



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

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/44 /2026

DATE : 25/05/2026

To,
The ED - Chief ER,
ONGC,
PDD Urja Bhavan,
'5' Nelson Mandela Marg,
Vasant Kunj,
New Delhi - 110 070.

o/c

Sub.: Request for implementation of age extension for TBFOs from 50 to 55 yrs.

Respected Madam,

We wish to draw your kind attention to the long-pending & genuine issue regarding enhancement of the maximum age limit of TBFOs (Tenure Based Field Operators) working in Mumbai Region, Western Offshore Unit from the existing 50 yrs to 55 yrs.

In the bilateral meeting held on **17.03.2026 at Delhi** between ONGC Management & Recognized Unions, the issue of age extension for TBFOs up to 55 years was raised by **AIOTUCC - All India ONGC Trade Unions Coordination Committee**. We understand that the Management has agreed in principle for enhancement of the age limit of TBFOs up to **55 years**, subject to due approval of **MCoD**.

We are consistently pursuing this matter for the Field Operators working in Mumbai Region. The following correspondence & representations clearly reflect the continuous efforts made by us on this issue:

1. Letter No. **ONGC/KS/29/2026** dated **24.03.2026** submitted by ONGC (WOU) Karmachari Sanghatana.
2. Letters submitted by Hon'ble **Shri Anil Desai, President of ONGC (WOU) Karmachari Sanghatana, Leader of Shiv Sena (Uddhav Balasaheb Thackeray) & Hon'ble Member of Parliament (Loksabha)**, to **Shri Manish Patil Sir, Director (HR), ONGC on 10.09.2024**, & to **Shri Arun Kumar Singh Sir, the then Chairman & CEO, ONGC on 06.07.2024**.
3. Letter No. **ONGC/KS/176/2023** dated **24.11.2023** submitted by ONGC (WOU) Karmachari Sanghatana.
4. Letter No. **ONGC/KS/69/2023** dated **03.07.2023** submitted by ONGC (WOU) Karmachari Sanghatana.
5. In the meeting of Recognised Unions held at **Kolkata** on **02.02.2023**, ONGC (WOU) Karmachari Sanghatana had raised the issue of enhancement of the age limit of Field Operators from 50 years to 60 years. The said issue was recorded in the Minutes of Meeting & was under examination with In-charge, Corporate Policy.

Contd....2

6. Letter No. **ONGC/KS/88/2022** dated **29.07.2022** submitted by ONGC (WOU) Karmachari Sanghatana.
7. Letter No. **ONGC/KS/137/2021** dated **08.06.2021** submitted by ONGC (WOU) Karmachari Sanghatana.
8. The issue of enhancement of the age limit of Field Operators was also included in the demands connected with the proposed strike dated **21.02.2020**. Subsequently, as per the request made by the then **ED - Chief ER, Shri S. K. Wadhvani Sir**, to AIOTUCC through email for withdrawal of the strike, the matter was discussed in the meeting held at Delhi on **22.02.2020**.

Madam, it is pertinent to mention that initially the maximum age limit for Field Operators was 45 years. Thereafter, vide Office Order No. 11(24)11/TB/CP dated 18.10.2011, the age limit was enhanced from 45 years to 50 years. At present, many Field Operators working in ONGC have entered their sixth tenure & most of them are likely to attain the age of 50 years within the next two to three years.

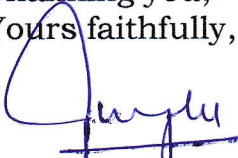
These Field Operators have rendered more than 23 years of continuous, sincere & dedicated service to ONGC. They have contributed significantly to operational activities in difficult field conditions & have always discharged their duties with commitment, discipline & loyalty towards the Organization.

Discontinuation of their services merely on account of attaining the age of 50 years would cause severe hardship to them & their families. Almost all these Field Operators are married & are shouldering important family responsibilities, including the education of their children, maintenance of their families & care of their aged parents. Sudden loss of employment at this stage would adversely affect their financial stability & social security.

Considering the above facts & the positive understanding reached in the bilateral meeting held on 17.03.2026, we earnestly request your good office to kindly expedite the approval process with MCoD & issue necessary orders for enhancement of the maximum age limit of TBFOs from **50 years to 55 years** at the earliest.

This decision will provide much-needed relief to the affected Field Operators & their families, while also enabling ONGC to continue utilising the valuable experience, skills & field knowledge of these trained & dedicated employees. We, therefore, request your kind intervention & favourable consideration in this genuine & long-pending matter.

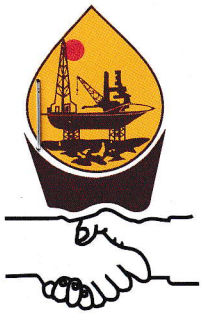
Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

d/c

Copy to:

1. ED - Chief HRD, ONGC, PDD Urja Bhavan, '5' Nelson Mandela Marg, Vasant Kunj, New Delhi - 110 070.
2. ED - Chief HR Services, ONGC-WOU, NBP Green Hts., BKC, Bandra (E), Mumbai - 51.
3. ED-CDS (SW) - ONGC-WOU, 11 High, Sion Bandra Link Road, Sion, Mumbai - 17.
4. GM-I/c IR, Head FMG, ONGC-WOU, NBP Green Heights, Bandra (E), Mumbai - 51.



