



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/ 101 /2024

DATE : 29/10/2024

To,
The Dy. Chief Labour Commissioner (C)
Ministry of labour and employment
Govt. of India,
Shram Shakti Bhavan,
Shivrushti Road,
Chunabhatti Sion,
Mumbai-400022

o/c

Sub: Industrial Dispute under Industrial Dispute Act 1947 for non-payment of "Group Term Insurance" of Late Shri. Ramling Kalshetty (Contract employee of Canteen) by "M/s. Prerana Enterprises Facility Management Pvt. Ltd." canteen contractor in ONGC, Plant Uran.

Dispute is hereby raised for non-payment of "Group Term Insurance" by the contractor to "M/s. Prerana Enterprises Facility Management Pvt. Ltd." to **Smt. Suhasini Ramling Kalshetty**, wife of **Late Shri. Ramling Kalshetty** expired on **22.03.2024**, Late Shri. Ramling Kalshetty was working under the contract of "M/s. Prerana Enterprises Facility Management Pvt. Ltd." in the canteen of LPG Plant, Uran, Dist.- Raigad, Maharashtra. The payment of "Group Term Insurance" is statutory as per MOU signed for "Fair Wage" policy in presence of Dy. CLC (C) along with ONGC Management Mumbai Region. "Group Term Insurance" policy for individuals must be purchased by the contractor for every employee working under him as per the MOU clause 'K' (Social Security and Welfare Measures) on page No. 7 and sub clause No. 'V' on page No. 8.

Through our Union

ONGC (WOU) Karmachari Sanghatana.
(Reg. no.(By-II-8268))

Verses

The Plant Manager,
ONGC, WOU,
LPG Plant Uran,
Dist - Raigad,
Maharashtra.

प्राप्त
RECEIVED

२९-१०-२०२४
उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (C)
मुंबई / Mumbai

Respected Sir,

This has reference to the letter received by our union by **Smt. Suhasini Ramling Kalshetty**, wife of **Late Shri. Ramling Kalshetty** expired on **22.03.2024**, have not received the payment of "Group Term Insurance". Earlier the same issue of non-payment of "Group Term Insurance" was raised by our union vide letter no. **ONGC/KS/59/2024** dtd. **18.07.2024**. Please find attached the copies of letters for your perusal please.

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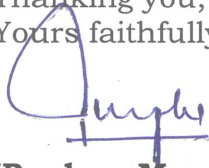
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The MOU for "**Fair Wage**" policy was signed by all the unions functioning in ONGC Mumbai Region in presence of Dy. CLC(C) along with ONGC management on 16.11.2016. As per MOU of the Fair Wage Policy, Group Term Insurance of Rs. 5.00 Lakh (Rupees Five Lakhs Only) has to be purchased by the contractor for employees working under him. The amount of "**Group Term Insurance**" policies purchased by the contractor is reimbursed to the contractor by the ONGC management when he submits the copy of Insurance.

The contract for manning the canteen of LPG Plant Uran has been awarded to "**M/s. Prerana Enterprises Facility Management Pvt. Ltd.**" from 1st August 2022. Very unfortunate to note here that no "**Group Term Insurance**" policy has been purchased by the contractor neither ONGC management of LPG Plant, Uran have taken any action on the contractor. As a result, the wife of Late Shri. Ramling Kalshetty could not receive the amount of Rs. 5.00 Lakh (Rupees Five Lakh Only) of Group Term Insurance from the contractor "**M/s. Prerana Enterprises Facility Management Pvt. Ltd.**". Our union has taken serious note of it and pressured the contractor for the said payment. Till date he has paid only Rs. 1.00 Lakh (Rupees One Lakh Only) to the Smt. Suhasini Ramling Kalshetty, wife of Shri. Ramling Kalshetty.

Your esteemed authority is requested to kindly admit the case in the conciliation for non-implementation of "**Fair Wage Policy**" under the "Industrial Dispute Act 1947" and notice may please be issued to **The Plant Manager, ONGC, WOU, LPG Plant, Uran, Dist.- Raigad, Maharashtra** as well as to the canteen contractor "**M/s. Prerana Enterprises Facility Management Pvt. Ltd.**" A-2/5, LIC Apartment, Sector -2, Vidyadhar Nagar, Jaipur, Pin Code:- 302039, Mobile No. 9323425896,
email : shishir@prerna.enterprises
prernaenterprises_jaipur@yahoo.co.in
s19radhey@gmail.com

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to :

1. GGM, Plant Manager, ONGC, WOU, LPG Plant, Uran, Dist.- Raigad, Maharashtra
2. GM, I/c- HR/ER, ONGC, WOU, LPG Plant, Uran, Dist.- Raigad, Maharashtra
3. Manager (HR), I/c- IR, ONGC, WOU, LPG Plant, Uran, Dist.- Raigad, Maharashtra

Date: 05.09.2024

To,
General Secretary,
Karmachari Sanghatana,
WOU, Mumbai.

Sub: Consent for appeal before RLC / Labour commissioner for violation of Statutory Labour laws by M/s Prerana enterprises in the case of Late. Ramling Kalshetty.

