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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268) Tel. : 2659 9775

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

REF. : ONGC/KS/ 178/2014

DATE : 5.11.2014

To,
The GGM-HRO,
ONGC, WOU,
NSE Plaza, BKC,
Bandra (East),
Mumbai : 400 051.

o/c

Subject: Compliance of minimum wages as per Gazette enclosed.

Respected Sir,

It is observed that arrogance of contractors knows no boundaries, we had meetings with contractor namely M/s S & H Engineering and Aswati Power Control under the Governance of Mr. Prerak Desai, CM – HR (IR) in his cabin, over two months, we have also served a strike notice, please find copy attached.

None of the contractors who had principally agreed but has not complied till date, beyond this it is observed that many contractors do not pay the minimum wages too.

Please find copy of current gazette copy for wages payable to various category contractual employees, incidentally this time the state minimum wages are higher than central, as per directives in the gazette whichever is higher is payable to our contract employees.

More over it is understood that contractors like :

1. M/s BVG India Ltd.
2. M/s Garuda Support Services Ltd.

tenure is maturing within next 3 months, non compliance of minimum wages as surfaced in the gazette should initiate **stoppage of release of security deposit.**

It is earnestly requested that the concerned principal employer be advised to ensure the compliance by contractors as per directives of the enclosed gazette w. e. f. 01/07/2014.

Thanking you,
Yours faithfully,

O/C

(Pradeep Mayekar)
General Secretary

Copy to:

1. CM, (HR) I/c IR, ONGC, NSE, BKC, Bandra (E), Mumbai 51.
2. Dy. CLC (CL), Shramraksha Bhavan, Chunabhatti, Mum. 22.

7/11/014

प्राप्त
RECEIVED
10/11/14
उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय
Office of the Dy. Chief Labour Commissioner (C)
मुंबई/Mumbai

KARMACHARI SANGHATANA

भारत सरकार /GOVERNMENT OF INDIA
श्रम एवं रोजगार मंत्रालय / MINISTRY OF LABOUR & EMPLOYMENT
उप मुख्य श्रम आयुक्त (केन्द्रीय) के कार्यालय
OFFICE OF THE DEPUTY CHIEF LABOUR COMMISSIONER (CENTRAL),
"श्रम रक्षा भवन" / "SHRAM RAKSHA BHAVAN, शिवसृष्टि रोड, SHIV SHRUSHTI ROAD,
पूर्वी एक्सप्रेस राजमार्ग / EASTERN EXPRESS HIGHWAY,
सायन (पूर्व), SION (EAST),
मुंबई - 400 022 / MUMBAI – 400 022.

No.B-27(1)/2014 Date: 10.10.2014

Sub:- Revised rates of minimum wages for various scheduled employment in Central Sphere estt.

(i) The minimum rates of wages per day for employees employed in <u>various mines</u> for the Period from ***01.10.2014 to 31.03.2015***-<u>(Notification no.S.O.1286 (E) dated 20.5.2009)</u>

Category of workers	Rates of wages including V.d.A.(in Rs.) per day	
	For work above ground	For work below ground
Unskilled	120.00 + 102.00 = 222.00	150.00 +126.00 = 276.00
Semi skilled/unskilled/Supervisory	150.00 + 126.00 = 276.00	180.00 + 152.00 = 332.00
Skilled/clerical	180.00 + 152.00 =322.00	210.00 + 176.00 = 386.00
Highly skilled	210.0 + 176.00 = 386.00	240.00 + 199.00 =439.00

(ii) Minimum rates of wages including the basic pay and dearness allowances payable with effect from ***01.10.2014 to 31.03.2015*** for the workers engaged in <u>stone breaking and stone crushing-</u> <u>(Notification no.S.O.278(E) dated 3.3.2006)</u>

Category	Rates of wages + VDA = Total
(I) Excavation & removal of over burden with 50 meters leas/1.5 meters lift	
(i) Soft soil	103.53 + 117.87 = 221.40
(ii) Soft soil with rock	157.78 + 176.79 = 334.57
(iii) Rock	208.09 +235.77 = 443.86
2. Removal and stacking of rejected stones with 50 meters lead 1.5. meters lift	82.44 + 94.29 = 176.73
3. Stone breaking and stone crushing for the stone size of:	
(i) 1.0 inch to 1.5 inches	646.44 + 730.91 = 1377.35
(ii) Above 1.5 inches to 3.0 inches	552.12 + 624.80 =1176.92
(iii) Above 3.0 inches to 5.0 inches	322.69 + 365.44 = 688.13
(iv) Above 5.0	264.47 +300.61 = 565.08

(ii) The workers employed on minimum guaranteed time rate of wages per day would be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the central Government in respect of scheduled employment in stone mines.

