



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/ 57/2026

DATE : 07/07/2026

To,
The ED Chief -HR Services
ONGC-WOU,
NBP Green Heights, BKC,
Bandra (E)
Mumbai 400 051

etc

Subject: Blatant Violation Of Statutory Labour Laws By The Contractor "M/s MD India Network", Awarded The Contract For Clearing Medical Bills Of ONGC Employees.

Respected Sir,

The contract for clearing medical bills of ONGC regular & retired employees has been awarded to "**M/s MD India Network**" from January 2025. Around 12 employees have been deployed by the said contractor & are posted at various work centres in the **Mumbai Region**.

It is very unfortunate to note that these employees are being exploited by not being paid their statutory dues. The contractor is violating statutory labour laws. All employees deployed by "**M/s MD India Network**" are graduates & are performing skilled work.

The following serious complaints have been observed by our union:

1. **Minimum wages for the "Skilled" category are not being paid** to these employees. At present, they are being paid only **Rs.17,000/-** per month, which includes the following components:
 - Provident Fund deduction: Rs.1,693/-
 - ESIC deduction: Rs.128/-
 - Professional Tax deduction: Rs.200/-
 - Bonus paid per month: Rs.1,176/-
2. The monthly salary includes the **Bonus Amount of Rs.1,176/-** which should not be treated as part of the Minimum Wage.
3. No **21 days' Annual Leave** is being extended to these employees.
4. The present minimum wage per day for the "**Skilled**" category is **Rs.1,008/-**. Accordingly, the total monthly wages payable should be **Rs.26,208/-** for 26 working days. A copy of the circular issued by the **Ministry of Labour & Employment, Government of India**, is attached for your ready reference.
5. The yearly bonus paid is approximately **Rs.14,000/-** which is less than 8.33% of the applicable Minimum Wages.

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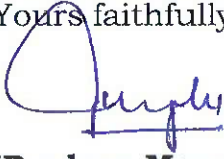
6. These employees are working for **26 days** in a month.

Your esteemed authority is requested to kindly issue suitable directions to the concerned authority to ensure strict compliance with statutory labour laws.

It is further requested that the contractor, **M/s MD India Network**, be instructed to pay Minimum Wages along with arrears from January 2025. The contractor may also be directed to deduct & deposit Provident Fund of Rs.1800/- per month along with equal contribution of employer as per the provisions of the **Employees' Provident Funds & Miscellaneous Provisions Act**.

We request your kind intervention in this serious matter at the earliest.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

- 1) GM I/c-IR, ONGC-WOU, NBP Green Heights, BKC, Bandra (E) Mumbai – 400 051.
- 2) GM, I/c, Medical, ONGC-WOU, NBP Green Heights, BKC, Bandra (E) Mumbai - 51.
- 3) Director - MD India Network, Sr. No-46/1, 'E' Space, A2 Building, 2nd Floor, Vadgaoshi, Pune-14.

File
8/7/26

प्रादेशिक विभाग
MEDICAL SECTION
DATE 8/07/26
IN 107
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