



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/ 25 /2023

DATE : 10/02/2023

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

o/c

Subject: Request to resolve the under mentioned issues which are statutory as per the provisions of labour laws of contract labour working under the contract of "M/s. Suchi Turnkey Projects Pvt. Ltd."

Respected Sir,

This is in reference with the non-payment of Minimum Wages and non-implementation of other statutory provisions in labour laws by **M/s. Suchi Turnkey Projects Pvt. Ltd.** The contract awarded is not even a year old and the said contractor is indulged in blatant irregularities, this not only draws action to be initiated of black listing him it also raises eyebrows on the integrity of officer incharge of the contract, before we move into some direct action it is expected prompt action be initiated to dilute the situation.

There is total Twenty-Seven (27) contractual employees and Five (5) Supervisors working under this contract in the offices of **Green Heights, Vasudhara Bhavan, 11 High, Juhu Helibase and Panvel**, all the officers under whose supervision the contract is under operation and in the areas mentioned above should also be hold accountable. The said contract has been awarded to the contractor from **21st March 2022**.

Following are the various issues of the contact labour working under the contract of **M/s. Suchi Turnkey Projects Pvt. Ltd.:**

1. No **Fair Wage policy** is being extended to these employees
2. It is unfortunate to note that not even Minimum Wage is paid to the contractual employees. Presently monthly salary paid is between the range of **Rs. 10,000/- to Rs. 13,500/-** which is not even a 40% of present Minimum Wage,
3. Most of the contractual employees are technically qualified and possesses **ITI Trade Certificates**.
4. No **UAN No.** is activated of these employees.

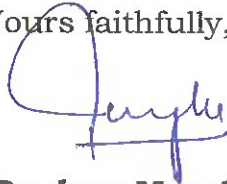
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5. No **Provident Fund** is deposited from Aug-2022. In case of some of employees only one month PF is deposited by the contractor, whereas employee contribution is religiously deducted.
6. No **Payslips** are issued to the employees till date
7. No 21 days leave is extended to them
8. No **Gratuity** of any employee is deposited in month of Dec-2022
9. No **Term Insurance of Rs. 5.00 Lakhs (Rupees Five Lakhs Only)** is made applicable to them
10. No **Mediclaim Policy of Rs. 5.00 Lakhs (Rupees Five Lakhs Only)** has been purchased for these employees
11. No **Workmen Compensation Policy** is drawn to the employees which is statutory in labour law
12. No uniforms are issued by the contractor. Only one apron is given in the month of **March 2022**. Uniforms for the year 2023 is due to contractual employees. In addition to this, uniforms for the **year 2022** are also pending
13. **ESIC** amount has been deducted from salary but no cards are issued. It is doubtful whether **ESIC** amount is deposited by the contractor with **ESIC** office. Receipt of the amount deposited in **ESIC** office must be brought on the office record
14. No **Salary accounts** of the employees are opened till date. As a result employees are facing difficulties to get the loan from the financial institutes
15. Presently salary is deposited in their **individual accounts**
16. No **appointment letters** are issued to the employees till date
17. No salary is paid on or before **7th of the month** which is violation of statutory labour laws
18. No **Bonus** is paid for the month of March-2022
19. **Rs. 100/- (Rupees Hundred Only)** are charged by the contractor for preparing **NED** passes
20. No **safety shoes** are issued till date
21. No required material is provided by the contractor like **Brasso, Nuts and Bolts, Gaskets, Oil, Grease, Gate Valve, Paint, Brushes etc.**
22. No required tools are provided in the tool box which are inadequate
23. No sitting space is made available to the employees at all the work centres
24. No **Travelling Allowance** is paid for visiting various colonies for mounting fire extinguishers, fire hydrants, hoses etc.

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Your esteemed authority is requested to kindly look into the matter as the said contract is awarded for three years, the contractor **M/s. Suchi Turnkey Projects Pvt. Ltd.** is flouting all provisions in the labour laws. Kindly give direction to the concerned authority so that all labour laws are implemented which will be in the in the interest of contractual employees as well as our **Maharatna** status will be protected from being tarnished, monthly bills of contractor should be suspended till he clears all the legitimate dues with arrears to the contractual employees working under him, under no circumstances part payment should be agreed upon.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary


a/c

Copy to:

1. GM- I/c IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.
2. GM- Head FMG, ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum-51.
3. GM, I/c-Fire Services, RO, WOU, NBP Gr. Hts., Bandra (E), Mum-51

SRE
13/2/2023

M.V. MISHRA
13/2/2023


13/2/2023