OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268) Tel. : 022-26274102

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Website : www.ksmumbai.com

REF. : ONGC/KS/113/2026 DATE : 29/10/2026

To,
The ED Chief - HR Services
ONGC-WOU,
NBP Green Heights, BKC,
Bandra (E),
Mumbai - 400051.

Subject: Request for Immediate Intervention Regarding Non-Payment of Outstanding Bonus & Annual Leave Wages by M/s Swastik Electrotech Pvt. Ltd.

Respected Sir,
We wish to bring to your kind notice the serious grievance of contractual employees regarding the non-payment of their outstanding Bonus & Annual Leave wages by the former contractor, **M/s Swastik Electrotech Pvt. Ltd.**, despite the expiry of its contractual tenure.

The said contractor was awarded the contract for the period from **1st September 2023 to 31st August 2026**. Upon expiry of the contract, the work has subsequently been awarded to **M/s Blue Spring**. However, **M/s Swastik Electrotech Pvt. Ltd.** has failed to settle the outstanding dues payable to the contractual employees who worked under its contract.

It is a matter of serious concern that the contractor has not disbursed the **Bonus** for the period from **March 2025 to August 2026,** covering approximately 18 months. Furthermore, the **Annual Leave** wages for the corresponding period from **March 2025 to August 2026** also remain unpaid. Despite the completion of the contractual period, these outstanding payments have not been settled, causing considerable financial hardship & distress to the affected contractual employees & their families.

We would also like to draw your kind attention to the fact that **Diwali,** one of the most important & widely celebrated festivals in our country, is fast approaching, with **Dhanteras** falling on **6th November 2026** & the festive celebrations continuing until **Bhau Beej** on **11th November 2026.**

It is a well-established practice followed by various organisations & establishments to disburse the Annual Bonus to eligible employees before Diwali, enabling them to celebrate the festival with their families with happiness, dignity, & financial security. Unfortunately, the continued non-payment of Bonus & Annual Leave wages has placed the affected contractual employees in a difficult financial position at a time when they are preparing to celebrate this important festival.

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It is particularly unfortunate that, even after the expiry of the contractor's tenure, the legitimate financial dues of the contractual employees remain unsettled. The change of contractor should not result in the deprivation or unnecessary delay of payments legitimately due to employees for services already rendered.

We earnestly request your esteemed authority to kindly intervene in this matter & issue necessary directions to the concerned department & the former contractor, **M/s Swastik Electrotech Pvt. Ltd.**, to:

1. **Ensure immediate payment of the outstanding Bonus** for the period from March 2025 to August 2026 to all eligible contractual employees.
2. **Ensure payment of outstanding Annual Leave wages** for the corresponding period to all eligible contractual employees.
3. **Direct the concerned department to verify & ensure settlement of all outstanding employee dues** payable by the former contractor following the expiry of its contract.
4. Take necessary steps to ensure that the outstanding payments are released before the forthcoming Diwali festival, thereby providing much-needed financial relief to the affected employees & their families.

We sincerely hope that your esteemed authority will give this genuine grievance the urgent attention it deserves & initiate prompt, sympathetic, & favourable action to safeguard the legitimate interests of the contractual employees.

Your timely intervention will not only help resolve this long-pending issue but will also enable the affected workers & their families to celebrate the forthcoming Diwali festival with dignity, happiness, & peace of mind.

We also request that the contractor's **Security Deposit/Bank Guarantee & monthly bills** may not be released until all statutory obligations towards the employees have been completely fulfilled.

We therefore request your good office to treat this matter as most urgent & ensure the release of all outstanding **Bonus & Annual Leave** payments before Diwali 2026.

Thanking You,
Yours faithfully,

afc

(Pradeep Mayekar)
General Secretary

Copy To:

1. GGM - Head HR, ONGC-WOU, NBP Gr Hts, BKC, Bandra (E), Mumbai - 51.
2. GM, I/c-IR, ONGC-WOU, NBP Gr Hts, BKC, Bandra (E), Mumbai - 51

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