



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/ 102/2024

DATE : 24/10/2024

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

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Sub:- Non payment of three days leave out of 21 days annual leave from the contractor "M/s Swift Securities Pvt. Ltd." to the security guards working under him in our various ONGC Offices and Residential colonies.

Respected sir,

This has reference to our earlier letter No. **ONGC/KS/36/2024 Dtd 18.04.2024** for non-payment of 21 days annual leave to the security guards working in the contracts of "**M/s Swift Securities Pvt. Ltd.**" After addressing a letter to your esteemed authority, payment of 18 days leave has been paid to the security guards by the said contractor keeping 3 days payment balance, reason best known to the contractor. Please find enclosed the copy of our letter for your perusal.

We have already mentioned in our letter that the tripartite agreement (MOU) was signed by the all unions functioning in ONGC in presence of Dy.CLC (C), Mumbai along with ONGC management wherein on **page No.6 under clause No. h (Annual Leave with Wages)** there are clear and specific direction for payment of 21 days leave after completing the year. Please find enclosed the copy of MOU for your perusal. Even then 3 days leave payment have not been paid after lapsing of ten months is a matter of serious concern. The **GM, I/c-IR** have given direction to the **I/c Security** in "**DISHA**" file for the payment of three days leave.

Your esteemed authority is requested to kindly look in to the matter and give direction for the payment of balance three days leave to the concerned authority at the earliest as payment is already overdue to the poor security guards.

Thanking You,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

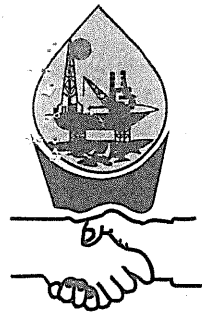
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Copy to:

1. GM, I/c - IR, ONGC-WOU, NBP Green Hts, BKC, Bandra (E.), Mumbai - 51
2. DGM-I/c, Security, ONGC-WOU, NBP Green Hts, BKC, Bandra (E.), Mumbai - 51

29/10/2024





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Website : www.ksmumbai.com

REF. : ONGC/KS/ 36 /2024

DATE : 18/04/2024

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

afc

Subject : Part payment of 21 days yearly leave for the year 2023 paid by the contractor "M/s. Swift Securities Pvt. Ltd."

Respected Sir,

We are in a receipt of complaint from the contract Security Guards working in our various ONGC offices and ONGC residential colonies for part payment received of their 21 days yearly leave for the year 2023 by the contractor **M/s. Swift Securities Pvt. Ltd.**

All these security Guards were due to their 21 days leave payment for the year from **Jan 2023 to Dec 2023**. After repeated requests and follow up contractor has paid part payment of their leave of 18 days instead of 21 days.

The actual payment calculations is as follow:

Entitle leave is 21 days as per Fair Wage Agreement
Minimum Wage as on 31st Dec 2023

Rs. 915 x 35% = 320.25

Rs. 915 + 320.25 = 1235.25 per day as per Fair Wage agreement

For total 21 days leave

Rs. 1235.25 x 21 days = Rs. 25940.25/-

Payment given by the Security Contractor

Rs. 915 x 20% = Rs. 183/-

Rs. 915 + Rs. 183 = 1098/-

The Security Contractor has paid for 18 days leave only

Rs. 1098 X 18 days = Rs. 19,764/-

Payment balance with contractor

Rs. 25,940.25 – Rs. 19,764.00 = Rs. 6,176.25/-

Rs. 6176 x 375 (Security Guards) = Rs. 23,16,000/- possibly evading this large kind of payment questions integrity of someone being hand in glove, it is expected that fact finding committee be constituted. It is also demanded that the said balance amount be paid to every security guard without delay.

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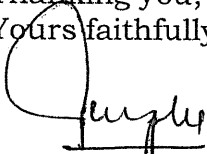
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The payment of 21 days leave was due to these Security Guards in the month of **Jan 2024** but paid in **April 2024**, that too incomplete payment has been deposited in their salary accounts. There are approximately **375 Security Guards** working in ONGC Colonies as well as in ONGC offices. The Fair Wage agreement was signed by all unions functioning in ONGC in presence of **Dy. Chief Labour Commissioner** along with **ONGC Management**. Were in, on page no. 5 under the head of **Annual Leave with wages**. It is clearly mentioned in agreement that:

"It was agreed to maintain 21 days for contract workers who are drawing wages as per the erstwhile MOU". Please find attached the copy of agreement for your perusal.

Your esteemed authority is requested to kindly look into the matter and direction be given to concerned authorities for payment of balance amount of **Rs. 6,176.25 (Rupees Six Thousand One Hundred Seventy six and Paise Twenty Five Only)** per Security Guard, as a leave wages at the earliest.

Thanking you,
Yours faithfully,




(Pradeep Mayekar)
General Secretary

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Copy to:

1. GM- I/c IR, ONGC, WOU, NBP Green Hts., BKC, Bandra (E), Mum-51.
2. DGM- I/c Security, ONGC, WOU, NBP Green Hts., BKC, Bandra (E), Mum-51.


18/4/2024


18.04.24


h. Annual Leave with wages:-

The unions had demanded to continue the benefit of 21 days annual leave with wages, as it was a part of the erstwhile MoU. It was agreed to maintain 21 days for the contract workers who are drawing wages as per the erstwhile MoU. However, the contract workers in the Minimum wage category shall be allowed 18 days of leave with wages only.

The annual leave with wages for the contract workers shall be calculated on fair wage. However, in case of contract workers drawing wages as per MoU rates, it will be reckoned on base wage + fixed component. Encashment towards unavailed annual leave will be allowed alongwith salary at the end of every calendar year or in the month of expiry of the contract, as applicable.

i. Withdrawal of Court Cases:-

Considering the whole package of benefits, which is to be ensured by the ONGC management, the Unions have been advised and agreed to withdraw all court cases filed against ONGC and employer, if any, before CGIT, Labour Court, High Court and Supreme Court as a necessary pre-condition for implementation of Fair Wage policy in Mumbai. Such withdrawal shall be done with the consent of the individual contract workers. All payments, including lump-sum for the period from 01.01.2008 to 31.03.2012 and arrears from 01.04.2012 onwards, shall be released only after submission of orders issued by the Tribunal/Court as proof of having deleted the name from the ongoing litigation or closure/withdrawal of case.

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