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Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 29 /2026

DATE : 24/03/2026

To
The ED-Chief, ER Services

ONGC,
PDD Urja Bhavan,
5, Nelson Mandela Marg, Vasant Kunj,
New Delhi- 110070.

Subject: Extension of age limit of Field Operators from 50 years to 55 years.

Respected Sir,

This has reference to our earlier letters bearing Ref. No. **ONGC/KS/69/2023** dated **03.07.2023** and Ref. No. **ONGC/KS/176/2023** dated **24.11.2023** regarding the extension of the age limit of Field Operators from 50 years to 60 years.

At the outset, we express our sincere thanks to your esteemed office for appointing seven Field Operators who had not attained the age of 50 years. They have since joined duty and have been posted on the rigs.

We understand that during the Bilateral Meetings held on **10.09.2025** at **PDD Urja Bhavan** and on **17.03.2026** at **Scope Minar**, a proposal was placed by all the recognised unions for extending the age limit of Field Operators up to 55 (Fifty-Five) years. It was agreed to by the management during the said meetings. However, no official order has been issued till date regarding the extension of the age limit from 50 years to 55 years.

It is pertinent to mention that some Field Operators attained the age of 50 years in February 2026 and thereafter. They now have only a few months of service remaining in ONGC, Mumbai Region. The delay in issuance of the formal order is causing considerable concern among the affected Field Operators.

We, therefore, earnestly request your good office to kindly expedite the matter and issue the necessary order extending the **age limit of Field Operators to 55 years** at the earliest.

Thanking you.
Yours faithfully,

Pradeep Mayekar
(General Secretary)

Copy to:

1. ED Chief – HR Services, ONGC-WOU, NBP Gr. Hts.,BKC,Bandra (E),Mum– 51
2. ED HDS – ONGC- WOU, 11 High, Sion Bandra Link Road, Sion, Mumbai - 17
3. GM – I/c, IR, ONGC-WOU, NBP Gr. Hts., BKC, Bandra (E),Mum. - 51
4. GM – HR, ONGC, WOU Services, 11 High, Sion Bandra link Rd, Sion, Mum –17

ANIL DESAI

MEMBER OF PARLIAMENT
Shivsena (Uddhav Babasaheb Thackeray)
Mumbai South Central Lok Sabha Constituency



Office : Shivsena Bhavan,
Ram Ganesh Gadkari Chowk,
Dadar (W), Mumbai - 400 028.
Tel. : 022-24222222, 022-24225267
Fax : 022-24211717, 022-24378488
Email : anild0205@gmail.com
shivsenabhavan@gmail.com
Mob. : 09821010395, 09323678585

Ref. No. : सा.प्र. / १००० / २०२४

Date : _____

Date: 10th September 2024

To,
The Director (HR),
ONGC,
PDD Urja Bahvan,
'5' Nelson Mandela Marg,
Vasant Kunj,
New Delhi- 110070.

OK

Subject: Extension of age limit from 50 to 60 year for the 'Field Operators' working in ONGC, West Offshore Unit, Mumbai.

Respected Sir,

I am in receipt of letters from our union functioning in ONGC i.e. ONGC (WOU) Karmachari Sanghatana regarding extension of age limit from 50 to 60 year for the 'Field Operators' working in Western Offshore Unit (WOU), Mumbai . Please find attached the copies of Union letters addressed to your authorities for your perusal.

Presently following four 'Field Operators' have completed their age of 50 Yrs. as detailed bellow and are out of service since completion of their term,

| Sr. No. | Name | CPF No. | Term Expired on |
|---------|------------------------|---------|-----------------|
| 1. | Shri Prashant Pawaskar | 93490 | 14.01.2023 |
| 2. | Shri Milind Parkar | 93473 | 30.05.2023 |
| 3. | Shri Jitendra Naga | 96725 | 09.09.2023 |
| 4. | Shri Leeladhar Koli | 93496 | 17.06.2024 |

As it is already mentioned in the union letters '**Field Operators' in Rajamundry Project**, ONGC are already given the extension of continued service till age of 60 years.

The issue has been discussed in the forum of all India recognised unions in **Kolkatta on 2nd Feb. 2023**, being assured that age limit will be increased by 2 (Two) years with subsequent incremental increase till 60 (Sixty) years, will be granted based on legal opinion. Please find enclosed copy of Minutes of your meeting for your perusal.

