



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/352/2008

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N.R.S.
11-9-08



DATE : 1/09/08

To,

The Chairman & Managing Director,
ONGC, Jeevan Bharati, Tower II,
New Delhi.

Subject : Proceeding on agitation as scheduled below on the following disputed issues :

1. **Election for Recognition of our Union**
2. **Mobile & laptop to all class III & IV employees, at par with officers.**
3. **Regularization of 79 Tenure Base Employees.**
4. **Modalities to work out regularization of Direct Employees.**
5. **Non privatization of O&M assignment of our Rigs.**

Respected Sir,

We have been corresponding with all authorities at various levels locally as well as, Director (HR) and your esteemed authority for the first three issues for more than 12 months, without any constructive steps taken in resolving the above issues, it is unfortunate to find ourselves i.e. ONGCians from Class III & IV category, being faintly heard or being distanced by the concerned authorities. We once again take the opportunity to brief you on the above four issues.

1. **Election for recognition of our Union :**

It is almost one year we have been interacting with the Labour Commissioner's Office & Management even though process has been initiated by both, for conducting elections for recognition by secret ballot, the recognized union's (PEU), General Secretary is not consenting for election. We are enclosing a copy of **ONGC's policy of recognition to Unions**, In line with the same, Petroleum Employees Union in Mumbai constituency has remained recognized for over 7 years, today it is not honouring to what they have agreed to, by virtue of JCMs held in Hyderabad/Delhi again in Chennai & New Delhi in 1996, 97 & 98. This is a breach of understanding between Recognized Unions & Management. With the above circumstances we have persuaded with the HR not to engage them in any bilateral meeting, be it **local or regional or JCM.**

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RECEIVED
of the Dy. Chief Labour Commissioner (C)
Mumbai

This leaves us with only option to resorting to agitation which could be, forcefully restricting any meetings with PEU-Mumbai. We have communicated with Director (HR) & GGM (HR/ER) WOU to refrain from having meetings on any bilateral issues. Nothing has resulted till date. Even after that we have honored two JCMs one in New Delhi and one in Agartala. Where PEU, Mumbai was also participants, thus honouring the other cannot continue as one way track only.

2. Mobile & laptop to all class III & IV employees, at par with officers.

As you are aware that the initial decision taken vide circular No. 85/2007 dated 30.03.2007 & 11.05.07 that the above facility will be available up to E-3 and anyone below that all L-1 authorities were empowered to issue on operational need basis. Further persuasion by ASTO, it was found justified enough to extend the same up to E-0 level vide circular no. ONGC/ER/CP/GAD/003 dated 20th Oct., 2007 but the parallel 'S' category were not considered. The demand was always there from all Unions, **"Recognized - Unrecognized"**, that the same may be provided to all Class III & IV employees as in the case of computer was done. Till date i.e. even after 10 months in discrimination, question, of justification have been continuously projected. The time given is good enough and speaks well about the display of our co-operation, patience and our wish of having healthy & harmonious atmosphere in the organization. Negation on the above issue till date is not in right spirit hence this dispute.

3. Regularization of 79 Tenure employees deployed in our core business "Drilling" i.e in various rigs working since 2000.

As assured in JCM to create regular post at Class III level, 400 posts were given for all regions. To our surprise, Mumbai, the flagship region, was given none, even **though project heads in Uran, Hazira including WOU** had sought for the same. On persuasion only 35 posts were given and in deviation to MRPR-1980, 167 post were given to be inducted at A2 level with Diploma qualification. As per our MRPR-1980, diploma holders are inducted at top of Class III i.e. open ended Rs. 7000/- scale and 'A2' is 100% DPC for 'A1' level.

To define all this blatant violation of MRPR-1980, we had taken up the matter with HR authorities at all level to convert all the 167 posts to 'A1' level and regularize 79 tenure employees are serving the organization for over 9 years deployed in Drilling Rigs.

Negation/precipitation of all the above circumstances forces us to raise this industrial dispute.

