



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

Reg. No. (By - II - 8268)

OFFICE :
Krishna Kunj No. 2, C-Wing,
Flat No. 304, Tambe Nagar,
Mulund (W), Mumbai - 400 080.
Tel. : 651 3917

DATE : 17/04/06

REF. : ONGC/KS/121/2006

o/c

To,
The Regional Labour commissioner, (C)
Shrama Raksha Bhavan,
Sion Trombay Road,
Sion, Mumbai-400022.

Office of the Dy. CLC (C) / Mumbai
B. K. Patil
18-4-06

Subject: Industrial Dispute towards management unilateral decision in
Change in Service Condition, without giving notice of Change

Respected Sir,

This is in reference to office order (19/2006) dated April, 2006, vide No.18(5)/06-CP. The directives of the Office Order are to discontinue certain component of wages with immediate effect.

Discontinuing of wage component as mentioned below is an act of change in service condition. Without giving notice of change to the collectives is in gross violation of labour Legislation, this pertains to blatant unfair labour practice.

Following components are discontinued:

1. Operational Allowance to Support Services i.e. P&A, F&A, MM, Vigilance Etc in Hazira, Uran, Nhava & Helibase.
2. Reimbursement of Season Ticket
3. Reimbursement of Local Bus fare
4. Reimbursement of Helibase conveyance allowance.
5. Reimbursement of Swimming Pool charges for offshore going Employees.
6. Reimbursement of Brief Case.
7. Additional Offshore Compensate allowance.

Please find Office Order attached for your perusal and due consideration

After 50 years of ONGC's existence, It is something like "Management Within Management", which questions each others functioning. The allowance discontinued by H.Q. Management, alleging local Mumbai Management the decision of implementing of the said allowances was in deviation with Head Quarters.

The Management cannot decide and discontinue unilaterally as the issues of ours are pending in conciliation also. when the financial implications of the above allowances are minimal , more than Rs.200 crores is wasted every year in Annual Transfer of Class-I Officers to & from various Regions towards dislocation allowance and to what effect :

- * Assam or Eastern region has no positive productivity changes in so many years, when the C&MD himself says 7000 employees are sitting and doing what it cannot increase oil production beyond 1.4 Metric Million tons.
- * Highly experienced Officers are removed from Offshore activity and are deployed in a place where there is no work. Further crying foul of work not being done efficiently in offshore, and accordingly contractualising activities.
- * Out of frustration of such transfers finest human resources are moving out of this organization.
- * Uran Plant which is already 25 years of age needs highly experienced people in the plant, but they are flushed out under veil of Annual transfer, even though the Plant off let was exposed to major accidents.
- * The most unethical is stopping of operational allowance, it is an act of betrayed of faith as, for so many years they have extracted job from all support services as per factory act ie. 8 to 9 Hrs. per day.

The executive committee (EC) along with the C&MD has put the organization to shame in fact they have dislocated the organization," a criminal act". Instead of getting involved in acts of betrayal, by decision of cheating employees of their wages, It is suggested the corporate should seriously engage itself in deciding how to:

- * Stop large scale exodus of outstanding human resources
- * Find Oil and Oil associated gas when other players in the field are finding them, like Reliance & Gujarat gas Corporation Ltd..
- * Stop wasting Rs.200 Crores on Annual Transfers.
- * Generate more dedicated and motivated Employees

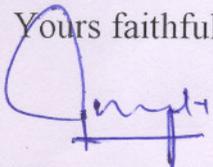
We demand an immediate reversal of the said Office Order failing which ONGC will witness one of its worst labour unrest in its history, immaterial of onshore/offshore installation and further extended to all Regions.

Your esteemed authority is requested to immediately intervene in the matter and resolve the issue amicably. Under the present leadership, high handed attitude has become the order of the day, we were pacifying our feelings for last five years, now with the decision of the management, of scissoring our pay pockets, and we have little option but to proceed on direct action.

With regards,

Thanking you,

Yours faithfully



(Pradeep Mayekar)

General Secretary

o/c

Office of the Dy. CIG (C) / Bombay
Bhargava
18-04-06

Copy to:

- 1) Director (Offshore)
- 2) Director (HR)
- 3) Executive Director-Chief-ER, HQ, D'Dun
- 4) ED- Head Hazira Project, Hazira, Gujrat
- 5) Ge.Gen. Manager (P) Head Uran Plant
- 6) Gr. Gen. Manager HR/EH-HRO
- 7) Dy.Gen. Manager -IR