Contd....2

ANIL DESAI

MEMBER OF PARLIAMENT

Shivsena (Uddhav Babasaheb Thackeray)
Mumbai South Central Lok Sabha Constituency



Office : Shivsena Bhavan,
Ram Ganesh Gadkari Chowk,
Dadar (W), Mumbai - 400 028.
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Fax : 022-24211717, 022-24378488
Email : anild0205@gmail.com
shivsenabhavan@gmail.com
Mob. : 09821010395, 09323678585

Ref. No. : _____

:: 2 ::

Date : _____

It is unfortunate to note that senior 'Field Operators' are out of service for more than 1½ years. These 'Field Operators' have given golden period of their life, and most valued contribution to ONGC i.e. for 22 to 24 years, in addition and most painful is they are married, having children who are educating in college. Also are shouldering the responsibility of their aged parents and are not considered for the committed extension. It's pertinent to mention that at the age of 50 years it is almost impossible to get job in the industry.

The Mumbai project is sharing 70% of production of entire ONGC and giving huge profit and revenue to our nation. All your loss-making projects are also functional because of the profits of Mumbai Region. Why there is disparity and discrimination in your decision is beyond any rational thinking. 'Field Operators' in loss making project of **Rajamundry, ONGC** are given extension up to 60 years and '**Field Operators**' of most profit-making Mumbai Region are deprived, is noted very seriously by our organisation and such injustice has no place for tolerance.

I will be meeting your authority in your office in **New Delhi i.e. PDD Urja Bhavan** along with my other colleagues, Members of Parliament soon during my stay in New Delhi. Immediate positive action in the matter is expected from your authority so that justice is done with the field operators of Mumbai Region.

With Regards,

(Anil Desai)
Member of Parliament

अनिल देसाई

खासदार

शिवसेना (उद्धव बाळासाहेब ठाकरे)

मुंबई दक्षिण मध्य लोकसभा क्षेत्र



कार्यालय : शिवसेना भवन, राम गणेश गडकरी चौक,
दादर(प), मुंबई - ४०० ०२८.
दुरध्वनी : ०२२-२४२२२२२२, ०२२-२४२२५२६७
फॅक्स : ०२२-२४२११७१७, ०२२-२४३७८४८८
ईमेल : anild0205@gmail.com
shivsenabhavan@gmail.com
भ्रमणध्वनी : ०९८२१०१०३९५, ०९३२३६७८५८५

Date: 6th July 2024

To,
The CMD & CEO,
ONGC,
PDD Urja Bahvan,
'5' Nelson Mandela Marg,
Vasant Kunj,
New Delhi

o/c

Subject: Extension of age limit from 50 to 60 year for the 'Field Operators' working in ONGC, West Offshore Unit, Mumbai.

Respected Sir,

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The issue has been discussed in the forum of all India recognised unions in **Kolkatta on 2nd Feb. 2023**, being assured that age limit will be increased by 2 (Two) years with subsequent incremental increase till 60 (Sixty) years, will be granted based on legal opinion. Please find enclosed copy of Minutes of your meeting for your perusal.

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Contd....2

अनिल देसाई

खासदार

शिवसेना (उद्धव बाळासाहेब ठाकरे)

मुंबई दक्षिण मध्य लोकसभा क्षेत्र



कार्यालय : शिवसेना भवन, राम गणेश गडकरी चौक,
दादर(प), मुंबई - ४०० ०२८.
दुरध्वनी : ०२२-२४२२२२२२, ०२२-२४२२५२६७
फॅक्स : ०२२-२४२११७१७, ०२२-२४३७८४८८
ईमेल : anild0205@gmail.com
shivsenabhavan@gmail.com
भ्रमणध्वनी : ०९८२१०१०३९५, ०९३२३६७८५८५

:: 2 ::

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I would meet your authority in your office in **New Delhi i.e. PDD Urja Bhavan** along with my other colleague Members of Parliament soon during my stay in New Delhi. Immediate positive action in the matter is expected from your authority so that justice is done with the field operators of Mumbai Region.

With Regards,

(Anil Desai)
Member of Parliament

o/c



Minutes of Meeting with Recognised Unions held on 2nd February, 2023 at Kolkata

The Meeting commenced with ONGC Song.

Shri D.C pant, ED, Basin Manager, MBA Basin, Kolkata welcomed ED, Chief ER, GGM (HR), Chief HRD, General Secretaries of the Recognised Unions of ONGC and all the Management representatives to Kolkata and highlighted the progress made by MBA Basin. He also shared about the progress made in Ashok Nagar field including monetizing requirement of Ashok Nagar I and other developmental activities being planned in the area.

Shri Rajan Asthana, ED, Chief ER thanked Basin Manager for hosting the meeting. He shared the idea to focus on result viz. Discover, Produce and Consolidate.

Shri Sanjeeb Boruah, General Secretary, ONGC Purbanchal Employees' Association and Chief coordinator, All India ONGC Trade Unions co-ordination Committee welcomed Basin Manager, Chief ER, Chief HRD, senior executives representing Management and general secretaries of recognised unions.

