



# OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & 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](http://www.ksmumbai.com)

REF. : ONGC/KS/98/2025

DATE : 10/11/2025

To,  
**The ED – B&S Asset,**  
ONGC, WOU,  
Vasudhara Bhavan,  
Bandra (E),  
Mumbai – 400 051.

**Subject: Complaint Regarding Discriminatory Allocation of Office Chairs at B-193 Platform & Unprofessional Behaviour by OIM.**

Respected Sir,

With reference to the received email by our Office bearer **Shri.Shashank Kokate, Deputy General Secretary** would like to bring to your kind attention a matter of serious concern raised by the Non-Executive members of B-193 Platform during the General Body Meeting (GBM) held on **29<sup>th</sup> October 2025** between the Non-Executive members & the platform management comprising OIM, MM, PM & HSE departments. The meeting was convened to discuss various issues related to welfare, safety & duty patterns. However, one particular issue of workplace discrimination & unprofessional behaviour requires urgent intervention by the ONGC Management.

## **Issue of Discriminatory Allocation of Office Chairs**

During the said meeting, it was brought to notice that 56 brand new revolving office chairs were recently procured for B-193 Platform. While some chairs were placed in the conference hall for better decorum, the remaining were distributed among various sections exclusively for Executive staff. The Non-Executive members requested that a few of these chairs be allocated to their respective work sections such as the **Production Store, Mechanical Workshop, Instrumentation Workshop, Electrical Workshop & Infocom Workshop**, as these sections also require basic office amenities for daily work.

However, **OIM- Mr.R.P. Tiwari (CE - Production)**, categorically refused the request stating that these are **“Executive Chairs”** & declined to allocate any to Non-Executive members. His statement, & the manner in which it was delivered, reflected a discriminatory attitude that undermines the equality & dignity of Non-Executive employees who are essential to the platform’s operations.

It is pertinent to mention here that Non-Executive staff on B-193 Platform have **not received new office chairs for the past 12 years**, since the commissioning of the platform. The chairs currently in use are old, damaged & often repaired from discarded units. Despite this, our members continue to perform their duties efficiently & with full commitment.

**Contd....2**

Each department including those managed by Non-Executive staff is provided with official computers for essential functions such as submission of Inspection & Reporting Requirements (IRR), daily activity records, unmanned platform reports, handover documentation & personal claims. These tasks are carried out with the same technical competence & professionalism as their Executive counterparts. In fact, several Non-Executive employees perform roles equivalent to Section In-Charges (e.g., Infocom Section, Radio Room), contributing equally to the overall productivity & operational success of the platform.

### **Principle of Workplace Equality**

It is a universally accepted standard that **office furniture & work amenities** form part of the basic infrastructure for all employees, irrespective of cadre. Professional workplaces including ONGC base offices & other service providers maintain uniform standards of office infrastructure for both Executives & Non-Executives, except for certain designated levels. Denying Non-Executive staff access to essential furniture, while categorizing them as "Executive-only," contradicts ONGC's commitment to fairness, equality, & respect for all cadres of employees.

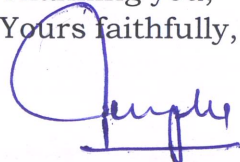
### **Request for Management Intervention**

The conduct & remarks of **OIM Mr. R. P. Tiwari** during the GBM have caused deep dissatisfaction among the Non-Executive workforce. His behaviour appeared neither accidental nor justified by operational policy, but rather reflective of a prejudiced approach. We therefore request that the ONGC Management:

- Direct an immediate review & reallocation of revolving office chairs to ensure fair distribution among all sections, including those managed by Non-Executive staff.
- Issue appropriate instructions to all field management personnel to maintain equality, dignity, & respect in workplace decisions & communications.
- Examine the conduct of **OIM Mr. R. P. Tiwari** during the said meeting & take corrective measures if found necessary.

**A signed complaint letter from all B-193 Non-Executive members** has been attached herewith for your perusal please. We trust that ONGC Management will uphold its values of fairness, inclusion & mutual respect & take necessary steps to rectify this matter promptly.

