



# 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/866/2012

DATE : 15-03-2012

To,  
The Director-HR,  
ONGC,  
Jeevan Bharati, Tower II,  
New Delhi.

*o/c*

**Subject : Submission of Agenda for JCM**

Respected Sir,

We are submitting our Agenda Points related to issues from Mumbai Region to be discussed in the forthcoming JCM in New Delhi.

It is earnestly requested that the said agenda be discussed and issues may please be resolved in the JCM.

With regards,  
Thanking you,  
Yours faithfully,

*Pradeep Mayekar*

**(Pradeep Mayekar)  
General Secretary**

*o/c*

**Copy to :-**

1. ED-Chief ER, ONGC, Negi Bhavan, Dehradun, Uttrakhand.
2. ED-Chief HRD, ONGC, Negi Bhavan, Dehradun, Uttrakhand.
3. HRO, ONGC, WOU, NSE Plaza, BKC Rd., Bandra (E), Mumbai.
4. GM-Head R&P, ONGC, Negi Bhavan, Dehradun, Uttrakhand.
5. GM (HR)IR, ONGC, Tel Bhavan, Dehradun, Uttrakhand.
6. DGM-HR/Corporate Policy, ONGC, Negi Bhavan, Dehradun, Uttrakhand.
7. CM (HR)IR, ONGC, Tel Bhavan, Dehradun, Uttrakhand.
8. CM (HR)IR, ONGC, NSE Plaza, BKC Rd., Bandra (E), Mumbai.

## **Agenda Points for JCM to be held in New Delhi**

1. Wage revision of contractual employees.  
As per the MOU signed in the pay revision meeting dated Sep.17-18, 2010
2. Finalization for consideration of notional fitment benefit to be granted to the unionized categories those who have joined ONGC on or after 1.1.1997.
3. Underground Mining Allowance (UMA) :
  - It was principally agreed in the wage revision that UMA will be extended to all office going employees. The decision was kept in abeyance in want of decision taken by Oil India. In the concluded wage revision meeting of Oil India Ltd. They have agreed and implemented to all employees immaterial of office and field, hence this may please be finalized in ONGC.
  - Inclusion of DSCA for OT calculation from 1.1.07 to 28.11.2011 for the employees working in Uran and Hazira plant. While paying arrears of wage revision DSCA was not calculated for OT for the above period.
  - UMA may be considered for OT calculation from Dec. 2011 onwards and not on the date of issue of circular.
4. Discrimination in reference to 'E' Category with 'S' Category be erased.
  - Providing of laptop facility.
  - Difference in mobile facility be removed.
  - Technical training for field people should be at par with E-0 to E-3, having Q3, Q2 & Q1 qualification.
  - Vehicle/four wheeler advance, all 'S' level are computed in the same category of E-0, which should be reconsidered and paid at par with E1/E2/E3.
  - PRP percentage at par with 'E' category.
  - AIR FACILITY at par with E-3 basic

5. House Building Advance:

- Recently enhanced HBA does not suffice to the prevailing market condition; please find enclosed a copy of recent agreement of RBI on the above subject, even though our executives, non-executives have better repaying capacity our slab are much lower. This may please be reviewed in negotiation with recognized collectives.
- For second housing loan the criteria of selling of first flat may be dispensed with.
- Existing contractual, Tenure, Contingent, Direct employees who get regularized in reference to vacancies floated by ONGC their service period rendered to ONGC before regularisation be counted for eligibility towards HBA.
- In modification to the clarification given an HBA scheme vide letter no. ONGC/ER/CP/ADV/005 dated 7<sup>th</sup> Dec. 2010, the quoted changes may please be reviewed and implemented.  
Most of employees have already taken HBA. Current HBA is inadequate so employees have taken loans from financial institutions with second charge, with due permission from ONGC. Now if the HBA limit is raised they will not get the benefit even if they are eligible (as per basic pay) for higher loan, because of ONGC rules which do not give benefit of enhanced HBA if the construction of flat is complete.
- If the HBA limit is raised and those who have already availed full HBA as per old limit and currently paying loans with second charge, must get the difference of old limit & new limit **to settle second loan from other financial institutions.**

6. Purchase of life saving drugs :

A decision is being taken to procure life saving drugs through store procedure, this has created chaos at user end, we all know the time taken for store procedure, hence it is requested that the said decision be reversed.

7. Medical :

- Criteria for medical facility towards in-house treatment be reverted back to present basic of individual and not by designation.
- After retirement depended parents may be included for medical facilities.
- Considering Diploma in pharmacy at par with Q2. The said issue was deliberated and considered but the clause included 10+2+Diploma has stopped a few candidates from getting the status of Q2. 10+2, eligibility criteria was introduced in 1992, whereas who have joined ONGC way back in 1981-82 have acquired the said diploma after Xth std, as the criteria existing then was Xth qualification only. Hence X+ Diploma be considered as Q2.
- The concept of appointing contract Pharmacists and medical attendants in Hazira Plant be reviewed as they are all Diploma holders and are SSC passed, working continuously since 2002.
- Be regularized or Emoluments to be given at par with other diploma holders / ITI holders / SSC passed.
- Wage revision of Medics at par with field executives; to be implemented at the earliest.

