



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/ 71/2026

DATE : 05/08/2026

To,
The Chairman & CEO
ONGC
PDD Urja Bhavan,
Nelson Mandela Marg,
Vasant Kunj,
New Delhi - 110 070

The Director (HR)

The Director (Production)

The Director (T & FS)

The Director (Finance)

प्राप्त
RECEIVED
B 6/8/2026
उप मुख्य श्रमिक (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (D)
मुंबई / Mumbai

Subject: Intimation regarding stoppage of operating cranes from 25th August 2026 for non-payment of monthly salaries of Crane Operators and Crane Technicians for the period from April 2026 to July 2026 working offshore under the contract of "M/s Spectrum Onshore & Offshore Services Pvt. Ltd."

Respected Sir,

This has reference to our earlier Letter No. **ONGC/KS/69/2026** dated **10.07.2026** regarding the non-payment of monthly salaries of the Crane Operators and Crane Technicians working offshore under the contract of **M/s Spectrum Onshore & Offshore Services Pvt. Ltd.** We are enclosing a copy of the said letter for your ready reference.

It is extremely unfortunate to note that, despite our earlier representation, the salaries of four months of these contractual employees have still not been released. These employees have continuously performed offshore duties for more than **50 to 60 days** at a stretch under extremely demanding conditions. Owing to the prolonged non-payment of salaries, the Crane Operators and Crane Technicians have become highly agitated and have unanimously decided to stop work, as the financial condition of their families has become extremely distressing.

The **Crane Operators and Crane Technicians** stationed at the base have repeatedly visited the contractor's office and have also made several telephone calls requesting payment of their salaries. However, the contractor has failed to respond, which is a matter of serious concern. These contractual employees are being subjected to severe hardship despite there being no fault on their part.

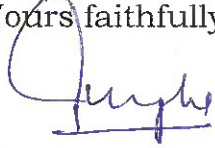
Contd....2

As per the applicable labour laws, there is a provision enabling the **Principal Employer** to make direct payment of wages to the contractual employees in cases where the contractor fails to discharge this statutory obligation. Therefore, if the salaries are not paid on or before **25th August 2026**, all the Crane Operators and Crane Technicians will be compelled to stop the operation of **offshore cranes**, which may kindly be treated as a matter of utmost urgency.

The non-payment of salaries for four consecutive months is a serious violation of labour laws and amounts to a grave default on the part of the Contractor as well as the Principle Employee. We sincerely hope that the concerned officials of ONGC will take immediate cognizance of this issue and initiate appropriate action for releasing their four months salary of Crane Operators & Crane Technicians without further delay.

Your esteemed authority is, therefore, requested to kindly direct the concerned **I/c - HR/ER, MH Asset** to initiate the proposal for direct payment of salaries to these contractual employees so that they receive their pending wages of four months **on or before 25th August 2026**, thereby avoiding disruption of offshore operations.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to :

1. ED-MH Asset, ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mum.-51.
2. ED- N&H Asset ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mum.-51.
3. ED- B&S Asset ONGC-WOU, Vasudhara Bhavan, Bandra (E), Mum.-51.
4. Surface Manager - MH Asset. ONGC-WOU, V. Bhavan, Bandra (E), Mum - 51.
5. Surface Manager - N&H Asset. ONGC-WOU, V. Bhavan, Bandra (E), Mum - 51.
6. Surface Manager - B&S Asset. ONGC-WOU, V. Bhavan, Bandra (E), Mum - 51.
7. GM-I/c, HR/ER, MH Asset, ONGC-WOU, V. Bhavan, Bandra (E) Mum -51.
8. GM-I/c, IR ONGC-WOU, NBP Gr. Hts., BKC, Bandra (E) Mum - 51.
9. Dy. Chief Labour Commissioner (CL), Shivshristhi Rd, Chunabhatti, Sion (E), Mum-22.