Thanking you,  
Yours faithfully,



**Pradeep Mayekar,**  
**(General Secretary)**

### **Copy to:**

1. SM - B&S Asset, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mumbai - 51
2. SAM- B-193, B&S Asset, ONGC-WOU, V. Bhavan, Bandra (E), Mumbai - 51
3. OIM - B-193, B&S Asset, ONGC-WOU, V. Bhavan, Bandra (E), Mumbai - 51
4. GM - I/c HR-ER, MH Asset, ONGC-WOU, V. Bhavan, Bandra (E), Mumbai - 51
5. GM - I/c IR, ONGC-WOU, NBP Green Heights, BKC, Bandra (E), Mumbai - 51





Mailbox of pradeep\_mayker@rediffmail.com

## Subject: Blatant Discrimination by OIM on demand of Office Chairs

From: kokate\_ss@ongc.co.in on Fri, 07 Nov 2025 11:12:07

To: pradeep\_mayker@rediffmail.com, temkar\_ns@ongc.co.in, Tambe\_Shivdas@ongc.co.in

**1 attachment(s)** - Blatant Discrimination by OIM on demand of Office Chairs.pdf (4.92MB)

Sir, Good Morning,

This is to inform you that GBM between Non-Executive Member and OIM, MM, PM & HSE of B 193 Platform was held on 29th Oct, 2025. During the meeting various points discussed related to Welfare, Safety, duty pattern, Etc. (except Housekeeping & Catering Services & food committee).

During the meeting our Non-Executive members raised a point that recently B193 platform procured/received 56 No. brand new Revolving Chairs / Office Chairs out of which some have placed in the Conference Hall for better decorum and remaining have distributed to various sections (for Executive only). Our members raised a demand that some numbers of Revolving Chairs out of distributed to various sections may relocated to our workshops viz. Production Store, Mechanical W/s, Instrument W/s, Electrical W/s and Infocom W/s, Etc.

On above said demand Our Onboard OIM Mr. Ram Pravin Tiwari, CE (P) spontaneous and arbitrary exposed their expression that these chairs are "Executive Chairs" and refused to allocate to Non- Executive Members.

Our members tried to explain to house that we have not received any Revolving Chair / Office Chair in past 12 Years (Since Commissioning B193 PP) we always used repaired Chairs which were thrown as defected till date. Our members tried to explain that each department have allotted Official PC (Computer) for official use Viz. submission of Inspection & Reporting Requirements (IRR) of Equipment's, Daily Activity Records, Unmanned Platform Activity Records, Handing Over and Personal Claims, Etc. and we are maintaining all records without comparing cadre, with our high spirit as we are equally educated engineers, & with considering as It's our team work; Whereas some Non-Executive members are performing roll of Executives (Section In-Charges) Viz. Infocom Section & Radio Room With the similar functionality and output.

Our members tried to explain to house that it's basic concept that Office Chair / Revolving Chair is part of basic office furniture / amenities. Also in our base offices, Offices of Other Professional Service Providers are maintaining work culture of are working in equal professional environments between Executives and Non- Executives by using similar office amenities / infrastructure except some Designated Level Officer. But Still OIM – B193 Mr. R. P. Tiwari was firm to their statement and as per their attitude, house observed that there was no sense in his demeanor that such an exclamation come out accidentally.

A letter in form complaint duly signed by B-193 Non-Executive Members attached herewith for your consideration.

Hence, yours union office bearers are requested to kindly look into matter on high priority and interfere in this issue to maintain team work & better relationship between Executive and Non-Executive at offshore platform.

This is for your kind information and needful action please.

Regards,

**Shashank Shashikant Kokate**

Fire Inspector Grade-I, CPF No.:- 92794

B-193 Process Platform, B & S Asset,

WOU - Mumbai

9969221964 / 98694448969

022-26275046 / 5043 / 5041

भारत का ऊर्जा सारथी

स्वच्छ भारत एक कदम स्वच्छता की ओर

To,

Mr. Sukumar Sen

Surface Area Manager

ONGC, Bassein and Satellite Asset

**Subject:** *Blatant Discrimination by OIM, B-193 Process Platform — Demand for Immediate Corrective Action*

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Sir,

We, the undersigned **Non-Executive employees** working at **B-193 Process Platform**, wish to strongly register our **collective protest** against the discriminatory and divisive decision made by one of the **Offshore Installation Managers (OIMs)**, **Mr. R. P. Tiwari**, regarding the allocation of chairs recently received at the platform.

A total of **56 rotating chairs** were received for departmental use and replacement of old seating. Contrary to standard practice—where chairs are distributed equitably as per **departmental manpower and operational need**—OIM **Mr. R. P. Tiwari** arbitrarily declared these as “*Executive Chairs*” and refused allocation to Non-Executive staff.

