



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 93 /2024

DATE : 11/10/2024

To,
The ED -HDS,
ONGC, WOU,
11 High, Bandra Sion Link Road,
Sion,
Mumbai- 400 017.

a/c

Subject: Forcibly taken 28 days leave for two to three days leave from crew members of Rig Sagar Ratna performing duty in Offshore.

Respected Sir,

We are in receipt of a letter from crew members of Rig Sagar Ratna regarding forcibly taking 28 days leave performing offshore duty, in case they are availing two to three days leave.

Surprising and painful to note that of let such blatant unfair labour activities are practiced in Rig Sagar Ratna with crew members working on Rig for last so many years. It is not only unfair labour practice or blatantly flouting of labour laws but is a exploitation of our own employees who are sincerely performing their duty in offshore with complete dedication to maintain Oil and Gas production levels.

ONGC management is forgetting that employees working in offshore are also entitled for 30 days Earn leave, 12 days Casual leave and 10 days sick leave. They are compelled to avail leave when there are family functions, needs towards education of children, medication of parents, family entertainments etc. In such cases only employees are availing leave.

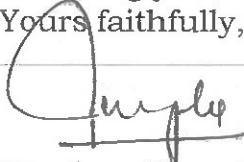
Management has adopted such unethical and immoral practices as they have failed in proper planning for recruitment in place of retired experienced employees. Concept of "**Leave Reserve**" was abolished long back. These are all managements created problems. Due to shortage of manpower, the number of accident cases have also increased in the Offshore including Drilling Services and on Process Platforms.

We have no alternative left but to raise the issues to the competent labour authority i.e. **Regional Labour Commissioner (C)**, Mumbai against this **unfair labour practice and violation of labour laws**. If required we may resort to direct action which will not be in the interest of the organization nor our employees.

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We hope your authority will take serious note of this issue and give direction to the concerned authorities to desist from such illegal activities which is polluting the cohesive atmosphere on the Rig.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

a/c

Copy to:

- 1) ED- CDS, ONGC WOU, 11 High, Bandra Sion link Rd, Sion, Mum 17
- 2) GGM -HRO, ONGC, WOU, NBP Green Heights, BKC, Bandra (E), Mum. - 400051.
- 3) Location Manager, ONGC, WOU, 11 High, Bandra Sion link Rd, Sion, Mum. 17.
- 4) GM, I/c-HR/ER, MH Assets, ONGC WOU, V. Bhavan, Bandra (E), Mum. -51.
- 5) GM, I/c-IR, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mum. -51.
- 6) Rig Manager, Sagar Ratna, ONGC, WOU, 11 High, Bandra Sion Lk. Rd., Mum. 17