



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 Hormony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 58 /2023

DATE : 08/06/2023

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

a/c

Sub.: Gate meetings during lunch hours Infront of all work centers gate, in line with the AIOTUCC's declared agitation program against the inordinate delay in interacting with ED on various organizational development issues.

Respected Sir,

This has reference to the letter issued by "All India ONGC Trade Unions Co-ordination Committee" dated 5/06/2023 addressed to Chairman & CEO of ONGC regarding non interaction with Recognized Unions of ONGC with the ED on various organizational development issues. Please find attached copy of the letter for your perusal. The enclosed letter is self-explanatory.

According to the program there will be a gate meetings in front of all work centers i.e., Green Heights, Vasudhara Bhavan, 11 High, Helibase, Panvel office, Nhava Supply Base, Hazira Plant and LPG plant Uran. Black batch wearing program will be observed at all installations in offshore including Rigs and Platforms. As mentioned above Gate meetings will be conducted during lunch hours only.

Your esteemed authority is requested to kindly take due notice of our program. It needs no elaboration that **Mumbai Region** is still producing 70% production of entire ONGC. The attitude of corporate management is very unfortunate. Once again requesting your esteemed authority to kindly convey our agitated feelings of extreme dissatisfaction to the CMD & CEO of ONGC, so as to call the meeting with **AIOTUCC** at the earliest to avoid widespread unrest among the employees.

Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

Copy to :

1. GM - I/c IR, ONGC-WOU, Gr. Heights, BKC, Bandra (E), Mumbai 51.

M. Wate
9/6/2023



ALL INDIA ONGC TRADE UNIONS CO-ORDINATION COMMITTEE

C/o ONGC Purbanchal Employees' Association

ONGC Colony, Sivasagar (Assam) - 785640

Sanjeeb Boruah
Chief Coordinator

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M- 9435743844

R H Pathan
GS, Ankleshwar

Pradeep Mayekar
GS, Mumbai

A R Tadvi
GS, Mehsana

Ashok Baidya
GS, Silchar

V Gopinathan
GS Chennai

Ajay Sharma
GS, Dehradun

I Kanagaraj
GS, Karaikal

Prabir Kr. Sarkhel
GS, Kolkatta

D J Chowdhary
GS, Ahmedabad

Bir Ch. Debbarma
GS, Agartala

K Suresh Kumar
GS, Rajahmundry

AIOTUCC/Agitation-Protest/2023-001

Date: 05.06.2023

To

The Chairman & CEO
Oil and Natural Gas Corporation Limited
Deendayal Urja Bhawan, 5A, Nelson Mandela Marg,
Vasant Kunj, New Delhi-110070

Sub: AIOTUCC's agitation / protest program against the inordinate delay in interacting with the EC on various organizational development issues.

References :-

No. AIOTUCC/O&M Contract/2022-001, dated 13.08.2022
No. AIOTUCC/JCM/2022-001, dated 29.07.2022
No. AIOTUCC/Chairman-Interaction/2023-001, dated 18.04.2023
No. AIOTUCC/Chairman-CEO/2023-002 dated 02.05.2023
No. AIOTUCC/ONGC/Org. Issues/2023 dated 19.05.2023

Respected Sir,

Kindly refer to the aforementioned letters and our numerous discussions those have taken place earlier over the subject cited above. In this regard, it is extremely unfortunate and regrettable that Management has dishonoured the fundamental rights of collective bargaining of the democratically recognized Unions of ONGC, as we have long requested for a meeting.

You must be aware that ONGC has undergone significant transformation in recent times on many facets. However, it must be noted that though several such structural changes have already been made, many are about to get implemented which may have far reaching implications on our organization. All such changes / proposed changes of recent times are being carried out without considering the view of Recognized Unions, demonstrating the absence of participatory management within the organization.

Following this, we have long requested an interaction with the EC to get insight and roadmap of our Management and also to put forward our ideas and feedback for the development of the organisation. As you know, being an important stakeholder, Unions are always aware of and connected to the people and operations on the ground. We are confident that our Unions might have rendered valuable inputs and crucial suggestions which would advance ONGC's 360° growth and development.

Today, every ONGC work centre is experiencing acute manpower shortage, unavailability of core safety items, subpar PPE, lack of spare parts, usage of antiquated and inefficient machinery, appalling conditions of quarters in ONGC Colonies, extensive outsourcing practices in company's core operations avoiding regular recruitment etc., all of which are severely impeding the organization's ability to grow amidst intense competition.

Contd..



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Further, 10000+ unionized category employees of ONGC are eagerly waiting for the new R&P to replace the 25 years old R&P of ONGC, which only fall short of meeting our employees' aspirations given the current scenario. In addition to this, ONGC Management has been seen taking different welfare related initiatives and decisions without any prior consultation / discussion with the Recognized Unions, which is also causing a rift in our organization's efforts to maintain a cordial industrial relationship.

We have always believed that an interactive session with EC would be an excellent opportunity for both the unions and management to exchange ideas, share our perspectives, and work collaboratively towards achieving our common goals.

However, despite of our repeated requests and subsequent submission of memorandum across all work centres requesting to convene a meeting with the EC, ONGC management has not yet taken any positive measure until now. Instead, ED-Chief ER has issued an advisory to the employees to refrain from asking such meeting in the pretext of the challenges our company is currently facing.

Therefore, in light of the repeated rejection of our request by ONGC management, I am directed by the All India ONGC Trade Union Coordination Committee, which consists of all the General Secretaries of recognised unions of ONGC, to convey its unanimous decision to move forward with Gate Meetings across all work centres on June 16, 2023, during non-office hours, in support of our demand to call a meeting with the EC in accordance with the foregoing representations mentioned above where mass participation of employees is expected.

With Best Regards

(SANJEEB BORUAH)
Chief Coordinator, AIOTUCC

Copy for information and necessary action pl.

1. The Director (HR) / Director (T&FS) / Director (Production) / Director (Finance)/ Director (Exploration) - DDU Bhawan, ONGC New Delhi.
2. ED Chief ER, DDU Bhawan, ONGC New Delhi.
3. All Asset Managers/Basin Managers/Head RO, Mumbai/Head of the Institutions/Head Corporate Administration, Dehradun.
4. GGM – Chief HRD, DDU Bhawan, ONGC New Delhi.
5. DGM (HR), I/C Corporate IR, Tel Bhawan, DDN.