This action is not only **illogical and unjustified**, but also reflects a **clear act of discrimination** on the basis of designation—something that has no place in a **public sector enterprise** like ONGC. Such behaviour strikes directly at the **constitutional principles of equality (Articles 14 and 16)** and undermines the organization’s long-standing culture of **team spirit and mutual respect**.

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#### **Our Stand and Concerns**

1. **Hierarchy governs pay, not dignity:**

Organizational hierarchy may define salary, allowances, and privileges — but it **cannot extend to basic workplace facilities** such as chairs, mess, or rest areas. Creating visible divisions in such essentials amounts to **disrespect and institutionalized inequality**.

2. **Same environment, same working conditions:**

Offshore, all personnel — Executives and Non-Executives alike — work in **identical environmental conditions** marked by heat, vibration, long hours, and rotational duty. Under such circumstances, **equal ergonomic support** such as quality rotating chairs is not a luxury but a **basic ergonomic necessity** linked to health, posture, and productivity.

3. **No functional justification exists:**

The term “*Executive Chair*” merely describes the **design or model**, not its **eligibility based on cadre**. Interpreting it otherwise is misleading and discriminatory — such reasoning is **unacceptable in a professional environment**.



#### 4. Impact on morale and discipline:

Acts of this nature **foster resentment, divide the workforce, and damage morale** on the platform. Offshore installations depend on collective functioning; discrimination of this sort **undermines discipline and unity**, which are critical to safety and operational reliability.

#### Our Demands

In light of the above facts, we demand that the management:

1. **Immediately annul** the discriminatory decision and ensure **fair and need-based allocation** of all 56 rotating chairs across departments.
2. **Advise OIM Mr. R. P. Tiwari** to conduct himself in a manner consistent with **ONGC's values of equality and teamwork**, and to avoid actions or statements that demean or alienate any category of staff.

ONGC has always been regarded as a **model employer** that treats all its employees with dignity, irrespective of cadre or designation. We sincerely hope that management will **reaffirm this commitment** and ensure that no individual's personal bias or hierarchical arrogance is allowed to **override the fundamental principles of equality and fairness** at the workplace.

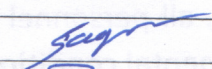
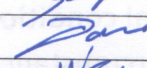
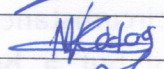
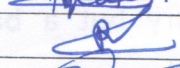
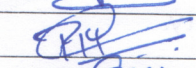
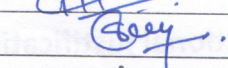
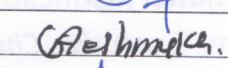
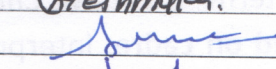
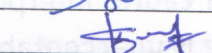
Yours faithfully,

(On behalf of all Non-Executive employees of B-193 Process Platform)

CC: Petroleum employees Union

CC: karmachari Sanghatana Mumbai.

#### Names and Designations:

1	Sagar Shamrao Bared (Asst PA)	
2	Chetan Dalvi (SEA (M))	
3	Mahesh Kodag (EA (P))	
4	Pramod Kalhapure (EA (P))	
5	Pratik Rambade (SEA (M))	
6	Vikram Satpute. (SEA (P))	
7	G K DESHMUKH (SEA (E))	
8	S.E. SWAPNIL CHITTE (AO (HE))	
9.	Asif.S. Shaikh (EA (P))	



10.	Rohan J. Dixit (EAIP)	<u>ROhat</u>
11	Rajneel S. Tambe Asst RA	<u>Rajneel S. Tambe</u>
12.	Dineshkumar D. Sandekar EA(Elm)	<u>D. Sandekar</u>
13.	Suhas B. Surve SEA CTJ	<u>S. Surve</u>
14	Hemkant C. Patil SEA CTJ	<u>H. Patil</u>
15	Vivek K. Parate SEA(M)	<u>V. Parate</u>
16	Nandkishor S. Pandav (JEA Eie)	<u>N. Pandav</u>
17	Shashank S. Kokate (Fire Inspector) (Grade - I)	<u>S. Kokate</u>
18	Lokesh Jambhandar SA(NO)	<u>L. Jambhandar</u>
19	Suresh M. Bhande	<u>S. Bhande</u>
20	G. P. Jatale	<u>G. P. Jatale</u>
21	R. G. Pednekar (Tech F.)	<u>R. G. Pednekar</u>