



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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/813/2011

DATE : 20/12/2011

**To,**  
The C&MD  
ONGC,  
Jeevan Bharati, Tower II,  
New Delhi.

ofc

Director (HR)  
ONGC,  
Jeevan Bharati, Tower II,  
New Delhi.

Director (T&FS)  
ONGC,  
Jeevan Bharati, Tower II,  
New Delhi.

**Sub.: Revisiting Wage Revision of Tenure Employees,  
through negotiations with Recognized Unions as  
agreed.**

Respected Sir,

This is in reference to unilateral decision taken at the managements end in implementing wage revision of Tenure employees, staining the unique practice of bilateral understandings among management and recognized unions.

What is being implemented is less important than the way it was implemented, even when a agreement is existing for an negotiated understanding for the above wage revision, please find a copy attached for your perusal.

Negotiations towards wage revision of regular employees got stretched to the 18<sup>th</sup> round it was mainly due to the irrational DPE guidelines, we are still to implement our wage revision in its complete sense, but the conclusions never deviated from the nature of amicability and remained within the bilateral bargaining table.

It may not be intentional but has resulted in dishonoring the forum of recognized unions and bilateral understandings, we request your esteemed authorities to look into the matter and take corrective measures. Beyond the above conceived circumstances it has fallen short of balanced approach, specially for the employees engaged in Mumbai and Offshore.

When great care was taken in emphasizing that DPE guidelines are not violated in course of wage revision for regular employees, unfortunately in the above case the same view was not maintained, it will be too harsh if we overlook the fact that this employees are engaged in core activities of the organization. HRA for Mumbai is brought down to 20% which should be 30%, so also the change in Offshore Hard Duty allowance is disproportionate, too meager to be exposed for offshore installations. It is requested that the under mentioned issues be separately dealt with, and not be common consolidated salary.

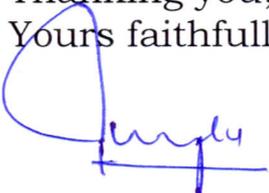
- Present practice of non protection of basic pay resulting out of yearly increments, while awarding new tenure should be dispensed with existing tenure employees should get pay protection.
- Shift allowance to be included.
- Offshore hard duty allowance should be reconsidered for 33% instead of 25% of basic.

Offshore package should be conducive enough to maintain ones mental to continue to work in offshore.

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Further to my discussion with your esteemed authority during your recent visit in Mumbai it is my humble submission, please find a copy of our submitted charter of demand in the case of Tenure Employees for your perusal, it is once again requested that the same be settled with due negotiation across the table engaging recognized unions as agreed upon.

With regards,  
Thanking you,  
Yours faithfully,



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

ofc

**Copy to:**

1. ED, Chief-ER, ONGC, Negi Bhavan, Dehradun, Uttaranchal.
2. ED, Chief-HRD, ONGC, Negi Bhavan, Dehradun, Uttaranchal.
3. HRO, ONGC- WOU, NSE Plaza, BKC, Bandra(E), Mumbai 51.
4. GM, (HR) IR, ONGC, Tel Bhavan, Dehradun, Uttaranchal.
5. DGM (HR)- Corp Policy, ONGC, Negi Bhavan, Dehradun,
6. CM (HR)-IR, ONGC, Tel Bhavan, Dehradun, Uttaranchal.
7. CM (HR) IR, ONGC, NSE Plaza, BKC, Bandra(E), Mumbai 51.

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