



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

Reg. No. (By - II - 8268)

Tel. : 2659 9775

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REF. : ONGC/KS/ /20

DATE : \_\_\_\_\_

## CONGRATULATIONS!

Dear Members,

Patience over-run can have wide spread repercussions is expressed in optimum value to the management by participating in the chain hunger strike from 23rd September both in offshore and onshore installations, as the same time all Radio operators proceed on mass leave for one month.

It was an unparallel display of unity by one and all, be it contractual employees, tenure base employees, direct employees or regular employees which forced the management to accept that they cannot take us for granted and the management genuinely felt our demands were very justified and called us for meeting to discuss on the long pending disputed issues.

It will be a reason lost if not quoted, Karmachari Sanghatana puts in special ward of thanks to Mr. N. K. Mitra our Director (Offshore) who in Co-Ordination with other Directors and C&MD himself, Mobilized negotiation process and all thanks to Mr. Sushant Vats, ED-Chief (ER) who gave a patient hearing along with Mr. Tauqir Hussain, GGM (HR/ER) and HR & IR Team of Mumbai and Dehradun. A very healthy meeting towards resolving the issue, was deliberated, accordingly it is presently decided to withdraw the agitation.

We are extending issue-wise details of the discussion held with the Management.

### 1. **Election for Recognition of Union:**

Management Authorities gave their piece of mind projecting, at the outset that they have already given their consent for election to the office of Chief Labour Commissioner (CL), Delhi & its Office in Mumbai i.e. to Dy. Chief Labour Commissioner (CL).

Management agreed with us that in support to the agreement between Management and Recognized union; Union in power enjoying recognition on expiry of their tenure should honour the agreement by giving consent to Election.

In reference to our deliberation on the issue, management has assured that they will also persue the matter with PEU as a matter of ethics should consent for the agreed pattern of elections i.e. Secret Ballot.

**2. Mobile & Laptop to all class III & IV employees :**

Management strongly argued that it is not justified in giving same facility to both officers and staff, still our EC along with C&MD were generous enough and have already extended mobile facility to 'S' & 'A' level.

Karmachari Sanghatana in response expressed its recognition to the entire EC along with C&MD and also thanked for feeling, that it is correct in extending cell phone facility at 'S' & 'A' Level, but also expressed, unfortunately it has created discrimination among workers, and persuaded that cell Phone Facility was given without discrimination to Senior Class-I, Class-I and Class-II officers, hence discrimination be erased in worker category, while principally agreeing Mr. Vats has assured to convey our feelings to EC.

The Laptop issue was discussed at length, when management principally accepted to put 'S' category at par with E-O, has offered to give second computer advance to 'A' & 'W' level. Karmachari Sanghatana has expressed that we will take the offer to 'A' & 'W' level employees and work out its acceptance.

**3. Regularization of Tenure and Direct employees :**

Management expressed such employment cannot be directly converted to regular employees as procedurally they have to justify vacancies with the Ministry. Then with the approval of Ministry recruitment can be done. As well as in case of Direct employees the matter is also pending in judiciary. Management confirmed in response to the earlier persuasion, they have already given approval for 35 post at A-1 level.

Karmachari Sanghatana persuaded no judiciary has ever stopped ONGC in creating vacancies and preferring Direct Employees in Regularizing. We also justified with the management as these direct employees are working for more than 15 years, On regular & perineal nature of jobs they are required in ONGC operations.

Karmachari Sanghatana also persuaded creating due vacancies, in reference to R&P to regularize all the direct employees in Class-III & IV category without creating procedural lapse's.

While deliberating the issue of Radio Operators, we persuaded, vacancies of 31 posts readily exist and presently due to the delay, seven RO's have resigned. Regularization of 22 RO's may be procedurally completed. Management has agreed to complete due procedures and recruit them by December end.

In reference to Tenure employees. Karmachari Sanghatana will persue with management in creating more vacancies as desired by management, so as to accommodate all tenure employees recruited from 2000, by 'principal of preference' and complete the procedure by December end. Management principally agreed on creating more vacancies and will complete the recruitment procedure by December 2008.

**4. Non privatization of O&M assignment of Rigs :**

Management has already conveyed the reversal procedure of the said contract, is in progress.

All the issues being principally resolved and with the assurance of completing procedures by December end, the agitation stands withdrawn. If there is any deviation to the above assurance, we will again resort to agitation and it may not be as peaceful as we have presently done.

Once again thanking all participating members. We discontinue the present agitation.

**'STAY UNITED,  
DEMANDS WILL BE ACHIEVED'**

**WORKERS UNITY ZINDABAD  
KARMACHARI SANGHATANA ZINDABAD.**



(Pradeep Mayekar)  
General Secretary