8. Recognition of 3 years company apprenticeship under Apprentices Act 1961 as Q3 qualification for recruitment & DPC.

9. Govt. recognized part time diploma in engineering be considered as eligible qualification for recruitment.

10. Recruitment of regular post not only in Class III but also in Class IV category.

11. Upgradation to Class III from Class IV :

Acquiring abridged 3 months ITI qualification having experience of atleast 10 years as agreed in last JCM i.e. on 30.06.2009, circular issued reflects 15-20 years, experience which may please be corrected as accepted in bi-lateral meeting.

12. Re-consideration of MOU signed in 19.08.2004 concerning R&P, as it has caused widespread discontent among various categories of employees. The above MOU neither had approval of EC nor was registered with CLC (CL).

- JATs whose promotion tenure were extended to 6 years from 3 years. This was in contravention to the agreement of MRPR-1997, wherein this post was introduced with the mutual acceptance of 3 years tenure.
- Abolition of open ended Rs. 7000/- scale which was induction of J/E, and inducting
- Diploma holders at A2 level in disintegration of qualification.
- Departmental candidates having acquired graduation in Engineering immaterial of percentage, should be treated as Q1 for career growth and recruitment.

12. All graduates recruited (BA/BSC/B.Com) as class IV to be upgraded as Class III employees, so also individuals having SSC + ITI (NCTVT) / 3 years apprenticeship Diploma Engineers but functioning as Class IV should also be upgraded.

13. Field operators posted in Kochin & Vizag be extended air fare for the passages towards performing ON/OFF duty. (We understand proposal is enlisted in agenda of EC meeting.)

14. Mediclaim policy for contingent employees.

15. Designation in Class IV be renamed, at times it becomes very embarrassing for e.g.

- Mali be renamed as Asst. Gr. III/II/I (Gardening)
- Helper be renamed as Asst. Gr. III/II/I (Mech/INST/Opp /Elec. /etc.)

16. Tenure employees : Re-modulation of service condition mainly :-

- 4 years tenure : This deprives them of getting any loan from, any financial organization, neither ONGC given an loans, like assistance needed for major social needs for housing / marriages in the family, higher education for children etc.
- Upper age limit : 45 years be increased to 60 years. As discontinuation of service by retirement at the age of 45 yrs. Seals all employment access, hence are displaced with their family outside ONGC, as sole responsibility we must engage thus till age of 60 yrs.
- As per DP guidelines HRA to be paid at the rate of 30% to the cities having population of 50 lakhs and above; but it is paid at the rate of 20% to tenure employees in Mumbai region which may please be corrected to 30% of basic.
- Offshore hard duty allowance also be corrected to 33% of basic which is presently paid 25%.
- Rs. 500000/- (Rupees Five Lakh only) Mediclaim policy including parents as single unit is not available from any insurance company; may please be re-modulated by including individual children and parents.

17. Fireman working in WOU having requisite qualification to be upgraded to Class-III. Issue had been taken up in our various all India meetings since last two and half years, still pending.

18. Provisions for promotion from Topman to 'E' category who had opted for Rigman assignment from Roustabout on option/requirement surfaced by management. Issue had been taken up in our various all India meetings since last two and half years, still pending.

19. Employees are refused promotion stating qualification not in line. Having recruited it is ONGCs prerogative to assign workgroup of individual, hence promotion should be performance based.

20. Car loan to be extended to Class III and IV employees, because thus facility exists in other public sectors as well as repaying capacity has substantially increased after the present wage revision.

21. Job link test :

In course of our wage revision meetings, many of the job link allowance were discontinued as they were obsolete and it was agreed that job-link test for stenographers will be dispensed with, pending circular this is not accepted at regional level, this also may be finalized in the JCM.

22. Unnati Prayas :

- It was assured by our Ex-Chairman Mr. Subir Raha, to the successful candidates acquiring 75% and more marks will be automatically upgraded to E1 status, a decision may be taken in the JCM to honour the same.
- Graduation acquired by class IV employees through Unnati Prayas be considered as Q1 qualification.
- Unnati Prayas scheme may please be restarted.

23. Training for class III employees :

It is observed that training to class III employees possessing Q3, Q2, Q1 qualification are very minimal as compared to 'E' category. Whereas class III employees including 'S' category are exposed to same nature of work in the field. Presently a policy also been adopted for A II induction with Q2 qualification. Hence training to all technical people be re-modulated so that technical training given at par having same qualification immaterial of designation.

24. Kits and liveries :

- Fire retardant Overalls : A decision may be taken dispensing with the same, all it problems are already discussed during the course of our wage revision meetings, so also we have cited the same separately in our letters, please find a copy of the same.
- Purchase of the safety Kits & Liveries may please be decentralized as practiced before.