He appreciated ED, Basin Manager for sharing the developments and potential of MBA basin and also applauded ONGC for its recent achievements vis-à-vis re-coronation of Sagar Samrat, success in ONGC 98/2-KG deep water development project. He highlighted that the unions and employees are paying attention towards the MoPNG statements/comments on nation's energy demand and vision of Govt. of India for increased production and drive towards cleaner energy.

Shri Boruah stressed the need for regular meetings and highlighted issues related to manpower planning and shortage of manpower in work centres. He stressed that issues related to delay in procurement of quality safety shoe is observed in most of the work centres. The unions also highlighted issue related to computation of HBA amount through system and its lacuna. GS Ahmedabad suggested that the EMI amount fixed towards HBA loan can be explored to be made variable, linked with the length of service of the employee.

ED, Chief ER asked I/c. Corp. Policy to look into the issue of computation/eligibility amount calculated by the system in consultation with ICE team. It was explained that the purpose of centralised HBA process was to ensure uniformity across work centres.

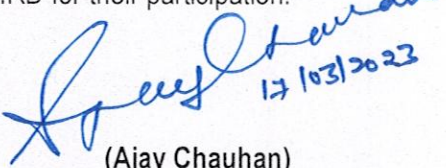
Following issues were raised by the Unions and discussed before starting the discussion on Agenda points.

- i. **Increase of age limit from 50 to 60 years of Tenure Based Field Operators:**
It was informed that age limit will be increased by 2 years, and incremental increase till 60 years will be granted based on legal opinion. (Action: I/c Corp. Policy)
- ii. **Recover of Self-lease amount in Mumbai/Chennai:**

| | | |
|----|---|--|
| | Regularization of TBFO and contractual paramedics was earlier agreed by the management. | Management to regularise their services <i>suo motu</i> as the matter is sub judice before the Hon'ble Supreme Court. |
| 9. | EPS issue with reference to the Hon'ble Supreme Court Judgement dated: 04.11.2022 settlement claims | <p>It was informed that ICE team is working on formula and amount to be remitted towards EPS-95 contributions based on actual salary instead of statutory wages since November 1995. A limitation is being observed due to lack of basic data prior to 2005 i.e. introduction of SAP.</p> <p>It was also informed that instructions from EPFO are also awaited.</p> <p style="text-align: right;">Action: Head Trusts</p> |

The Meeting ended with vote of thanks by DGM (HR) I/c Corp. IR. He thanked ED-Chief ER for convening the meeting, and GGM-Chief HRD, and all executives from Corp. ER and Corp. HRD for their participation. He also thanked Kolkata team for organising the meeting.

The Meeting ended on a cordial note.


 17/03/2023
 (Ajay Chauhan)
 DGM (HR) I/c Corp. IR

Encl: List of participants

File No: 35(25)/2023-IR/10944727

Date: 17.03.2023

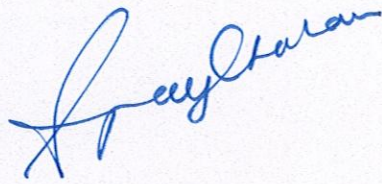
Distribution:

1. General Secretary, ONGC Purbanchal Employees Association, Sivasagar
2. General Secretary, ONGC (WOU), Karmachari Sanghatana, Mumbai.
3. General Secretary, ONG Mazdoor Sangh, Ankleshwar.
4. General Secretary, ONGC Employees, Mazdoor Sabha, Mehsana.
5. General Secretary, ONGC Employees' Union of Tripura, Agartala.
6. General Secretary, Trade Union of ONGC Workers, Silchar
7. General Secretary, Petroleum Employees Union, Chennai.
8. General Secretary, Petroleum Employees Union, Rajahmundry
9. General Secretary, Petroleum Employees Union, Karaikal.
10. General Secretary, ONGC Staff Union, Dehradun.
11. General Secretary, Petroleum Mazdoor Sangh, Ahmedabad.
12. General Secretary, ONGC Employees Association, Kolkata.

13. ED Chief ER, ONGC, Dehradun.
14. GGM (HR)-Chief HRD, ONGC, Dehradun.
15. CGM (HR)-Head Trusts, ONGC, Dehradun
16. CGM (HR)-I/c. Corp. Establishment, ONGC, Dehradun
17. GM (HR)-I/c. Corp. Policy, Dehradun.

Copy for information to:

1. CEA to Director (HR), ONGC, DUB, New Delhi
2. EA to ED, Chief ER

A handwritten signature in blue ink, appearing to read 'Rajesh Kumar', is written in a cursive style.