4. Modalities to work out regularization of Direct Employees.

A group of 360 employees termed as direct employees is pending for regularization who are deployed in Offshore-Onshore installations also in various office complex and serving our organization for more than 15 to 20 years. They are a combine of both Technical and Non-technical people. It is pertinent to mention that '22' of them are working as Radio Officers and their exceptional display of aptitude & work ethics during BHN accident cannot be over looked, even though vacancies are existing for regular post, it is best known at the HRD end why the appointments are not released.

Even though the case is pending in judiciary i.e. in CGIT having already processed in the Apex Court, we are perusing that all these Direct employees be regularized outside the framework of judiciary, cause, immaterial of the results it always carries a scared relationships which can be avoided.

Precipitation of the said issue for more than 10 years exposes us to this agitation.

5. Non privatization of O&M assignment of our ONGC owned Rigs.

The acknowledgement of your esteemed authority that our outstanding human resources have the lions contribution towards achievement and heights scaled by the organization is in total contradiction when we came to know through the news papers that "ONGC has finalized **in outsourcing of O&M assignment in Rigs - Sagar Shakti, Sagar Jyoti and Sagar Kiran.**

We had cautioned at a stage when such idea was just conceived, as the past record says that we have always performed better with our qualified staff and officers to guide with. The justification of age problem given at local level can always be quashed with the option of appointing tenure employees, we need following categories of them:-

- Field Operators performing jobs of all three i.e. Raustobot/Rigman & Topman – 48
- Welder - 4
- Machinist - 4
- Electricians - 4
- Radio Officer - 2
- Crane Operators - 4

Total 66 in every rig i.e. for three rigs 198 + reserve (12 to 15 %) attending all the four shifts. Total salary of the above employees with the paltry facility they are given will be roughly around 20 crores for three years. Moreover two of the above rigs have recently undergone dry docking. The O&M cost should not be high as the value of total contract shown i.e. Rs. 280 Crores.

As the above contractual awards question the integrity of our performance along with officers, sounding our protest / reservation we request your esteemed authority to reverse the awarded contract. The tragedy of the above contract is on one side we want to arrest our alarming attrition level by adopting various incentive and wage rise, on the other hand we are outsourcing our work areas.

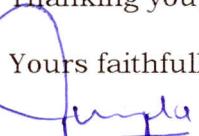
Hence this industrial dispute towards non acceptance of privatization under the veil of contractorization.

The schedule of agitation is enclosed, of course still taking care that our agitation does not become a hurdle to operation restricting productivity. With this assurance that your authority will intervene in resolving the matter amicably so that industrial harmony is maintained. Presently we serve this notice of agitation.

With regards,

Thanking you,

Yours faithfully,


Pradeep Mayekar
(Gen. Secretary)

o/c

CC :

1. Director (HR), ONGC, Jeevan Bharti-II New Delhi
2. Director (Offshore), ONGC, Jeevan Bharti-II New Delhi
3. Director (Finance), ONGC, Jeevan Bharti-II New Delhi
4. Director (T&FS), ONGC, Jeevan Bharti-II New Delhi
5. Director (Onshore), ONGC, Jeevan Bharti-II New Delhi
6. Director (Exploration), ONGC, Jeevan Bharti-II New Delhi
7. ED-Chief ER, ONGC. Negi Bhavan, Dehradun, Uttaranchal.
8. GGM (HR/ER), HRO, WOU. NSE Plaza, Mumbai.
9. CLC (CL), Shramshakti Bhavan, New Delhi.
10. Dy. CLC (CL), Shrama Raksha Bhavan, Sion, Mumbai.
11. DGM(HR)IR, WOU, NSE Plaza, Mumbai

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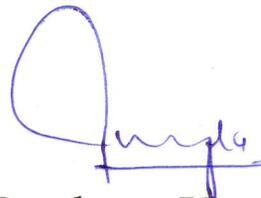
ACTION PROGRAMME

- **Demonstration in NSE Plaza on fourth floor lounge
on 10th Sept., 2008.**

- **Food Boycott on all offshore installations
on 18th Sept., 2008.**

- **Relay Hunger Strike for 24 Hrs. at all Work Centers
i.e. 11 High, Vasudhara Bhavan, Helibase, Uran LPG
Plant, Nhava Supply Base and Panvel Office.**

Indefinite from 23rd Sept., 2008 onwards.



**Pradeep Mayekar
(Gen. Secretary)**