



भारतीय ट्रेड यूनियन केन्द्र

CENTRE OF INDIAN TRADE UNIONS

M.K. PANDHE
President

Md. AMIN, M.P.
General Secretary

January 13, 2009

Dear Shri Deora,

I write this letter seeking your immediate intervention on the reported termination of services of 69 executives of oil sector PSUs along with suspension of 12 others after the unconditional withdrawal of strike by the striking officers.

I recall that on several occasions during last few years, the Government had officially negotiated with Oil Sector Officers' Association (OSOA), the apex body of the officers associations of oil PSUs on several issues, thus giving OSOA a *de facto* recognition if not *de jure*. This can be substantiated by the fact that the representations of OSOA on the unsettled issues, which led to the strike, was forwarded for sympathetic consideration by none other than the Addl. Secretary, Ministry of Petroleum & Natural Gas to the Secretary, Department of Public Enterprises (DPE) on 17.10.2008. On 17.11.2008, the officials of Petroleum & Natural Gas Ministry and the Chairmen of oil PSUs had inconclusive discussions with OSOA representatives and an official note was sent again by Shri S Sunderashan, Addl. Secretary, MOP&NG to DPE enclosing the demands of OSOA for consideration by the Government. The negotiations had failed as the Government did not accept the demands which were recommended by managements of oil PSUs and Petroleum & Natural Gas Ministry and the OSOA members exercised the democratic form of right to strike under compelling circumstances.

On the request of the Government, when the strike was withdrawn unconditionally, it was expected that Government would ensure normalcy in operation of the companies and in fostering healthy industrial relations in oil PSUs in the national interest. It is therefore shocking that Government has instead embarked upon a vindictive action which is an outright denial of natural justice to any individual whatever may be one's offence, real or notional. Moreover, removal from service is the harshest form of punishment that can be given to an employee which in other term can be called a capital punishment. In all accepted principles of democratic governance such punishments can be given only after the due process of law and not by arbitrary fiat even by the highest constitutional authority.

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Moreover, through such removal/ suspension from service the top management has sent a message to thousands of officers who remain on their jobs that, a total sub-ordination is the only guarantee to retain their livelihood. I wonder if promoting such a subservient mentality can help in developing a sustainable industrial relationship with the employees in the core and vital sector of petroleum and natural gas.

In view of the above I urge upon you to revoke the termination and suspension orders immediately.

With regards,

Yours sincerely,

(M K PANDHE)
President

Shri Murli Deora
Minister of Petroleum & Natural Gas
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Shastri Bhawan
New Delhi - 110 001

Copy to: 1. CMD, ONGC
2. CMD, IOC