



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/ 47 /2023

DATE : 15/05/2023

To,
The ED-HDS
ONGC, WOU,
11 High, Bandra- Sion Link Road,
Sion,
Mumbai- 400017.

Subject: Request to retain the Crew of regular employees on Rig Sagar Gaurav

Respected Sir,

We are in a receipt of serious complaint and concern from **Crew members of Rig Sagar Gaurav** regarding introducing contract labour in place of regular employees of ONGC, which we as a recognized union over a decade now also strongly believe that their concern is justified, please find enclosed the copy of complaint for your perusal and desist from deploying contract labours.

Deploying contract labour in place of regular employees to save the expenditure on wages is nothing less than being unmindful, when it is compromising with one of the finest and richly experienced offshore people is beyond our imagination mainly when they have unparallel productive/drilling records with the toughest working condition.

If it is economization, then there are so many areas where we can save organizational expenditures and ultimately increase the profit, we would not ponder into other regions invariably when it's a known fact that Mumbai is still the flag ship region and will continue to remain so. Before taking such unmindful decision, please visit our **Nhava Supply Base** to see the volume of deliberate pilferage, how chemicals are dumped in the yard Crores of rupees can be saved if we properly arrange the material, chemicals, equipment's in the yard.

Improper arrangement of material is giving scope to the theft, valuable material is deliberately dumped under the other material. Theft of **Monel** is example how we have lost valuable equipment's with full planning, tempering CCTV cameras approximately **Rs. 2.5 Crore** valued material taken out of **Nhava Supply Base**. When the theft surfaced same valuable **Monel** were cut into pieces and again transported back to **Nhava Supply Base**. This volume was possible when it is blatant practice of hand in glove with partners having common wasted interest.

Materials chemicals equipment are ordered more than requirement and dumped at **Nhava Supply Base** and either on Rigs and platforms, this can be hugely avoided when meticulous procurement planning are worked out, which is largely overlooked.

The rig that has already out lived its designed life, yet the existing crew is giving best performance, manpower outsourced is not only shameful but heinous too on the part of the management. Record braking drilling of 1000 meters. was done in a single day in April 2023. What management is thinking, that this has happened without excellent long experienced and dedicated manpower. Can unexperienced, uneducated labour drill **1000 meters in a day**. We don't need any Adani or Ambani to privatize this company. Our top officials are having enough experience who will sink our company.

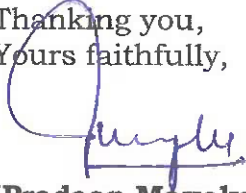
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We attribute this as insult of our dedicated and sincere manpower who has given golden years of their life to ONGC. In fact, it is our mismanagement and lack of administrative competence or lack of dynamic quality of leadership responsible in restricting downward trend if any, there are many instances where the organization has failed to protect the out flow of our finances hugely denting the balance sheet.

Will we be able to give desired output with inexperienced and uneducated contract labour? In any case we cannot expect better performance towards productivity, all that will happen is contractual employees will be exploited as some officers are having wasted interest. We strongly condemn the attitude/approach of management.

To protest against the unmindful decision, our **crew of Rig Sagar Gaurav** on board will resort to "**Food Boycott**" from **16th May 2023** till we receive amicable solution. If we did not receive any response from the management, the hunger strike will be resorted to all Rigs and platforms which may please be noted seriously. We are open to discuss the issue across the table, we have always stayed with the management during crisis but without compromising the interest of the employees.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

- ✓ 1. ED- HRO, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.
2. GM- I/c HR/ER Services, ONGC, WOU, 11 High, Sion, Mumbai- 17.
3. Rig Manager, Sagar Gaurav, ONGC, WOU, 11 High, Sion, Mumbai- 17.
4. Location Manager, ONGC, WOU, ONGC, WOU, 11 High, Sion, Mumbai- 17.
5. GM- I/c, IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mum-51.
6. RLC (CL), Shramraksha Bhavan, Shivshrushti Road, Sion, Mum-22.

To,

Date: 25.04.2023

The Head, Drilling Services,
ONGC 11 High,
Mumbai.

Subject: Hunger Strike notice in oppose to introduction of contractual crew on drilling Rig Sagar Gaurav.

Respected Sir,

We, the staff crew of Sagar Gaurav, are compelled to place a very serious issue in front of your esteemed authority. Presently, Sagar Gaurav has been deployed in Mumbai offshore for drilling operations and has been successful in all its ventures. The hard work and dedication of the staff members share a portion in these successful ventures of the Rig. But unfortunately, the management seems to constantly ignore the issues put forth by the workforce. Today's management is very keen to replace the regular ONGC staff crew with contractuales. There is a news in offshore that the management wishes to instate contractual crew on Rig Sagar Gaurav as done on Rig Sagar Shakti.

