

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

Reg. No. (By - II - 8268)

Tel. : 2659 9775

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

REF. : ONGC/KS/152/2006

DATE : 1/09/06

o/c

To,
The ED- Chief ER
ONGC,
Tel Bhavan Dehradun.

Sub : Nonpayment of H1 & H2-2004-05 for Uran plant.

Respected sir,

At the outset let me convey my sincere thanks to your esteemed authorities response on the above issue thereby avoiding a prolonged agitation. I appreciate, specially GGM - HUP, I/C HR/ER and Manager - (IR) putting up all round efforts in co-ordination with H.Q. convincing us to withdraw our hunger strike in Uran plant, which we had resorted to having very little choice.

The written message which came from your office, signed by Mr. Maddodi Dy. G. M.(ER), had no commitment, "decision of competent Authority will be conveyed shortly", has already stretched beyond 6 months, but with assurance from your authority & GGM-HUP positively materializing the issue within 7 working days and our unstained faith in both, your authority and GGM HUP, has decided in withdrawing the strike.

We request you are esteemed authority let issues not be stretched to such length that unpleasentries are shared.

With regards,

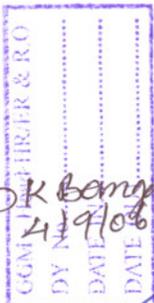
Thanking you,
Yours faithfully

o/c

(Pradeep Mayekar)
General Secretary

CC.

1. GGM (HR/ER), HRO-MR.
2. GGM, Head Uran Plant, Uran.
3. DGM, (HR/ER), Uran Plant, Uran.
4. DGM, IR, MR.
5. Manager (IR), Uran Plant, Uran.



DK Benym
4/9/06

Recd
Sent to DGM, Uran
2/9/06



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

REF. : ONGC/KS/149/2006

DATE 28/08/06

o/c

To
The Chairman & Managing Director
ONGC
Jeevan Bharati
New Delhi.

Subject: Non payment of H1 & H2 2004-05 for Uran Plant till date,
hence resorting to **hunger strike w.e.f. 30th August 2006.**

Respected Sir,

This has reference to our letter dated 04/08/06 vide no. ONGC/KS/144/2006 addressed to Director HR & Offshore on the above issue towards payment of H1 and H2 to Uran Plant, which is still pending. Please find copy enclosed for your perusal.

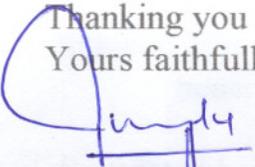
The discriminative modalities in deciding percentage payment has stretched the issue. The MOU targets were decided earlier at par, as Hazira and Uran Plant are identical in nature in reference to its value added products. In the past three years Uran Plant has never ever failed in achieving the MOU targets.

We have been pursuing the issue for over six months along with ASTO – Uran, however, all deliberation till date has not resulted into positive view as the payment worked out are on different modalities.

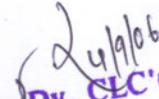
We request your esteemed authority to intervene in the matter and advise the concerned authorities to materialize the payments immediately. As nothing has materialized in reference to our earlier correspondence with the esteemed office of **Director (HR)** and **Director (Offshore)**, we have no option but to proceed on hunger strike in Uran Plant w.e.f. 30th August. 2006.

With regards

Thanking you
Yours faithfully,


Pradeep Mayekar
General Secretary.

o/c


Office of the Dy. CLC'(C)/Bombay

c.c.

1. Director HR, New Delhi.
2. Director Offshore, New Delhi.
3. ED, Chief – ER, Dehradun.
4. GGM HR/ER (HRO), MR.
5. GGM (HUP), Uran.
6. Dy. GM (IR) MR.
7. DY. GM (HR/ER), Uran.
8. RLC (CL), Mumbai.



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REF. : ONGC/KS/144/2006

DATE : 4/08/06

o/e

To
The Director (HR)
ONGC, Jeevan Bharati
New Delhi.

To
The Director (Off-Shore)
ONGC Jeevan Bharati
New Delhi



Subject: H1 & H2. Incentive payment of Uran Plant
for the year 2004-2005.

Respected Sir,

In reference to the above subject towards approved targets for the year 2004-2005 by the corporate addressed to GGM(HUP), we are bringing to your notice our concern for not receiving payments of incentive till date when it is already August-2006.

Your authority will appreciate that even under abnormal circumstances for the last two years Uran has never failed in achieving MOU targets. Though it is out of place for us to bring to your notice, circumstance forces us to quote that Uran has achieved targets as quoted below for its value added products like LPG, Naptha, C2 C3:

2002-2003 - 109.98%

2003-2004 - 114.83%

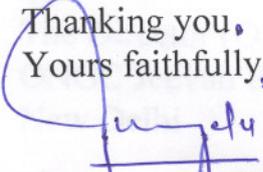
2004-2005 - 114.66%

It is regretted that, even though Hazira Plant and Uran Plant are identical in nature, in reference to its value added products the task force nominated, deviated its views from approved MOU targets, singling out Uran Plant with target not at par with Hazira. Such a step-fatherly perception is depriving Uran Plant with proportionate incentives as per targets achieved, there-by conceiving under motivated work force, which can only be detrimental to the organization.

Your authority is requested, maintaining MOU target norms, as extended to Hazira Plant, a decision may be taken towards payment of incentive for the year 2004-05 i.e. H1 & H2 at 16% & 14% at the earliest i.e. by 14th August, 2006. This will go a long way in maintaining harmonious relation avoiding Industrial Unrest, which we are continuously striving for.

With regards

Thanking you,
Yours faithfully,


Pradeep Mayekar
(General Secretary)



cc.

- ED – Chief ER, ONGC, Tel Bhawan, Dehradun.
- GGM – Head Uran Plant, Uran.
- I/C – HR/ER, Uran Plant, Uran.
- Regional Labour Commissioner (CL) Sion.