Respected Sir,

I, the undersigned Suhasini Ramling Kalshetty w/o late Ramling Kalshetty give my consent to file case before the Labour Commissioner / RLC against M/s Prerana Enterprises for not giving me five lakh insurance amounts after demise of my husband.

As you know my husband late Ramling Kalshetty was working in ONGC Uran Plant Canteen Under the contract of M/S Prerana Enterprises. The above-mentioned contractor has violated labour laws by not taking mandatory Five lakhs insurance policy for my husband. Due to this I did not receive insurance amount, he only paid me one lakh against five lakh insurance policy. In addition to this he has not paid me Gratuity, PF, Pension & EDLI payment. The untimed demise of my husband has put me in difficult financial condition.

I am giving my consent to raise the dispute before RLC in full consciousness not under the pressure of anyone. I request your esteemed authority for help in this matter.

Yours faithfully



Suhasini Ramling Kalshetty

Adhar No: 4036 3289 8129

1) नंदकिशोर बाळकृष्ण पावेल NBI/A/L

2) संजय महेश्वर तेली S.M.Maheshwari



भारत सरकार
Government of India



Issue Date: 03/07/2015



सुहासिनी रामलिंग कलशेट्टी
Suhasini Ramling Kalshetty
जन्म तारीख / DOB: 10/07/1984
रही / Female

4036 3289 8129

माझे आधार, माझी ओळख



भारतीय पहिचान प्रमाणिकरण
Indian Identification Authority of India



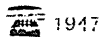
Print Date: 18/05/2022

पत्तः धर नं. २०३ अ विंग उरान साई कृपा कॉम्प्लेक्स, मोठे
नागाव, उरण, नाशव, रंगर, महाराष्ट. 400702

Address: H.NO. 203 A WING 39/1 SAI
KRIPA COMPLEX, MOTHE NAGAON,
NAGAON, URAN, Nashik, Raigarh,
Maharashtra, 400702



4036 3289 8129



1947



help@uidai.gov.in



www.uidai.gov.in

Date: 25.06.2024

To,
GM (HR), I/C HR-ER
ONGC, Uran Plant, Uran.

ओ.एन.जी.सी. प्रशा. उरण
ONGC ADMN, URAN
आवक क्र./Inward No.....1115
दिनांक/Date.....25/6/24

Subject: Requesting to get PF, Group Insurance & Gratuity amount to nominee of deceased employee.

Respected Madam,


I, the undersigned Mrs. Suhasini Ramling Kalshetty, wife of late Mr. Ramling Kalshetty. Mr. Ramling shantappa Kalshetty was working as canteen employee under Prerna Enterprises in ONGC Uran Plant. He expired on 22.03.2024 due to prolonged illness. I am nominee of late Mr. Ramling Kalshetty.

I am housewife and don't have any source of income. My whole family was totally dependent on Mr. Ramling. My elder son is taking education and my younger daughter continuously needs medical treatment. For the academic & Medical expenses of my both children's as well as for daily family expenses, I need this money very much.

I already submitted application along with necessary documents to Prerna Enterprises month ago. Still I don't receive any type of payment from Prerna Enterprises for PF, Group Insurance amount of Rs 5 lakhs, and Gratuity etc. Due to this it is very difficult to match daily expenses of my family.

I request your esteemed authority kindly look into this matter sympathetically for getting all due payment at the earliest, it will be very helpful for us to survive in this difficult time.

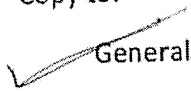
Your's faithfully

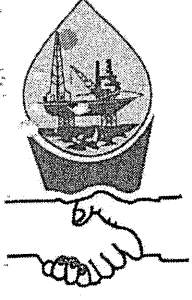

Suhasini Ramling Kalshetty

Copy attached:

1. Adhaar card of Mr. Ramling
2. Pan card of Mr. Ramling
3. Death certificate of Mr. Ramling
4. Driving license of Mr. Ramling
5. Election card of Mr. Ramling
6. School leaving certificate of Mr. Ramling
7. Adhaar card and Pan card of Mrs. Suhasini
8. Passbook and cancelled cheque of Mrs. Suhasini
9. Birth certificate and adhaar card of Ritesh Ramling Kalshetty
10. Birth certificate of Aroshi Ramling Kalshetty

Copy to:

 General Secretary Karmachari Sanghtana, Mumbai.



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/ 59/2024

DATE : 18/07/2024

To,
The GGM - Plant Manager,
ONGC - WOU,
LPG Plant,Uran,
Dronagiri Bhavan,
Dist. Raigad - 400 702

O/c

ओ.एन.जी.सी. प्रसा. उरण
ONGC ALY S. URAN,
आवक क्र./Inward No. 1198
दिनांक/Date. 18/7/2024

Subject: Noncompliance of statutory provisions in labour law by "M/s Prena Enterprises Pvt. Ltd.", canteen contractor, ONGC Uran Plant.