This move is very deplorable and displays the adamant and non-employee friendly interests of the management. It's not that we have objections for contractual man power to work on drilling rigs, but this is not the case today. Today's contractual manpower which will be sent on S/Gaurav will perform regular work which is done by ONGC personals and that too when the ONGC manpower on-board is satisfactory. By inducting more and more contractual personals for the regular drilling rig operations will reduce the number of eligible regular ONGC personals. This will result in axing in new recruitments in future. It is very unfortunate that we have to discuss all this right before a week of the day meant for celebrations of Labors and Workers throughout the globe, i.e., the International Labour Day.

You are aware that the Rig Sagar Gaurav has recently returned from dock last year. Since the maintenance at the dry docking, we have been facing lot of issues which we have successfully tackled and resolved. Some of the major issues are non-operational air conditioning refrigeration systems in the accommodation, inoperative sewage treatment plant onboard, out of order drilling equipment like iron roughneck, etc. Still, we have faced all the odds and are continuously giving our cent percent to our work. In response to our dedication and hard work, your supreme authority has appreciated us for fastest drilling of 1000 meters in a day, in April 2023. While doing our work with utmost commitment and sincerity, we have certain demands which we wish to be paid heed to and resolved soon.

Shortage of manpower has always been a serious problem which our organization is facing from a long time. But no such constructive measures are being implemented to resolve this deficiency. Outsourced manpower is never a viable resolution to this issue. Also, it is to be noted that, our demands for regularization of our tenure-based employees to minimize this shortage of man power is never paid heed to by the management. The quality of work and the sincerity put in by the contractual personal can never be at par with that of an ONGCian. This is not something which the management is unaware of. The increase in number of accidents on Rig Sagar Shakti, in the recent times, very well justifies our assumptions.

It is a sincere request to your esteemed authority, to kindly review the decision of introducing contractual manpower on Rig Sagar Gaurav. Thorough examination is to be done to explore other suitable and feasible solutions to deal with manpower management of the organization. It should be noted that presently the crew which is already over stressed due to the hardships of the offshore work environment and is not to be burdened with unwanted fuss created by managements momentous decisions. To address our issues to management and get an effective and timely resolution at the earliest we would like to declare that we, the staff members of Rig Sagar Gaurav, would go on "Indefinite Hunger Strike" in next seven days until our demands are honoured and the harsh decision is reviewed. We are not asking to address you this issue with preoccupied dignity but to

upkeep dignity of our organization. We are assured that this request is acknowledged and necessarily implemented soon. It will strengthen the faith of employees into the management and stimulate the employee's dedication to work for the betterment of the organisation.

Thanking You.

Yours Sincerely,

Sagar Gaurav Staff Crew.



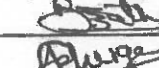
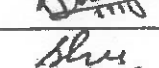



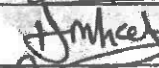
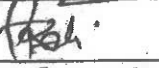
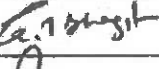

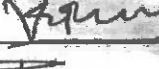
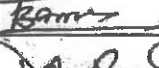





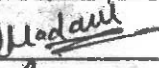

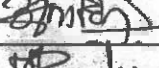




Copy To:

- 1) In charge HR / ER- Services, 11 High, Mumbai.
- 2) In charge IR, NBP Green Heights, Mumbai.
- 3) Rig Manager, Sagar Gaurav, 11 High, Mumbai.
- 4) General Secretary, Karmachari Sanghatana, ONGC NBP Green Heights, Mumbai.
- 5) The Working President, Sthaniya Lokadhikar Samiti, Mumbai.

Received

Joseph Kuruvilla
23/07/2023
JOSEPH KURUVILLA
SE (D) OIM
SAGAR GAURAV
ONGC, DS, MR, MUMBAI

Signatures of Rig Sagar Gaurav staff

Sl. No.	Name	CPF no.	Sign
1	Abhijit R. Jagtap	126337	
2	Mohit S Chandwadkar	126597	
3	Ramdas B. Patil	125114	
4	Akash R. Ghuge	128047	
5	S.R. Patel	126626	
6	V. T. Ghavatekar	122729	
7	Vikrant T. Vaity	124860	
8	Nikhil S. Shinde	126491	
9	PRAVIN D. MHATRE	71712	
10	Vishal V. Koli	126304	
11	Ganesh. T. Bhagat	136570	
12	Pankaj Manke	136621	
13	VIKAS K. NIKAM	128004	
14	P.V. Barmame	71684	
15	M. Abrar Ahmad	128063	
16	Prashant A. Pillewan	124901	
17	Arshad Khan	136489	
18	Badal Barapatre	124866	
19	Sanket Bahera	138190	
20	Liladhar M. Koli	93496	
21	SIDDHANT S. MADANI	136507	
22	R P Yadav	136558	
23	A. U. Mohite	128045	
24	Jayesh Bhandare	124853	
25	Rahul Patwadkar	124818	
26	Ganesh B. Patil	122767	