Annexure to the Minutes of meeting held at Kolkata on 02.02.2023

List of Participants - Meeting held at Kolkata

| Management Participants S/Shri | Recognized Unions | Union Participants S/Shri |
|---|--|---|
| Rajan Asthana, ED, Chief ER Divya Capoor, GGM (HR) - Chief HRD V.K.Barai, GM (HR)-I/c-Corp. Policy Rajesh Gambal, GM (HR)-I/c Promotions Prem Singh, GM(IE)-Head HRG Dhananjay Kumar, GM (HR)-I/c Corp. Rectt Satis More, DGM(HR)-EA to Chief HRD Prasun Kumar, DGM(HR)-EA to Chief ER Ajay Chauhan, DGM (HR)-I/c Corp. IR Charles Tushar Ekka, M (HR)-Corp.IR | ONGC Purbanchal Employees' Association, Sivasagar | Sanjeeb Boruah, General Secretary |
| | Oil & Natural Gas Commission (WOU) Karmachari Sanghatana, Mumbai | Pradeep Mayekar, General Secretary |
| | ONG Mazdoor Sangh, Ankleshwar | Nilesh M. Bombde, General Secretary |
| | ONGC Employees Mazdoor Sabha, Mehsana | A. R. Tadvi, General Secretary |
| | ONGC Employees' Union of Tripura, Agartala | Birchandra Debbarma, General Secretary |
| | Trade Union of ONGC Workers, Silchar | Ashok Baidya, General Secretary |
| | Petroleum Employees Union, Chennai | V. Gopinathan, General Secretary |
| | Petroleum Employees Union, Rajahmundry | K Suresh Kumar, General Secretary |
| | Petroleum Employees Union, Karaikal | I Kanagaraj General Secretary |
| | ONGC Staff Union, Dehradun | Ajay Sharma, General Secretary |
| | Petroleum Mazdoor Sangh, Ahmedabad | D J Chaudhary, General Secretary |
| | ONGC Employees Association, Kolkata | P K Sarkhel, General Secretary |

Ajay Chauhan



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Website : www.ksmumbai.com

REF. : ONGC/KS/ 59 /2023

DATE : 03/07/2023

To,
The Chairman & CEO,
ONGC,
Deendayal Urja Bhavan,
5, Nelson Mandela Marg,
Vasant kunj
New Delhi - 110070

ale

The Director (T&FS)

The Director (HR),

The Director (Production)

ONGC,
NBP Green Heights, BKC,
Bandra (E),
Mumbai- 400051

Dulac
05/07/23

Subject: Extension of age limit from 50 to 60 year for the Field Operators

Respected Sir,

This has reference to our earlier letters vide no. **ONGC/KS/088/2022 Dated 29.07.2022** and letter no. **ONGC/KS/137/2021 Dated 08.06.2021** regarding extension of service age limit from 50 to 60 years for Field Operators. Please find enclosed the copies of the letters for your perusal. Our two issued letters are self-explanatory. This issue also has been raised by all recognised union forum "**AIOTUCC**" at appropriate level. Our first letter was issued on 8/06/2021 means exactly two years before, second letter was issued on 29/7/2022 which is also completing almost one year. Any decision on the above issue yet to see the light of the day.

There are total three "**Field Operators**" who were completing their 50 years. Accordingly **Shri. Prashant D. Pawaskar** has completed his 50 years on 14/01/2023 and from last five months he is out of service. **Shri. Milind B. Parkar** has completed his 50 years on 30/05/2023 and now out of service. The issue was raised by union well in advance before two years but has fallen on deaf ears. Now third Field Operator **Shri. Jitendra N. Naga** is completing his tenure on 9/09/2023 i.e little over two months. These Field Operators have completed six (6) terms of four years in ONGC. They have served ONGC for more than 22 years.

All these Field Operators are married having children and shouldering responsibility of their aged dependent parents too. Our salary package for these Field Operators is also not so lucrative. For your information it is only fixed **Rs. 49000/- per month** without any allowances like regular employees though they are performing similar work on Rigs and are equally qualified. All these field operators are recruited in line with our R&P policies i.e with Technical Qualification.

Contd....2

Employee who has rendered more than 22 years of service and has given Golden Period of his life to ONGC and is out of service for more than 5 months is a matter of serious concern. Needs no elaboration that inflation is sky rocketing, and in such situation without salary for five months how difficult it is to maintain family that too in city like Mumbai can be gauged by your authority.

Most painful is that we are not able to take decision even after a lapses of two years. It will be preferred if powers are given to ED- Chief ER then the decision of the unionised category will be much faster. This will be for the future but in this case kindly take a decision immediately. Our employees are almost on the roads, with folded hands requesting your esteemed authority to take decision and save their families otherwise they will have no alternative left but to commit suicide as survival is near impossible now. **It is pertinent to mention that Field operators in Rajahmundry are already given the extension of continued service till the age of 60years.**

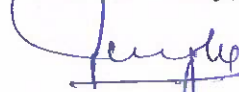
No action has been initiated by concerned authorities in last two years is very unfortunate leading to untold frustration. It will not be adoption of new policy as it is already existing within the organization.

