



OIL & NATURAL GAS COMMISSION (B.O.P.) KARMACHARI SANGHATANA

Reg. No. (By - II - 8268)

Tel.: 2659 9775 / 2656 2448

Acme Harmony, 1/102, Poonam Nagar, Opp. ONGC Colony, Jogeshwari (E), Mumbai - 102.

REF. : ONGC/KS/235/2007

DATE : 1/02/08

To,
Shivsena Party Leader,
Member of Parliament,
Loksabha.

**Subject : Fixed Term/Tenure base Employment in ONGC in violation
to "Industrial Employment (Standing orders) Act -1946.**

Respected Shri Anant Gitesaheb

We would like to bring to your kind notice, concerning the above issue; the management of ONGC adopted the mode of employing class III employees, defined as Fixed Term/Tenure Employees, in the year 2000 for four years being designated as Asst. Rigman in its Offshore Installations.

same employees where re-employed for another term of four years w.e.f. 2005. Wherein certain changes in service condition were introduced, which is in violation with, "Industrial Employment (Standing Orders) Act-1946.

The principal adopted in employing this people is Multi-skilling i.e. by merging three posts namely:

- 1) Roustabouts
- 2) Rigman
- 3) Topman

Changing their designation from Asst. Rigman to Field Operator.

Fixed Term/Tenure Employment was adopted by Central Govt. in 2003. This was an added classification of workers in the Scheduled annexed to Industrial Employment (Standing Orders) Act-1946.

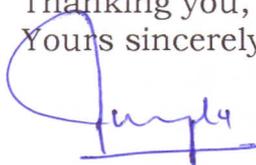
As defined, the workman engagement will be for fixed Term, "but their working hours, wages, allowances and other benefits should not be less than regular workers". ONGC management has unilaterally implemented the idea of Fixed Term/Tenure Base employees, changing their service condition and wages which pertains to unfair labour practice as such change of service condition was not notified, which is in violation of section 9A of Industrial Dispute Act 1947. Further in deviation to Industrial Establishment Act 1946, ONGC is not paying at par with Regular Employees.

We are enclosing the copy of gazette issued by "Ministry of Labour", with amended clause in reference to Industrial employment (Standing Orders) Act 1946.

We request your kindness using your good office in your esteemed presence to fix a meeting with Honorable Minister of Labour, Sh. Oscar Farnandis so that we can appraise the present practice of ONGC management flouting, Industrial Dispute Act 1947 and Industrial Employment (Standing Order) Act 1946, in reference to engagement of fixed term/tenure base employees, advising ONGC management to refrain from such activities.

With Regards,

Thanking you,
Yours sincerely,



(PRADIP MAYEKAR)
GENERAL SECRETARY