



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/ 99 /2024

DATE : 24/10/2024

To,
The CVO,
PD Urja Bhavan,
5, Nelson Mandela Marg,
New Delhi.

efc

Subject: Non-compliance of statutory provisions in labour laws from "Prerana Enterprises Facility Management Pvt. Ltd." canteen contractor of ONGC Uran Plant.

Respected Sir,

There are a total 39 workers working as food handlers in ONGC Uran Plant canteen. One of them, Shri. Ramling Kalshetty (Contract employee of the canteen) expired on 22.03.2024 due to prolonged illness. After his death his family members approached 'ONGC Uran Plant canteen Contractor' for releasing his dues of **Group Term Insurance, Provident Fund, Pension, Payment of Employees Deposit Link Insurance Scheme (EDLI) and Gratuity.**

Initially the contractor did not respond to the request of family members as a result all these above-mentioned payments are delayed and even after a lapse of seven (7) months they are yet to be received these statutory payments. The family members have requested HR Section of ONGC Uran Plant to look into the matter sympathetically. They have already applied with all necessary documents to **"Prerana Enterprises Facility Management Pvt. Ltd."** a canteen contractor on 04.06.2024 and GM I/c, HR/ER on 25.06.2024. But after all efforts there was no positive output for family members hence his wife has approached our union for help, but till date they have not received any payment.

On further detailed inquiry in the above matter, It has been revealed that the contractor **Prerna Enterprises Facility Management Pvt. Ltd.** have not purchased the following policies since the inception of the catering contract in LPG Plant Uran. The said contract has been awarded for canteen services to the canteen contractor **"Prerana Enterprises Facility Management Pvt. Ltd."** from 1st August 2022, i.e. over two years now, most surprising is neither our HR nor the officer incharge felt it necessary to monitor about the compliance.

Following are the policies which has not been purchased or complied to by the contractor,

- **Group Accident policy**
- **Workmen compensation policy**
- **Group Term Insurance**
- **Group Gratuity policy**

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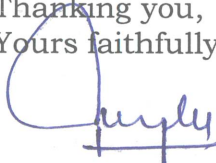
The non-compliance of the above-mentioned statutory provisions in labour law has been viewed very seriously by our union. Now the question arises whether the monthly bill payments are released by the dealing officer to the contractor. If the payments of monthly bills are released by the Dealing Officer then it is a matter of serious concern. Why we should not attribute that the dealing officer is hand in gloves with the contractor.

Our union is continuously following up the above matter with HR section of LPG Uran Plant, but It has been brought to our notice that management has given him five months' time to comply, the issues raised are serious in nature and doing injustice with the family of deceased employee. The family of Shri. Ramling Kalshetty is facing acute financial problems. Now the contractor has done the payment of **Rs. 1,00,000/-** only to family members.

Your esteemed authority is requested to kindly investigate the above serious issues and take appropriate action against the officers involved for the lapses in the case and direct the concerned authority to release all the due payments like Provident Fund, Group Term insurance (5 Lakh), Family Pension, Gratuity & EDLI etc. to his family members immediately. Simultaneously direction be given to concerned authority to withhold all monthly bills / payments of contractor "**Prerana Enterprises Facility Management Pvt. Ltd.**" till the contractor resolves all the above-mentioned issues.

Remaining concerned, We genuinely feel why such contractors should not be black listed and authorities concerned should not be hold accountable.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

1. CMD & CEO, ONGC, PD Urja Bhavan, 5, Nelson Mandela Marg, New Delhi
2. Director (P), ONGC, PD Urja Bhavan, 5, Nelson Mandela Marg, New Delhi
3. Director (HR), ONGC, PD Urja Bhavan, 5, Nelson Mandela Marg, New Delhi
4. GGM-HRO, ONGC, WOU, NBP Green Heights, BKC, Bandra (E.), Mumbai- 51.
5. CGM (P) Support Manager, ONGC, WOU, LPG Plant, Uran, Raigad - 400 702
6. GM (HR), I/c-HR-ER, ONGC, WOU, LPG Plant, Uran, Raigad - 400 702
7. GM-I/c, F&A, ONGC, WOU, LPG Plant, Uran, Raigad - 400 702
8. Manger (HR), I/c-IR, ONGC, WOU, LPG Plant, Uran, Raigad - 400 702

W.L.L.
29/10/24