



# OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

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REF. : ONGC/KS/ 84 /2023

DATE : 25/07/2023

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

a/c

**Subject: Unmindful and illogical decision of reducing Canteen manpower, MDT (Multi-Disciplinary Task) from 148 to 101 of all five canteens operating in Mumbai Region**

Respected Sir,

This has reference to the subject cited above regarding unmindful and illogical decision taken by IE (Industrial Engineering Department) Head Quarter for reducing manpower of five canteens employees operated in Mumbai City MDT (Multi-Disciplinary Task) from 148 to 101. Why almost one third manpower has been reduced is beyond our imagination. There are total five canteens operated in the offices Mumbai Region i.e. **NBP Green Heights, Vasudhara Bhavan, 11 High, Canteen in Poonam Nagar ONGC Colony and Canteen at Juhu Helibase.**

The canteen manpower has been reduced drastically as per the following:

Locations	Present Manpower in the canteen	Extra manpower deployed by the canteen contractor	Sanctioned Canteen employees manpower by IE Department Deharadun
NBP Green Heights	46	12	32
11 High	44	05	24
Vasudhara Bhavan	33	07	23
Poonam Nagar	09	07	06
Helibase	16	05	16
<b>Total</b>	<b>148</b>	<b>36</b>	<b>101</b>

It is pertinent to mention here that no surface area of the office building has been reduced, neither total employee sitting in buildings are reduced, moreover activities in the NBP Green Heights have been increased as there is well equipped auditorium exists of capacity 450 seats.

**1. FOLLOWING ARE THE ACTIVITIES CARRIED OUT THROUGHOUT THE YEAR IN "NBP GREEN HEIGHTS":**

- There are total 19 pantries in the building where one canteen boy per pantry is posted to render the service on the floor
- There are total ten (10) Mini Conference Halls on 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup> and 7<sup>th</sup> floor
- There are total four (4) Big Conference Halls on 2<sup>nd</sup> floor, One training room, Two small meeting rooms of 10 persons capacity

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- The Director (Production) is posted in Mumbai Region and sitting on 8<sup>th</sup> floor where three canteen boys are posted permanently for service
- In case of meeting/conference on 8<sup>th</sup> floor total requirement of canteen boys becomes five (5)

**Auditorium programmes organised/ conducted during the year in NBP Green Heights:**

- ASTO Functions
- Union Functions- Marathi Bhasha Divas, Farewell functions of office bearers, Rangoli Competition, Gudhi Padwa, Shiv Jayanti Celebration, Blood Donation Camps
- Open Forums- Two or Three in a year
- SC/ST Organisation – Three programmes every year, 1) Dr. Babasaheb Ambedkar Jayanti, 2) Constitution Day, 3) Business Development Programme
- Award function of Assets
- Ex-Employee Association - 26<sup>th</sup> January, Republic Day celebration, Diwali Manomilan, Holi Manomilan, Cultural Programme of Ex. Employees, ONGC Day
- HSE – Two programmes
- Security Dept- Security Awareness Programme
- Celebrations of Safety Day- Two days
- Celebration of Environment day
- Business Quess
- ONGC Day on 14<sup>th</sup> August
- WDF- Womans day celebration  
Haldi Kumkum  
Diwali celebrations  
Awareness lectures
- Function from colony employee's ladies- 3 to 4 programmes from colonies
- Vendor Meet- One or Two days
- MM department- All India vendor meet
- Hindi Pakhwada
- Swachhta Pakhwada
- Programme for Apprentices- Four Days
- Programmes for Interns- Seven days, around 100 to 120 interns participate in programmes
- Farewell functions every month- total 12 functions
- Corporate lunch- Three to four times in a year
- This year i.e. 2023 FRM programme was conducted in Green Heights instead of 11 High where morning breakfast at 11:00 AM, Lunch, High tea with snacks, evening breakfast and Dinner was served.
- ONGC Employees Co-Op Credit & Thrift Society Limited – Annual General Meeting in Auditorium every year.
- Lunch are arranged by employees on superannuation three to four times in a month

There are two canteens in NBP Green Heights, one for regular employees, second for contract labour.

