



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 54 /2024

DATE : 07/08/2024

To,
The Regional Labour commissioner
Ministry of Labour and Employment
Govt. of India,
Shramshakti Bhavan,
Shivshrishti Road,
Chunabhatti, Sion,
Mumbai- 400022.

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Subject: Request to condone the delay in submission of claim of Minimum Wage of employees working the contract of "M/s Secutech Automation (India) Pvt. Ltd."

Respected Sir,

This has reference to our letter No. **ONGC/Ks/178/2023** dated **07.12.2023** regarding non payment of Minimum Wages to the employees of "**M/s Secutech Automation (India) Pvt. Ltd.**". Please find attached the copy of letter for your perusal.

Initially the issue was raised with the ONGC Management vide letters No.

- **ONGC/KS/183/2021** dated **20.09.2021**
- **ONGC/KS/206/2021** dated **29.10.2021**

For non payment of monthly salary to the employees of "**M/s Secutech Automation (India) Pvt. Ltd.**" including non payment of Minimum Wages, non deposit of Provident Fund, 18 days yearly leave etc.

Non payment of monthly salary was regular practice adopted by the "**M/s Secutech Automation (India) Pvt. Ltd.**". Company was not paying the salaries of their workers continuously for more than two months. Ultimately our union raised the issue in the office of **Dy. Chief Regional Labour Commissioner** addressing to **Smt. Shraddha Srivastava ALC-I** vide our letter No. **ONGC/KS/223/2021** dated **01.12.2021**. Meanwhile contract of "**M/s Secutech Automation (India) Pvt. Ltd.**" expired on 30th November 2021. The said company terminated the service of their employees as contract was expired.

We take up the issue of continuation of service of these employees with the new contractor **M/s Elixir Netconnect Pvt. Ltd.** where the company agreed to accommodate these employees in their contract.

The number of conciliation meetings were held in the office of **Smt. Shraddha Srivastava ALC-I** for resolving the issues of monthly salary and Minimum Wage to the employees before 7th day of the month.

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With our continuous follow up and with the help of ALC-I office, contractor released the part payment of Minimum Wage arrears to some of the employees. This was decided in the conciliation meeting held on 22.08.2022 in the office of ALC-I. Please find enclosed the letter addressed to ED-HRO ONGC vide letter No. **ONGC/KS/209/2022 dated 14.09.2022.**

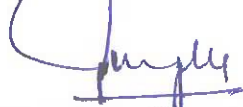
Meanwhile Smt. Shraddha Srivastava ALC-I was transferred from Mumbai in the year 2023. So the issues mentioned above could not be resolved as no ALC was appointed from Labour Minister in place of ALC-I.

As no other alternative was left with the Union, we were compelled to submit the claim of Minimum Wage to competent authority i.e. **Regional Labour Commissioner** Vide letter No. **ONGC/KS/178/2023 dated 07.12.2023.** Please find enclosed the copy of letter for your perusal.

As the office of ALC-I and our Union was trying for amicable solution, we missed out on submitting our claim of Minimum Wage to the competent authority.

We request your esteemed authority to kindly condoned the delay of submission of our claim of Minimum Wage of the company "**M/s Secutech Automation (India) Pvt. Ltd.**".

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

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