity to bring to your notice, same 12 hours pattern duty was performed in **HPCL and BPCL** refinery Mumbai, but HPCL has discontinued the 12 hours duty pattern in the month of Aug 2020 and BPCL have done so in the month of July 2020.

For sanctioning the overtime of 4 hours, above 8 hours regular duty performed in HPCL refinery, **HPCL Karmachari Sena** the union in HPCL refinery raised the dispute in **Dy. Labour Commissioner's office**. Management of HPCL Refinery ultimately agreed in conciliation meetings held by **Regional labour commissioner Shri. B V S Rathod**. Please find enclosed all the copies of conciliation proceeding for your perusal. BPCL management has already paid 4 hours overtime for extra duty performed beyond 8 hours to their employees in BPCL refinery Mumbai for the period of March 2020 to July 2020.

It needs no elaboration how our employees are working hard maintaining mental resilience for 12 hours every day risking their own and family's life putting aside all personal safety and attending duty punctually.

As mentioned above all employees in shift duty are still continuing 12 hours duty pattern in LPG plant, Hazira, they are entitled to get overtime as per provisions in "**Labour law/factory act**". Your esteemed authority is requested to kindly look into the matter as BPCL & HPCL has already paid the amount of overtime for extra work as explained above.

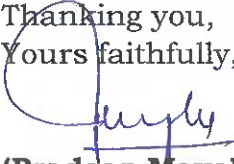
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We expect positive approach from your authority for accepting the legitimate demand of our employees, resolving the issue amicably. It will definitely raise their moral and encourage to give better service to the organization, simultaneously it will help to maintain cordial and conducive atmosphere in the plant, and will not necessitate us to raise a dispute with the **Labour Commissioner's office**.

Thanking you,
Yours faithfully,

O/c


(Pradeep Mayekar)
General Secretary

Copy to:

1. GM-I/c, HR/ER, LPG Plant Hazira. ONGC, WOU, Surat, Gujarat.
2. DGM-IR, LPG Plant Hazira. ONGC, WOU, Surat, Gujarat.
3. Dy. CLC, (Central), Shramraksha Bhavan, Chunabhatti, Sion, Mum-22.



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

Fiat No.102, 1st Floor, Acme Homony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/ 89 /2021

DATE : 01/03/2021

To

The ED-Plant Manager,
ONGC WOU,
LPG Plant, Hazira
Surat, Gujarat.

O/C

Subject: Request to sanction overtime of 4 hours extra duty performed after 8 hours regular duty during COVID-19 pandemic from April 2020 to February 2021.

Respected Sir,

We feel proud to be a part of **ONGC**, a **Maharatna** company, who along with their real ground warriors, worked untiringly 24 x 7 in a very difficult situation of **COVID 19** pandemic, assuring uninterrupted supply of fuels to our society ultimately to our nation. **ONGC** was also the part of big donors to strengthen "**PM Care fund**" serving entire community during this difficult situation and time.

On the real front in LPG Plant Hazira, our employees toiled hard performing 12 hours duty every day, risking their own and family's life putting aside all personnel safety and attending duty punctually, so that essential services are not hampered and service to our company and nation remains uninterrupted. Despite the selfless contribution, management has failed to acknowledge them. They were neither being encouraged nor rewarded suitably.

While we do not seek any reward, this unwarranted attitude of the management compels us to bring to your notice that we have legitimate rights to receive 4 hours overtime for working beyond eight (8) hours out of 12 hours duty rendered from April 2020 to February 2021. Kindly refer **Factory Act**, chapter-vi, section 59.

Sir our employees worked for 12 hours for the period mentioned above and still continuing to work, they are entitle to get overtime as per provisions in "**Labour law/Factory Act**". Kindly note that not sanctioning of overtime performed by the employees pertains to unfair labour practice and it attracts legal action also by the labour authority.

It is pertinent to mention here that Management of **BPCL Refinery, Mumbai** has already paid overtime for extra 4 hours performed after regular 8 hours duty. So also Management of **HPCL Refinery, Mumbai** is also in the process to pay the overtime of 4 hours performed after 8 hours regular duty in month of March-2021 salary.

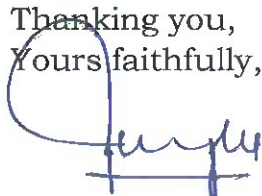
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Your esteemed authority is requested to kindly look into the matter for amicable solution. We hope your authority will not compel us to raise the issue before labour authority for our legitimate dues and justice.