**In regular employees canteen**

Morning breakfast is served for 450 to 550 employees,  
Lunch for 400 to 450 employees  
Evening Breakfast for 400 employees

**In contract labour canteen at Ground floor**

Morning breakfast is served to 200 to 250 employees  
Lunch is served to Approx. 200 employees  
Evening breakfast is served to 150 to 200 employees

This whole business in NBP Green Heights is managed presently by 47 employees and 10 additional employees working for washing and cleaning the utensils. Sitting in the Ivory Towers decision of reducing manpower has been taken is disgusting when there are number of programmes organized/ conducted in the NBP Green Heights. Canteen employees are working from 7:00 AM to 11:00 PM almost (15 hrs.) because all programmes are ended with lunch. All these programmes are being managed by them as there is additional manpower permanently deployed in all canteens by the canteen contractors of Mumbai Region.

There are VIP visits in Green Height. All Directors are visiting frequently along with CMD which is also managed by these employees. Have we ever made any enquiry whether these canteen employees are compensated suitably? No need because they are supreme powers sitting in Head quarter, they can do anything bypassing Mumbai Region management.

**2. FOLLOWING ARE THE ACTIVITIES CARRIED OUT THROUGHOUT THE YEAR IN "11 HIGH":**

- There are total 08 pantries in the building where one canteen boy per pantry is posted to render the service on each floor
- There are total eight (08) Mini Conference Halls on 1<sup>st</sup> to 8<sup>th</sup> floor
- There are total two (02) Big Conference Halls on 4<sup>th</sup> and 6<sup>th</sup> floor
- Additionally dining room on 1<sup>st</sup> floor
- Dining room on 8<sup>th</sup> floor for E-8 and above officers
- The Directors are visiting in the building of 11 High. There are Director's cabins on 8<sup>th</sup> floor. There is Board room where meetings of directors are conducted. Two canteen boys are posted permanently for service on 8<sup>th</sup> floor

**Auditorium programmes organised/ conducted during the year in 11 High:**

- 15<sup>th</sup> August and 26<sup>th</sup> January is celebrated in 11 High every year
- Union Functions- Blood Donation Camp every year, Dussehra Summellan, Rangoli Competition, Shiv Jayanti Celebration and Farewell functions of office bearers
- Assets meetings followed by lunch – two to three times every months
- Open Forums- Two or Three in a year
- SC/ST Organisation – Two programmes every year, Dr. Babasaheb Ambedkar Jayanti, Constitution Day,

**Contd....4**

- Security Dept- Security Awareness Programme
- Celebrations of Safety Day- Two days
- Celebration of Environment day
- Business Quess
- WDF- Womans day celebration
  - Diwali celebrations
  - Awareness lectures
- Hindi Pakhwada
- Swachhta Pakhwada
- Farewell functions every month in Atrium - total 12 functions
- Lunches are arranged by employees on superannuation on 1<sup>st</sup> floor - Three to four times in a month

#### **Canteen at Ground floor**

Morning breakfast is served for 450 to 550 employees,  
Lunch for 500 to 550 employees  
Evening Breakfast for 450 to 550 employees

#### **Dining Hall on 1<sup>st</sup> floor in 11 High**

Lunch programmes are arranged by retired employees individually, for vendor meets and for Drilling services meeting every month  
During all programmes Lunch is served to Approx. 100 employees  
4 to 5 canteen employees are required to give the service in the dining hall on 1<sup>st</sup> floor

### **3. FOLLOWING ARE THE ACTIVITIES CARRIED OUT THROUGHOUT THE YEAR IN "VASUDHARA BHAVAN" :**

- There are total **07** pantries in the building where one canteen boy per pantry is posted to render the service on the floor
- There are total ten (**06**) Mini Conference Halls on 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup> & 8<sup>th</sup> floor.
- There are one (1) Big Conference Halls on 8<sup>th</sup> floor and 12 (Twelve) small meeting rooms of 10 (Ten) persons capacity
- The Executive Director (Production) & Executive Director (Maintenance) sitting on 8<sup>th</sup> floor where three canteen boys posted permanently for service
- In case of meeting/conference on 8<sup>th</sup> floor total requirement of canteen boys becomes five (5)

#### **Auditorium programmes organised/ conducted during the year:**

- ASTO Functions
- **Union Functions** - Farewell functions of office bearers, Blood Donation Camp and Shiv Jayanti Celebration, Rangoli Competition
- Open Forums- Two or Three in a year
- SC/ST Organisation – Three programmes every year, 1) Dr. Babasaheb Ambedkar Jayanti, 2) Constitution Day, 3) Business Development Programme
- Award function of three Assets.
- HSE – Two programmes