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/ 59/2026

DATE : 10/07/2026

To,
The ED - MH Asset
ONGC-WOU,
Vasudhara Bhavan,
Bandra (E)
Mumbai - 400 051

O/c

The ED - N&H Asset

The ED - B&S Asset

Subject: Non-payment of salaries for April, May & June 2026 to Crane Operators & Crane Technicians deployed by the contractor "M/s Spectrum Offshore & Onshore Services Pvt. Ltd." under offshore operation & maintenance contract.

Respected Sir,

The contract for operation & maintenance of offshore cranes has been awarded to the contractor "**M/s Spectrum Offshore & Onshore Services Pvt. Ltd.**" from **March 2026**. Under this contract, around **105 Crane Operators & Crane Technicians** are deployed at offshore installations at a time.

It is needless to mention that **Crane Operators & Crane Technicians** perform a very important & sensitive role in the smooth functioning of offshore operations. Without crane operations, offshore activities cannot be carried out effectively & safely.

After the contract was awarded from March 2026, the salaries of the Crane Operators & Crane Technicians were paid regularly up to April 2026. However, it is very unfortunate that salaries for the months of **April, May & June 2026** have not been paid to them till date. Non-payment of monthly wages is a serious matter & may attract legal action against the contractor as well as the Principal Employer, i.e. ONGC, under the applicable labour laws, including the **Payment of Wages Act, 1936**.

We are surprised & concerned that the salaries have remained unpaid for the **last three months**, particularly because **M/s Spectrum Offshore & Onshore Services Pvt. Ltd.** is an experienced contractor & has previously worked in offshore operations. These Crane Operators & Technicians perform duty for 28 days offshore & thereafter avail 28 days Off. Therefore, non-payment of salaries for two months has created acute financial hardship for their families.

Contd....2

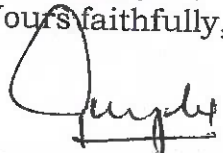
As your esteemed authority is aware, schools & colleges have already started, & the employees are required to meet expenses towards school fees, books, notebooks, uniforms & other family obligations. Due to non-payment of salaries, these employees are under severe mental stress & are continuously receiving calls from their family members regarding financial difficulties. Such mental disturbance may adversely affect their concentration while performing critical crane operations offshore, which may create serious safety concerns for the crew members working under & around the cranes.

On enquiry, it has been revealed that the contractor's bills have also not been released from March 2026 till date. It is understood that the total pending bill amount is more than **Rs. 5.00 crores, (Rupees Five Crores Only)**. Since there is a provision for advance payment in ONGC, withholding the entire payment for such a long period is surprising. It may also be noted that the contractor has already paid salary for **March 2026**, which itself involves a substantial amount.

We are taking up this issue because the concerned Crane Operators & Technicians are disturbed & the situation may deteriorate further, which is not in the interest of offshore operations, safety, or the organization.

Your esteemed authority is requested to kindly look into the matter urgently & issue necessary directions to the concerned department for ensuring immediate payment of salaries for **April, May & June 2026** to the Crane Operators & Crane Technicians. It is also requested that the pending payment of the contractor, **M/s Spectrum Offshore & Onshore Services Pvt. Ltd.**, may be released at the earliest, in the interest of the organization & the affected workers, so as to avoid further complications.

Thanking you,
Yours faithfully,


(Pandeeep Mayekar)
General secretary



Copy to:

- WCH*
10/7/2026
1. ED Chief-HR Services, ONGC-WOU, NBP Green Hts., BKC, Bandra (E) Mum -51.
 2. CGM (F&A), Control of Finance, ONGC-WOU, V. Bhavan, Bandra (E) Mum - 51.
 3. GM, I/c - IR, ONGC-WOU, NBP Green Heights, BKC, Bandra (E) Mum - 51.
 4. GM, I/c - HR/ER, MH Asset, ONGC-WOU, V. Bhavan, Bandra (E) Mum - 51.
- Kate*
10/7/26