



# 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

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

REF. : ONGC/KS/242/2015

DATE : 25/02/2015

**To,**

The Chairman Cum Director,  
ONGC,  
Jeevan Bharti, Tower-II,  
Indira Gandhi Chowk,  
New Delhi.

o/c

The Director-HR,  
ONGC,  
Jeevan Bharti, Tower-II,  
Indira Gandhi Chowk,  
New Delhi.

**Subject : Multiplied discrimination between 'E' & 'S' categories  
of employees.**

Respected Sir,

This has reference on the above subject please find copies enclosed,  
which are creating feeling of discrimination.

We have been pursuing the issue concerning managements  
approach in deviation with the agreement for 'S' category, taking  
unilateral decision regarding various facilities which are extended to  
'E' category giving "step children" treatment to 'S' category  
employees, this is not only discriminatory but also inflicting  
humiliation.

**"Yesterdays feeling of being partner in the joint venture  
towards organizational development, today with all such  
decision have taken the shape of being back stabbed or betrayal  
of faith".**

We are sighting the facilities whose decisions were taken unilaterally even though the '**S**' category have same qualification as '**E**' category and also are performing the same job in the field and office.

1. PRP %
2. Long service reward scheme
3. Air facility while proceeding on tour & training
4. Car advance.
5. Accommodation for indoor treatment.
6. Hotel entitlement during ON/OFF duty & tour / training
7. Briefcase/Office bag etc.

It is pertinent to mention that '**Air Fare**' was existing for '**S**' category, this facility was withdrawn, so also different slabs were excising in '**Holiday Home Facility**', what we want to say it is not only not extending facilities you have been withdrawing existing facilities to '**S**' category.

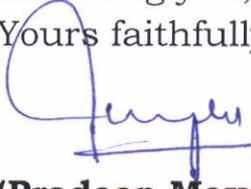
In our last **JCM** in Ahmedabad in presence of your authority with the than Director-HR, **Mr. K.S. Jemestin** the issue was discussed, where in it was categorically agreed or ensured that "agreement for introduction of '**S**' category will be taken into confidence and shall be reinstated.

When such a decision at the forum of **JCM** is pending and still releasing circulars, which multiplies the feeling of discrimination is most uncalled for, when we don't want to call it arrogance at your end, but certainly its display of high handedness and also instigating us to desist from constitutional approach, which we have been following in resolving differences if any year after year regionally or centrally.

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It is earnestly requested to permit us to continue to live with extreme mutual respect and do away with unrest atmosphere in ONGC, by bringing 'S' category at par in all the facilities differently decided .

Thanking you,  
Yours faithfully,



O/c.

**(Pradeep Mayekar)**  
**General Secretary**

**Copy to:**

1. ED Chief ER, ONGC Green Hills, Tel Bhavan, Dehradun.
2. GGM- HRO, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai : 51.
3. GGM Head ER, ONGC Green Hills, Tel Bhavan, Dehradun.
4. GM (HR) IR, ONGC, WOU, NSE, BKC, Bandra (E), Mumbai : 51.
5. DGM Head IR, ONGC Green Hills, Tel Bhavan, Dehradun.
6. Dy CLC(CL), Shramraksha Bhavan, Chunabhatti Sion, Mumbai : 22.

प्राप्त  
RECEIVED

उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (C)  
मुंबई/Mumbai

26/02/15