- Security Dept- Security Awareness Programme
- Celebrations of Safety Day- Two days
- Celebration of Environment day
- Awareness lectures
- Function from colony employee's ladies- 2 to 3 programmes from colonies
- Hindi Pakhwada
- Swachhta Pakhwada
- Farewell functions every month- total **36, Three Asset, MH, N&H & B&S** functions.
- Corporate lunch- Three to four times in a year

#### **Employee's canteen at Ground floor**

Morning breakfast is served for 350 to 450 employees,  
Lunch for 300 to 400 employees  
Evening Breakfast for 250 employees

#### **4. FOLLOWING ARE THE ACTIVITIES CARRIED OUT THROUGHOUT THE YEAR IN "JUHU HELIBASE":**

- The canteen at the Juhu Helibase opens at 7:00 AM and closes in the evening at 5:30 PM
- There is one big conference hall on 1<sup>st</sup> floor

#### **Programmes organised/ conducted during the year in Juhu Helibase:**

- 15<sup>th</sup> August and 26<sup>th</sup> January is celebrated in Juhu Helibase every year
- Union Functions- Blood Donation Camp every year, Rangoli Competition, Shiv Jayanti Celebration and Farewell functions of office bearers
- There are various meetings arranged for authorities related to our Aviation operation followed by lunch – Approx. 5 times every months
- SC/ST Organisation – Celebration of Dr. Babasaheb Ambedkar Jayanti
- Security Dept- Security Awareness Programme
- Celebrations of Safety Day- Two days
- Hindi Pakhwada
- Swachhta Pakhwada
- Farewell functions every month in Juhu Helibase - total 12 functions
- Lunches are arranged by employees on superannuation on 1<sup>st</sup> floor

#### **Employee's canteen in Juhu Helibase**

Morning breakfast is served for 550 to 600 employees,  
Lunch for 600 to 650 employees  
Evening Breakfast for Approx. 100 employees

#### **Following are the departments related to ONGC operations are availing facility in the Juhu Helibase canteen:**

**There are total 87 organisations connected with our aviation operations.**

- Passengers in and out - 400 to 450
- ONGC Permanent Staff in Helibase - 80
- CISF Staff - 76.

• Coast Guard Staff	- 20
• Maharashtra Security Force	- 40
• Airport Authority Staff	- 25
• Canteen Staff, Housekeeping Staff	- 37
• Loaders working at Helibase	- 04
• Civil and Electrical Staff	- 12
• Operators, Loaders, Engineering	- 60
Co-ordinators and Pilots	
1) Global	
2) Pawan Hans	
3) Heligo	
4) Deccan	
5) Indamar	
6) Reliance	
• Company Co-ordinators	- 25
• Ambulance, Bus and Car Drivers, Cleaners	- 20
• HPCL Staff for filling the fuel	- 12
• IOCL Staff for filling the fuel	- 09
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<b>Total</b>	<b>- 870</b>

The present manpower for canteen was sanctioned 16 and it was mentioned while awarding the canteen contract at Helibase. One cook retired before 2 years but no replacement has been given till date. Presently 15 canteen employees are working in the canteen at Helibase.

Only one canteen employee in Helibase canteen is dedicated for washing and cleaning the utensils for giving the service to the approx. 700 persons every day. Shri. Sulendar Kumar Chaudhary is working every day from 6:00 AM to 9:00 AM for washing and cleaning the utensils. From 9:00 AM to 6:00 PM Shri. Alpesh Kamthe is washing and cleaning the utensils. The whole canteen at the Helibase is managed by only 15 employees. We are exploiting these employees as they don't have any alternative. These employees are married and having children and in addition to this shouldering the responsibilities of parents.

#### **5. CANTEEN IN ONGC POONAM NAGAR COLONY:**

There are total 186 Flats in "A" type, ONGC Poonam Nagar Colony. 07 flats are reserved for the employees coming from other projects for medical treatment. 15 flats are reserved for employees newly joining to Mumbai region. This colony has been made as a transit accommodation for our employees those are newly joined in Mumbai region. There are approx. 200 employees including executives and non-executives are accommodated in transit accommodation. In the morning breakfast has to be served from 7:00 AM to 10:30 AM, as all these employees are leaving in the morning to attend the duty in our various offices in Mumbai. There are around 50 lunches are served and in the evening around 100 breakfast are served to these employees. In the night around 120 dinners are served to these employees.