Respected Sir,

We are in receipt of complaint letter from **Smt. Suhasini Ramling Kalshetty wife of late Shri.Ramling Kalshetty** (Contract employee of canteen) regarding non received of all due payments after the death of her husband **Shri.Ramling Kalshetty** who expired on 22.03.2024 due to prolonged illness.Please find enclosed the copy of her request letter for your perusal.

In her letter she has requested that she is housewife and does not have any source of income and her whole family was totally dependent on earning of her husband **Shri.Ramling Kalshetty**. Her son is taking education & her daughter needs continuously Medical treatment. She is in need of money for the academic and medical expenses of both children as well as for her daily family expenses. She has submitted the application with all necessary documents to **M/s Prena Enterprises Pvt. Ltd.** on 04.06.2024 and to **GM (HR), I/C HR- ER** on **25.06.2024**.

Unfortunately she has not received any reply from the said contractor neither from ONGC management till date. It is understood that the contractor i.e. Prena Enterprise Pvt. Ltd. have not purchased the following policies since the inception of catering contract. The said contract has been awarded for canteen services to M/s "Prena Enterprises Pvt. Ltd." from 1st August 2022.

Following are the policies not purchased by the contractor,

- **Group Accident Policy**
- **Workmen compensation Policy**
- **Group Mediciclaim Policy**
- **Group Term Insurance**
- **Group Gratuity Policy**

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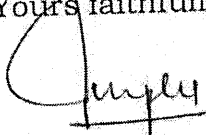
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The noncompliance of statutory provisions in labor law has been viewed very seriously by our union. How monthly bill payments are released by dealing officer to the contractor is a matter serious concern. It seems that dealing officer is hand in gloves position with the contractor.

It has been brought to our notice that after committing this very serious frauds by the contractor, how management has still given him five months' time to comply is serious and doing injustice with family of deceased employee. We strongly demand to initiate a serious action against dealing officer at the earliest.

Your esteemed authority is requested to kindly instruct the contractor to release all the due payments like P.F. Group insurance (5 Lakh), Gratuity & EDLI etc. to **Smt.Suhasini Ramling Kalshetty W/O late Shri.Ramling Kalshetty** immediately. Simultaneously direction be given to concerned authority to withhold all his monthly bills / payments of contractor **M/s Prena Enterprises Pvt. Ltd.** till contractor resolves all the above mentioned issues.

Thanking You,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

1. GM I/c HR-ER, ONGC, WOU, LPG Plant, Uran, Dronagiri Bhavan, Raigad.
2. Manager (HR)-IR, ONGC, WOU, LPG Plant, Uran, Dronagiri Bhavan, Raigad.

MOLE/SAMADHAN PORTAL
JUSTICE TO WORKMAN MADE SIMPLE, EASY & QUICK
Proforma for Industrial Disputes/Claims/General Complaints Online
 (Case will be rejected for any false information & Action under IPC will be taken)

Application Id: **300097678(28-10-2024)**

PART-I FILLED BY APPLICANT

Details filled by Applicant

Applicant 1

Name: ONGC WOU KARMACHARI SANGHATANA
 Designation: General Secretary
 Address of correspondence
 Address: Flat No.102,acme Harmony-i,poonam Nagar
 District: Mumbai Suburban
 State: Maharashtra
 Postal Code/ZIP: 400093
 Mobile No 9969227766
 Email ID pradeep_mayker@rediffmail.com

Details against whom dispute/claim/general complaint raised

Principle Employer: Oil And Natural Gas Corporation Ltd
 Name of Establishment/ Employer: Oil And Natural Gas Corporation Ltd
 Address of Establishment(Where the workman is posted)
 Address: Dronagiri Bhavan, Ongc-wou, Lpg Plant,uran
 District: Raigad
 State: Maharashtra
 Postal Code/ZIP: 400702
 Mobile No 9428007351
 Email ID trivedi_d@ongc.co.in
 Address of Head Office(if known)
 Address: -
 District:
 State:
 Postal Code/ZIP:
 Mobile No
 Email ID

Details of Dispute/Claim/General Complaint

Type of Dispute/Claim/General Complaint: Other
 Relief Sought: Service conditions
 Upload Demand(s) View docs
 Your application is being forwarded to (conciliation Officer)
 Officer: ALC(C) - II, Mumbai
 Office Address: Shram Raksha Bhavan, Shivshrusti Road, Opp. Priyadarshini
 Eastern Express Highway, Sion (East), Mumbai - 400 025

PART-II FILLED BY CONCILIATION OFFICER

Subject: Application Acknowledgment letter

From: noreply-shramsuidha@gov.in on Tue, 12 Nov 2024 11:55:38

To: pradeep_mayker@rediffmail.com

Office of the Dy. Chief/Regional/Assistant Labour Commissioner(C)
(Address: Shram Raksha Bhavan, Shivshrusti Road, Opp. Priyadarshini Eastern Express Highway, Sion
(East), Mumbai - 400 025)

Subject : Acknowledgement

Dear Sir,

Your application No 300097678 dated 28-10-2024 has been received and necessary action will be initiated immediately.