We anticipate positive approach from your authority and reward the true warriors, by extending what is rightfully due to them, raising their morals and encourage to give better service to our company, society and to nation. So also it will help to maintain cordial and conducive atmosphere in the entire LPG Plant at Hazira.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

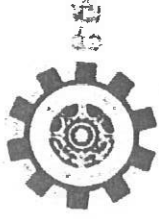
c/c

Copy to:

- 1) GGM - HRO, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai 51.
2) GM - I/c IR, ONGC, WOU, Green Heights, BKC, Bandra (E), Mumbai 51.
3) GM-I/c, HR/ER, LPG Plant Hazira. ONGC, WOU, Surat Gujarat.
4) DGM-IR, LPG Plant Hazira. ONGC, WOU, Surat Gujarat.

5/3/24

m. White
5/3/2024



No. B.8(29)/2020-B.I

भारत सरकार / Government of India
श्रम और रोजगार मंत्रालय / Ministry of Labour & Employment
कार्यालय: उप मुख्य श्रम आयुक्त (केन्द्रीय)

Office of the Deputy Chief Labour Commissioner (Central)
श्रम रक्षा भवन, शिव श्रुस्ति मार्ग, पूर्वी एक्सप्रेस राजमार्ग,
सायल (पूर्व), मुंबई - 400 022 / Slon (East), Mumbai - 400 022

SPEED POST

13 JAN 20
dt: 12-01-2021

To,

1. The Chairman & Managing Director,
Hindustan Petroleum Corporation Limited,
Petroleum House,
Jamshedji Tata Marg,
Mumbai - 400020

2. The General Secretary,
Hindustan Petroleum Karmachari Sena,
C/o Hindustan Petroleum Corporation Limited,
Petroleum House,
Jamshedji Tata Marg,
Mumbai - 400020

Subject: Industrial Disputes Act, 1947 - Demand over the issue of sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to Sept, 2020.

Dear Sir(s),

Please refer to the industrial dispute raised by the General Secretary, Hindustan Petroleum Karmachari Sena over the demand over the issue of sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to Sept, 2020. Accordingly, I would like to inform you that the matter has been seized as industrial dispute under Section 12 of the Industrial Dispute Act, 1947 and conciliation has been fixed on 27-01-2021 at 1530 hrs. in the office of the undersigned at Shram Raksha Bhavan, Shiv Shrushti Marg, Eastern Express Highway, Slon (East), Mumbai - 400 022 with a view to bring about an amicable settlement of the dispute so that conducive working atmosphere can be maintained in the establishment.

You are advised to attend the Conciliation Proceedings in person or through a duly Authorised Representative who is competent to settle the issue with all relevant records and papers connected with the dispute, failing which the matter will be proceeded ex-parte/ closed as the case may be.

Yours faithfully,

(B.V.S. Rathore)

Conciliation Officer under ID Act, 1947
& Regional Chief Labour Commissioner (Central)
Mumbai

At: 10/01/2021

Both the parties to the dispute attended the conciliation proceedings. Management of HPL, HR, Mumbai is represented by Shri Amit D. Bhattacharya, Sr. Mgr. HR.

Representative of HPL, submitted that due to lockdown and imposition of S.O. 111 by the District Administration, the management had a joint discussion with the two recognised union to work for 12 hours a day. However, they added that the applicant union was not operative at the time of discussion. The management further submitted that the overtime of 11 hours of extra duty will be paid within this fiscal year, after revision of NDM Act, 2005.

Union also submitted that their formation was started from Sept '20 and as no OT was paid, the issue was raised before the CO.

Since, the management agreed to make payment of OT within this fiscal year, the matter is adjourned. Next date is fixed for 10/02/2021 at 1500 hrs.

For:

Amit D. Bhattacharya
Sr. Manager - HR
HPL, Mumbai Refinery

Prodeep Majumdar
General Secretary
(Hindustan Petroleum Corporation Limited)

27/01/2021
HPL
Mumbai



No. B.8(29)/2020-B.I

भारत सरकार / Government of India
श्रम और रोजगार विभाग / Ministry of Labour & Employment
कार्यालय: उप मुख्य श्रम आयोग (केंद्र)

Office of the Deputy Chief Labour Commissioner (Central)
"श्रम रक्षा भवन", शिव श्रुस्ती मार्ग, पूर्वी एक्सप्रेस हाइवे,

सिआन (पूर्व) - 400 022 / Sion (East), Mumbai - 400 022

dt. 05-07-2021
- 9 JUL 2021

To:

1. The Chairman & Managing Director,
Hindustan Petroleum Corporation Limited
Petroleum House,
Jamshedji Tata Marg,
Mumbai - 400020

✓ The General Secretary,
Hindustan Petroleum Corporation Limited,
C/o Hindustan Petroleum Corporation Limited,
Petroleum House,
Jamshedji Tata Marg,
Mumbai - 400020

Subject: Industrial Disputes Act, 1947 - Demand over the issue of sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to Sept. 2020.