ONGC has given service protection **upto sixty (60) years** to all contract employees across pan India in 'Fair Wage Policy'. Further it is also extended **upto 60 years** to existing contract paramedics vide Office Order no. **DDN/R&P-Rectt/Contract Para-Medics/2023 dtd. 26.06.2023**. We sincerely expect same protection to be extended i.e. continued service to the age of 60 years to our dedicated Field Operators. Last 23 years they are doing regularly ON/Off duty in offshore. Even during pandemic of COVID - 19 they have rendered their service with regular employees in offshore. Very unfortunate to note that they were not been compensated like regular employees by giving "**Field Incentive**". This discriminating treatment to Field Operators in a "**Maharatna**" status company like ONGC is not only painful, is ebbing out their feeling of belongingness, sincerity and dedication.

Once again without overlooking their contribution and years of rich-experience, knowing well they are all engaged in our core activity i.e. "**Drilling**", your esteemed authority is requested to look into the matter and extend justice to these Field Operators by extending their age limit from **50 to 60 years** without delay.

We sincerely request your authorities please do not compel us to resort to "**Hunger Strike till death**" at the gate of Green Heights to get justice as no alternative is left to them by ONGC authorities.

Thanking you,
Yours faithfully,


(Pradeep Mayekar)
General Secretary

a/c

Copy to:

1. ED-Chief ER, ONGC, PD Urja Bhavan, Vasant Kunj, New Delhi 110070.
2. ED-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.
3. ED- HDS, ONGC, WOU, 11 High, Bandra Sion Link Road, Sion, Mum-17
5. GGM-Head HRD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi 110070.
6. GM I/c. IR, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai 51.
7. DGM I/c Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun, Uttarakhand


471022

W.L.
4/7/23



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 175 /2023

DATE : 24/11/2023

To,
The Chairman & CEO,
ONGC,
Deendayal Urja Bhavan,
5, Nelson Mandela Marg,
Vasant kunj,
New Delhi - 110070.

The Director (T&FS),

The Director (HR),

The Director (Production),
ONGC,
NBP Green Heights, BKC,
Bandra (E),
Mumbai- 400051.

efc

*Recd
28/11/2023*

Subject: Extension of age limit from 50 to 60 year for the Field Operators.

Respected Sirs,

This has reference to our earlier letter nos.

ONGC/KS/069/2023 Dated 03.07.2023

ONGC/KS/088/2022 Dated 29.07.2022

ONGC/KS/137/2021 Dated 08.06.2021

regarding extension of age limit from 50 to 60 years. Above all letters are self-explanatory. As we have mentioned in our earlier letters following three employees have completed their 50 years and presently out of service of ONGC

| Sr.No. | Name | CPF No. | Term Expired on |
|--------|------------------------|---------|-----------------|
| 1. | Shri.Prashant Pawaskar | 93490 | 14.01.2023 |
| 2. | Shri.Milind Parkar | 93473 | 30.05.2023 |
| 3. | Shri.Jitendra Naga | 96725 | 09.09.2023 |

It is pertinent to mention that Field Operators in Rajahmundry are already given the extension of continued service till the age of 60 years.

We would like to bring to your notice that issue was discussed in the meeting of recognised unions held in **Kolkata on 2nd February 2023**. Please find attached the copy of minutes for your perusal.

The issue of extension of age limit of Field Operators was raised and discussed in the Kolkata meeting. On page No.1 of the minutes it was assured that age limit will be increased by 2 (two) years and incremental increase till 60 years will be granted based on legal opinion. Action in this regard was supposed to be taken by Incharge corporate policy as mentioned in the minutes.

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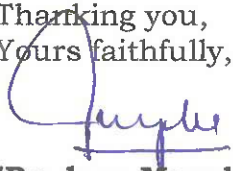
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Very unfortunate to mention here that even after lapses of Nine (9) months, no action has been initiated by Incharge corporate policy. Please note that these Field Operators have given Golden Period of their life to ONGC i.e. 22 years. They are married and having children who are educating in colleges. In addition to this they are shouldering the responsibility of their old parents. We have not given them any medical facility either.

In the city like Mumbai, how difficult it is to survive that they can only explain. **Shri.Prashant Pawaskar CPF No.93490** is out of service from the last 11 month is a matter of serious concern. We are not serious to take any action on decisions taken in bilateral meetings with recognised union is not at all conducive.

Your esteemed authority is requested to kindly look in to the matter and direction may please be given to the In charge corporate policy to take immediate action for extension of age limit from 50 to 60 years for above mentioned three employees at the earliest as previous nine months have already lapsed to take a decision.