**Employees canteen in Poonam Nagar,ONGC Colony..**

Morning breakfast is served for 125 to 150 employees,  
Lunch for 25 to 40 employees  
Evening Breakfast for 15 to 20 employees  
Dinner for 100 employee's approx.  
On Saturday 100 lunch and 15 to 20 dinners  
On Sunday 100 lunch and 50 to 60 dinner

**Programmes organised/ conducted during the year in Poonam Nagar Colony:**

- 15<sup>th</sup> August and 26<sup>th</sup> January is celebrated in Poonam Nagar Colony every year
- Blood Donation Camp every year

Lunch is arranged for 150 and breakfast for 50 to 60 participants on both the occasions i.e. 15<sup>th</sup> August and 26<sup>th</sup> January

As there are senior executives staying in transit accommodation canteen boys has to give service in their rooms.

Our "B" type colony is adjacent to our "A" type colony where are 185 families are residing. All these families are availing facility of canteen for morning breakfast, lunch and dinner every day.

**Canteen starts at 05:00 AM for the preparation of food and closes at 11:00 PM after cleaning utensils, tables and canteen area.**

The total strength sanctioned for Poonam Nagar canteen is **09 employees**, additionally contractor has deployed **07 more employees** to mitigate the work load in the canteen.

The 21 days leave per year is extended to canteen employees. What about the leave reserve. It was proposed in the proposal by IR department about leave reserve for the canteen employees but was refused/ denied by the IE department at Headquarters.

It has been brought to our notice that manpower calculation has been made as per canteen area. How the procedure of calculating manpower justified is questionable. It seems that activities in all the work centres mentioned above has not been worked out in detail. For example in case of NBP Green Heights Canteen at present total 58 canteen boys including Cooks are working. Now sanctioned manpower is only 32. It means in half of a manpower all these activities are to be carried out when there are 19 pantries in NBP Green Heights.

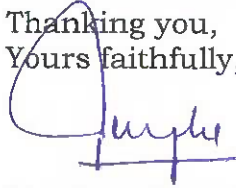
There are washrooms near auditorium in Green Heights and cup saucers and plates cannot be cleaned/ washed in toilet bathroom. Canteen employees has to carry these utensils for cleaning on first floor canteen. The persons from IE department have not seen the back side of auditorium. There are steps and canteen boys have to carry utensils, food etc. by climbing up down the steps four times.

**Kindly note it very seriously this time the dictatorship of IE department of Dehradun will not be tolerated by the unions functioning in Mumbai Region.**

All the canteen in Mumbai Region including Uran, Nhava, Panvel, Helibase, 11 High, NBP Green Heights, Vasudhara Bhavan, ONGC Poonam Nagar Colony will be closed down indefinitely to protest against the unmindful, illogical decision of IE-Department of Deharadun. We demand to maintain the same canteen manpower of 149 as earlier.

We request your esteemed authority to intervene in the matter gauging the seriousness of the issue and call the meeting with all the unions functioning in **Mumbai Region** at the earliest to resolve the issue amicably. Kindly note seriously that there is wide spread unrest among the contractual employees as their issues are not resolved even after repeated correspondence.

Thanking you,  
Yours faithfully,



**(Pradeep Mayekar)**  
**General Secretary**

**Copy to:**

1. CMD, ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
2. Director (HR), ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
3. Director (T&FS), ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
4. Director (Prod.), ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
5. Director (Finance), ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
6. Director (Exploration), ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
7. ED- Chief ER, ONGC, PD Urja Bhavan, 5 Nelson Mandela Marg, Vasant Kunj, New Delhi- 110070.
8. ED- Plant Manager, ONGC, WOU, Dronagiri Bhavan, LPG Plant, Uran, Raigad
9. GM, I/c IR, ONGC, WOU, NBP Green Heights, BKC, Bandra (E), Mumbai- 51.
10. GM I/c FMG, ONGC, WOU, NBP Green Heights, BKC, Bandra (E), Mumbai- 51.
11. DGM- I/c Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun, Uttarakhand
12. Dy. CLC(CL), Shramraksha Bhavan, Shivshrushti Road, Chunabhatti, Sion, Mumbai- 22.