



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/ 53 /2023

DATE : 28/06/2023

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

etc

Subject: Discrepancy in calculation of arrears paid to the Security Guards and Security Supervisors arising out of FWS, dtd.10/09/2016.

Respected Sir,

We would like to bring to your kind notice the subject cited above of the Security guards and supervisors working in **Western Offshore Unit (WOU)**, who have accepted the **Fair Wage Settlement (FWS) dated 19/09/2016** after the cut date declared by ONGC management, have not received actual amount of arrears arising out of Fair Wage Policy.

Your authority must be aware that there are four unions functioning in ONGC are signatory of FWS, supported and assisted to ONGC management for smooth implementation of FWS. Very unfortunate to mention here that contract worker who have opposed and refused to accept the FWS have paid all components of arrears. Moreover one of the union who was not signatory in the agreement of Fair Wage Settlement have challenged the FWS in the court. But the contract worker who have supported and accepted the FWS have paid less amount of arrears that too in parts. We are repeatedly requesting to call for arrears calculation through IR department from security section, but have not received till date. As per the terms of FWS, security guards and supervisor have not received **Rs.110,000 /- (Rupees One Lakh Ten Thousand only)** and **Rs.120,000/- (Rupees One Lakh Twenty Thousand only)** in their arrears for the period of **01/10/2008 to 31/03/2012** respectively. As per our calculation they have not received the arrears for the period of **01/04/2019 to 31/09/2020** is still pending which is of total 18 (Eighteen) months.

We would like to request to your authority still following two payments are pending for the period of 01/01/2008 to 31/03/2012.

- **Amount of Rs. 110,000/- for security guards**
- **Amount of Rs. 120,000/- for security supervisor**

And arrears for the period from **01/04/2019 to 30/09/2020** (Total 18 months)

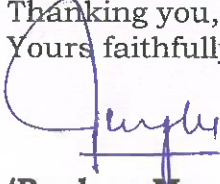
Kindly note that it is a breach of tripartite agreement signed between unions and ONGC management in presence of Dy. Chief Labor Commissioner.

Contd....2

:: 2 ::

Your esteemed authority is requested to kindly give direction to the concerned department for immediate payment of arrears for the above mentioned period. Kindly note that there is wide spread unrest among the security guards as they have fully supported **Fare Wage Settlement** ,still have not received total arrears. Hope your authority will not compel us to resort for direct action.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

etc

1. GM I/c IR, ONGC, WOU, NBP Green Heights, BKC, Bandra (E), Mum-51.
2. DGM I/c Security, ONGC, WOU, NBP Green Heights, BKC, Bandra (E), Mum-51.
3. Dy. CLC (C), Shram Raksha Bhavan, Shivshrishti Rd., Chunabhatti, Sion (E.), Mum-22.

30/6/23

M. Wate
30/6/2023