Thanking you,
Yours faithfully,




(Pradeep Mayekar)
General Secretary

alc

Copy to:

1. ED-Chief ER, ONGC, PD Urja Bhavan, Vasant Kunj, New Delhi -110 070
2. ED-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai - 400 051
3. ED- HDS, ONGC, WOU, 11 High, Bandra Sion Link Road, Sion, Mumbai -400 017
5. GGM-Head HRD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi - 110070
6. GM I/c IR, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E.), Mumbai - 400 051
7. DGM I/c Corporate IR, ONGC, Gr. Hills, Tel Bhavan, Dehradun, Uttarakhand
8. Shri. Anil Desai - Member of Parliament, Shivsena Leader, President - Sthaniya Lokadhikar Samitee

V.L.
29/11/23


28/11/2023



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLEUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/088/2022

DATE : 29/07/2022

To,
The ED - HRO,
ONGC - WOU,
NBP Green Heights, BKC,
Bandra (East),
Mumbai- 400 051.

o/c

Subject : Extension of age limit from 50 to 60 years for Field Operators and Field Worker.

Respected Sir,

This has reference to our earlier letter vide No. **ONGC/KS/137/2021 dated 08.06.2021** regarding extension of superannuation age limit of Field Operators from 50 years to 60 years which is self-explanatory. Please find attached a copy of the letter for your perusal.

There are total three Field Operators and one Field Worker completing their age of 50 years as mentioned below. Till date they have completed Six (6) terms, each of four years. They have served ONGC around and or more than 22 years. Their sincere and dedicated service performed with the given assignment in offshore was in complete satisfaction of all seniors.

As mentioned in our earlier letter ONGC has given service protection up to 60 years to contract employees in Fair Wage Policy. We sincerely expect same protection to be extended i.e up to 60 years of age to our Field operators/worker where they are recruited as per R&P policies of ONGC in line with regular employees whose superannuation age is also 60 years.

Please find enclosed the **office order no. 11(24)11/TB/CP dated 18th Oct, 2011** where age limit of 50 years was granted of Field Operators.

The details of their service period is as follows

| Sr. No. | Name | CPF No. | Date of Birth | Date of Joining | Tenure Term Completion |
|---------|--------------------------|---------|---------------|-----------------|------------------------|
| 1 | Prashant D. Pawaskar | 93490 | 15.01.1973 | 26.12.2000 | 14.01.2023 |
| 2 | Jitendra Namdev Naga | 96725 | 01.09.1973 | 29.02.2008 | 09.09.2023 |
| 3 | Milind Balkrishna Parkar | 93473 | 31.05.1973 | 24.12.2000 | 30.05.2023 |
| 4 | Smt. Swastik D. Mhatre | 93234 | 04.03.1975 | 06.07.1999 | 13.11.2022 |

Let me take the opportunity to bring to your knowledge that even Rajamundry Asset has given extension up to 60 years to their Field operators, by doing it in WOU will bring parity for the said Term based employees all over ONGC, neither it will be anything new towards change in policy, most importantly they are just four of them.

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Superannuation, 10 years premature will dawn untold hardship, most critical being fending their children's higher education. Moreover, they are shouldering the responsibility of their aged parents also. It will not be out of place to mention that in all ups and down working condition in offshore they have contributed without sounding any resistance, silently giving their **Golden Period** of life even though had to encounter many disparities.

Once again without overlooking their contribution and years of rich experience, knowing well they are all engaged in our core activity i.e. "**Drilling**", your esteemed authority is requested to kindly look into the matter and take up the issue with head quarter for further action so that these Field Operator can serve ONGC up to 60 years of age so also ONGC benefits for another 10years of their rich experience.

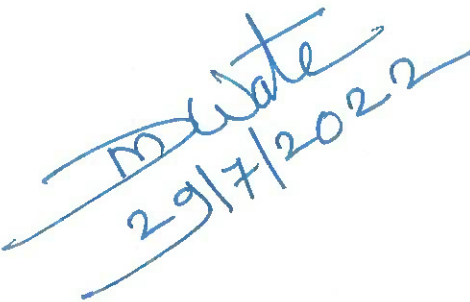
Thanking you,
Yours faithfully,

O/c


(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-HDS, ONGC, WOU, 11 High, Bandra Sion link Rd, Sion, Mumbai-17
2. CGM (logistic), ONGC WOU, Nhava Supply Base, Nhava, Raigad.
3. GM-I/c IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.
4. GM I/c HR-ER, Services, ONGC WOU, 11 High, Bandra Sion link Rd, Mum 17.


29/7/2022



OIL & NATURAL GAS CORPORATION (WOU) KARMACHARI SANGHTANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel.: 022-26274102

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/ 137/2021

DATE : 08/06/2021

To,
The Director (HR),
ONGC,
PD Urja Bhavan,
5 Nelson Mandela Marg,
Vasant Kunj,
New Delhi- 1100070.

O/C

The Director (T&FS)

The Director (Offshore)

The Director (Onshore)

Sub: Extension of age limit from 50 years to 60 years for field operators.

Respected Sir

This has reference to our office order no. **11(24) 11/TB/CP dtd. 18th Oct 2011** regarding extension of age limit up to 50 years of field operators. Initially the field operators were appointed with age limit of maximum 45 years. Subsequently the age limit was extended from 45 years to 50 years vide our above-mentioned office order. The field operators presently working in ONGC have entered in their 6th term and most of them are completing their 50 years age in coming next one to two years. Please find enclosed the copy of the circular mentioned above for your perusal.