(iii) Minimum rates of wages including the basic rates and variable dearness allowances payable w.e.f. ***01.10.2014 to 31.03.2015*** to the employees working in **Agriculture** will be as under: **(Notification No.1520 (E) dated 20.10.2005)**

Category of workers	Rates of wages including VDA Area wise		
	A	B	C
Unskilled	114.00 + 103.00=217.00	104.00 + 93.00=197.00	102.00+93.00=195.00
Semi skilled/unskilled-supervisory	125.00 + 112.00=237.00	116.00 +103.00=219.00	107.00+93.00=200.00
Skilled/Clerical	137.00 + 121.00=258.00	125.00 +112.00=237.00	115.00+103.00=218.00
Highly skilled	153.00 + 133.00=286.00	141.00 + 124.00=265.00	125.00+112.00=237.00

(iv) Minimum rates of wages per day for employees employed in **loading and unloading in (i)Good-sheds, parcel offices of Railways (ii) Other Goodsheds, Godowns, Warehouse etc. and (iii) Docks and ports** would be as under w. e. f. ***01.10.2014 to 31.03.2015***.**(Notification No.S.O.1284(E) dated 20.5.2009)**

Area	Rates of wages plus VDA per day				
	Basic wages (Rs)	+	VDA (Rs)	=	Total (Rs)
'A'	180.00	+	152.00	=	332.00
'B'	150.00	+	126.00	=	276.00
'C'	120.00	+	102.00	=	222.00

(v) Minimum rates of wages showing the basic rates and variable dearness allowances payable w.e.f. ***01.10.2014 to 31.03.2015*** to the employees **"EMPLOYMENT OF SWEEEPING AND CLEANING EXCLUDING ACTIVITIES PROHIBITED UNDER THE EMPLOYMENT OF MANUAL SCAVENGERS AND CONSTRUCTION OF DRY LATRINES (PROHIBITION)ACT, 1933'** would be as under: **(Notification No.S.O.1994(E) dated 7.8.2008)**

Area	Rates of wages plus VDA per day				
	Basic wages (Rs)	+	VDA (Rs)	=	Total (Rs)
'A'	180.00	+	152.00	=	332.00
'B'	150.00	+	126.00	=	276.00
'C'	120.00	+	102.00	=	222.00

(vi) Minimum rates of wages showing the basic rates and variable dearness allowance payable w.e.f. ***01.10.2014 to 31.03.2015*** to the workers engaged in **WATCH AND WARD (without arm)** would be as under: **(Notification No.S.O.2288(E) dated 18.9.2012)**

Area	Rates of wages plus VDA per day				
	Basic wages (Rs)	+	VDA (Rs)	=	Total (Rs)
'A'	200.00	+	167.00	=	367.00
'B'	170.00	+	142.00	=	312.00
'C'	140.00	+	119.00	=	259.00

KARMACHARI SANGHATANA

i) Minimum rate of wages showing the basic rates and variable dearness allowance payable w.e.f. *01.10.2014 to 31.03.2015* to the workers engaged in WATCH AND WARD (with arm) would be as under:

Area	Rates of wages plus VDA per day				
	Basic wages (Rs)	+	VDA (Rs)	=	Total (Rs)
'A'	220.00	+	184.00	=	404.00
'B'	200.00	+	167.00	=	367.00
'C'	170.00	+	142.00	=	312.00

(viii) Minimum rates of wages per day for the construction or maintenance of roads, runways or in building operations including laying down underground electric wireless, radio, televisions, telephone, telegraph and overseas communication cables and similar other underground cabling work, electric lines, water supply lines and sewerage pipe lines from *01.10.2014 to 31.03.2015* (Notfn.No.1285(E) dated 20.5.2009)

(viii)(a) --CENTRAL GOVERNMENT RATES PER DAY W.E.F. *01.10.2014 to 31.03.2015* (**)

Category of workers	Rates of wages including V.D.A. per day (in rupees)		
	Zone A	Zone B	Zone C
Unskilled	180.00+152.00 =332.00	150.00+126.00=276.00	120.00+102.00=222.00
Semi skilled/unskilled/supervisory	200.00+167.00=367.00	170.00+142.00=312.00	140.00+119.00=259.00
Skilled/clerical	220.00+184.00=404.00	200.00+167.00=367.00	170.00+142.00=312.00
Highly skilled	240.00+199.00=439.00	220.00+184.00=404.00	200.00+167.00=367.00

(viii)(b)--STATE GOVERNMENT RATES PER MONTH W.E.F. *1.07.2014 to 31.12.2014* (**)

Category of workers	Rates of wages including V.D.A. per day		
	Zone A	Zone B	Zone C
Skilled (Basic + Spl. allow.)	Rs.10100.00 + Rs.2094.50 = Total – Rs.12194.50	Rs.9700.00 + Rs. 2094.50 = Total – Rs.11794.50	Rs.9300.00 + Rs. 2094.50 = Total – Rs.11394.50
Semi skilled (Basic + Spl. allow.)	Rs.9400.00 + Rs. 2094.50 = Total – Rs.11494.50	Rs.9000.00 + Rs. 2094.50 = Total – Rs.11094.50	Rs.8600.00 + Rs. 2094.50 = Total – Rs.10694.50
Un-skilled (Basic + Spl. allow.)	Rs.8900.00 + Rs. 2094.50 = Total – Rs.10994.50	Rs.8500.00 + Rs. 2094.50 = Total – Rs.10594.50	Rs.8100.00 + Rs. 2094.50= Total – Rs.10194.50

Note- Where both Central and State Govt. has fixed the minimum rates of wages, the rates of wages whichever is higher will be applicable.

(**) Explanation- The minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by the number of 26 days, the quotient being stepped up to nearest paisa.

Dy. Chief Labour Commissioner
(Central), Mumbai.

To
The all Employees Trade Unions and
All field officers in Mumbai Region
Copy to Notice Board for all concerned.

KARMACHARI SANGHATANA