Dear Sir(s),

Whereas, the conciliation proceedings was fixed on 10-03-2021 and the same was adjourned. You are, therefore, once again given an opportunity to submit your comments on the subject matter and advised to attend the conciliation which is now fixed for **22-07-2021 at 1400 hrs** in the office of the undersigned at **Shram Raksha Bhavan, Shiv Shrushti Marg, Eastern Express Highway, Sion (East), Mumbai - 400 022** with a view to bring about an amicable settlement of the dispute so that conducive working atmosphere can be maintained in the establishment.

You are advised to attend the Conciliation Proceedings in person or through a duly Authorised Representative who is competent to settle the issue with all relevant records and papers connected with the dispute, failing which the matter will be proceeded ex-parte/ closed as the case may be.

Yours faithfully,

(B.V.S. Rathore)

Conciliation Officer under ID Act, 1947
& Regional Chief Labour Commissioner (Central)
Mumbai

(8)

No. B-8(29)/2020-BI
At ~~23/01/2021~~ 10/03/2021

Minutes

Both the Union and the management of HPCL, M.R. attended the conciliation proceeding. Management of HPCL, M.R. submitted that the payment of OT wages is under process and shall be completed by end of March, 2021 and requested to adjourn the matter till then. Union agreed for the same.

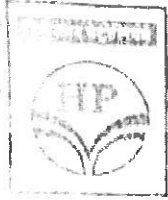
Accordingly, matter is adjourned. Next date shall be intimated after hearing for both the parties.

Amr

Amit D. Bhoshakar
Sr. Manager - HR
HPCL, Refinery, Mumbai
10/03/2021.

Rajesh G. Chavan
RAJESH G. CHAVAN
DEPUTY GENERAL SECRETARY
HINDUSTAN PETROLEUM KARULIHADI SENIA
10/03/2021

10/03/21



हिन्दुस्तान पेट्रोलियम कॉर्पोरेशन लिमिटेड

(भारत सरकार द्वारा) पंजीकृत कार्यालय : 17, जामनगर रोड, मुंबई - 400 020

HINDUSTAN PETROLEUM CORPORATION LIMITED

(A GOVERNMENT OF INDIA ENTERPRISE) REGISTERED OFFICE : 17, JAMNAGAR ROAD, MUMBAI - 400 020

मुंबई रिफाइनरी, पो. ऑ. बॉम्बे नं. 10020, वी. डी. पाटील मार्ग, माहुल, मुंबई - 400 074

MUMBAI REFINERY, P.O. BOX NO. 10020, V. D. PATIL MARG, MAHUL, MUMBAI - 400 074

टेलीफोन : TELEPHONE : 2507 6000, फैक्स : FAX : 2554 2009, टी. टि. टि. : T.T.T. : TELEGRAM : HINDPET

CIN : L23201MH1952GOT000858

HR MR/

July 16, 2021

To,
The Conciliation Officer &
Regional Labour Commissioner (Central), Mumbai
Office of Dy. Chief Labour Commissioner (Central)
Shram Raksha Bhavan, Shiv Shushti Road,
Eastern Express Highway, Sion(East), Mumbai - 400 022
(Kind Attn: B.V.S. Rathore)

Sub: "Industrial Disputes Act, 1947 - Demand over the issue for sanction of pending overtime of 4 hours extra duty performed during Covid-19 pandemic from April to September 2020".

Dear Sir,

This has reference to letter bearing No. B.8(29)/2020-B.I dated 09/07/2021 with regard to subject matter directing us to attend the matter on 22/07/2021 at 14:00 Hours.

In this regard, we wish to request you to kindly grant fifteen days adjournment for furnishing our comments.

We shall be very thankful for your kind co-operation.

Thanking you,

Very truly yours,

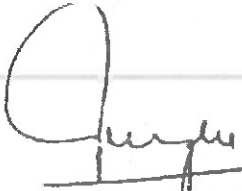
S H Mehdi
Chief General Manager-HR
Mumbai Refinery

No. 8 (29)/2020-K.I

Dt. 22/07/2021

Union protest. Management - remained absent but with intimation. Management vide their email dt. 20/07/2021 has sought adjournment. Since the C.O. is on official tour and not available, the conciliation is adjourned. Next date of conciliation is fixed for 10/08/2021 at 1500 hrs.

Notice shall be send to management.


(Pradeep Mangrkar)
General Secretary
HPCL Karmachari Sanghathan.