We need to acknowledge the fact that they have rendered their delegated services to ONGC with unstinted sincerity and complete dedication for **more than 21 years in WOU, Mumbai Region and more than 23 years in Western Region.**

Its pertinent to mention that, initially in their first tenure they were recruited as Rigman further on completion of the said tenure of four years they were re designated as **"Field operators"** since then are performing the jobs of all three i.e., **Roustabout, Rigman and Topman**, in fact they are involved in multi skilling activities, natural justice would be to Regularize them, presently we are seeking job protection up to the age of sixty (60) years only. Simultaneously along with us all recognized union in ONGC are also persuading within the constitutional procedures to regularize them in ONGC.

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In the year 2016, we have adopted **Fair Wage** policy shifting from minimum wages for contractual employees entering into bilateral agreement, having signed by unions in Mumbai Region in presence of Regional Commissioner (Central) and was implemented throughout all the projects of ONGC. One of the important clauses agreed upon in the agreement is that contract labours will have service protection up to **60 years**. When ONGC has given protection to all contract employees in ONGC, we must extend the same and give service protection to our field operators till they attain their age of 60 years and were recruited as per R&P of ONGC.

We have to give very serious thought on the issue that at the age of 50 years they will not be employed anywhere in the industry because of their age and peculiar experience in drilling. This discontinuation from services due to the age criteria will simply lead to their displacement and will push them along with their families to face multiple problems as all these field operations are married having children, whose education will be affected, additionally most of them are shouldering the responsibility of their parents.

Without overlooking their contribution and years of rich experience, knowing well they were all engaged in our core activity i.e., "**Drilling**", your esteemed authority is requested to kindly look into the matter and direction may please be given to the concerned authority to initiate the file in the matter towards enhancing their age limit to **60 years** for superannuation at the earliest.

Thanking You,
Yours Faithfully,

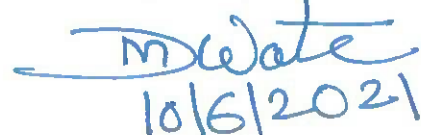
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(Pradeep Mayekar)
General Secretary

Copy to:

1. ED-CDS, ONGC, WOU, 11 High, Bandra-Sion Link Road, Sion, Mum-17.
2. ED- HDS, ONGC, WOU, 11 High, Bandra-Sion Link Road, Sion, Mum-17.
3. ED- Deep Water, ONGC, WOU, 11 High, Bandra-Sion Lk Rd, Sion, Mum-17.
4. GGM-HRO, ONGC, WOU, NBP Gr. Hts, BKC, Bandra (E), Mumbai-400051.
5. GGM-Head Logging Services, ONGC, WOU, 11 High, Sion, Mum-17.
6. CGM-I/c HR/ER Services ONGC WOU, 11 High, Sion, Mumbai
7. GM- I/c HR/ER & IR ONGC, WOU, NBP Gr. Hts., BKC, Bandra (E), Mum-51


10/6/2021

11/6/21

Subject: Appeal to not have the strike and to attend the meeting on the 21st February 2020

From: wadhvani sk on Sat, 15 Feb 2020 13:21:09

To,
Chief Coordinator
All India Trade Union coordination Committee
and
All General Secretaries
Recognized Unions of ONGC

Dear All,

This is in reference to the strike notice served under the banner of All India ONGC Trade Unions' Coordination Committee vide letter dated 21/01/2020, in support of the issues regarding Wage Revision of Unionized Category of employees, New R&P, and **issues pertaining to Tenure Based Field Operators** / Contractual Para Medics.

2. In this regard as you all are aware that there has been continuous dialogue to settle these issues. Recently we have successfully entered into tripartite MoS on the review of MOU-2004 on 06.02.2020 at Delhi. Further, meeting was also held on 06.02.2020, wherein Recognized Unions were requested to kindly submit their issues pertaining to new R&P so as to enable further discussions on the subject. Like wise the issue of the Tenure based field operators and the para medical staff is also under active consideration

3. The issues raised by the recognised unions are of importance to all of us and the management is eager to have the same discussed in detail for an early resolution. To continue to discuss the issues pertaining the Wage Revision, and also the other issues in the notice, **a meeting have been called on 21.02.2020 at New Delhi.** I would request all of you to be at Delhi by the 20th Afternoon.

4. In view of the above, I request you and through your union all the employees not to precipitate the issue and to refrain from participating in the proposed strike, to avoid disruption of work which will adversely affect the ONGC Operations including Production.

5. I appeal to all of you through this mail to kindly refrain from participating in the proposed strike and maintain Industrial Peace & Harmony in the Organization.

Thanking you,
Sanjay K Wadhvani
Executive Director- Chief ER,
Oil and Natural Gas Corporation Limited
Deendayal Urja Bhawan
Vasant Kunj, New Delhi: 110 070