



OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/ 46/2025

DATE : 02/05/2025

To,
The Dy. Chief Labour Commissioner (C)
Ministry of Labour and Employment
Govt. of India,
Shrama Raksha Bhavan,
Shivshruti Road,
Chunabhatti, Sion (E),
Mumbai-400022.

alc

Subject: Enormous delay in referring the FOC to CGIT in Mumbai.

Respected Sir,

This has reference to the report on **Failure of Conciliation** dated **03.09.2024** addressed to your esteemed authority regarding Industrial dispute raised by our union **ONGC (WOU) Karmachari Sanghatana** against the management of **Oil and Natural Gas Corporation Limited, Mumbai**. Over the issue, "**change of service condition towards offshore employees by shifting them from 14 days to 21 days on/off duty pattern**". Please find attached the copy of FOC for your perusal.

Even after a lapse of ten months the said FOC is not yet referred to CGIT. Management has issued the order of 21 days on/off duty for employees performing offshore duty vide Notice **No.1(8)/04-ER/IR/2025, dated 22.04.2025**. Please find enclosed the copy of order for your perusal.

Your esteemed authority is requested to kindly follow up our case for referring to CGIT and with the **Chief Labour Commission (CL)** in New Delhi, at an early date. Understandably, once referred to CGIT we would like to get a stay on the issued order.

Thanking you,
Yours Faithfully,

(Pradeep Mayekar)
General Secretary

alc

प्राप्त
RECEIVED

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

3/6/2025

SPEED POST
FAILURE OF CONCILIATION
(In duplicate)
PART-I
Industry: Airline
Sector: Public



भारत सरकार/ GOVERNMENT OF INDIA
श्रम और रोजगार मंत्रालय / MINISTRY OF LABOUR & EMPLOYMENT
कार्यालय: उप मुख्य श्रम आयुक्त (केन्द्रीय)
OFFICE OF THE DEPUTY CHIEF LABOUR COMMISSIONER (CENTRAL)
"श्रम रक्षा भवन", शिव सृष्टि मार्ग, पूर्वी एक्सप्रेस राजमार्ग,
SHRAM RAKSHA BHAVAN, SHIV SHRUSTI MARG, EASTERN EXPRESS HIGHWAY,
सायन(पूर्व), मुंबई - 400 022/ SION (EAST), MUMBAI - 400 022

No.B.8(02)/2024-S1

Dated:03-09-2024

To,
The CLC(C),
New Delhi

Subject:- Industrial Disputes Act, 1947 - Strike Notice dated 19-05-2024 served by the General Secretary, Petroleum Employees Union and industrial disputes raised by the General Secretary, ONGC (WOU) Karmachari Sanghatana against the management of Oil and Natural Gas Corporation Limited, Mumbai over the issue change of service condition towards offshore employees by shifting from 14 days to 21 days ON/OFF duty pattern – reg.

Sir,

The General Secretaries of Petroleum Employees Union (Recognised Union) and ONGC (WOU) Karmachari Sanghatana vide their letter dated 19-05-2024 and dated 20-05-2024, served a Strike Notice and raised an industrial dispute respectively against the management of Oil and Natural Gas Corporation Limited, Mumbai. On receipt of the Strike Notice and the industrial dispute, both the matters were seized into conciliation under Section 12(1) of the Industrial Disputes Act, 1947 and conciliation proceedings were held on various dates and finally on 26-06-2024. The copies of the letter dated 19-05-2024 and dated 20-05-2024 are enclosed and attached at **Exhibit – I & II.**

Now, as both the Unions, i.e. Petroleum Employees Union (Recognised Union) and ONGC (WOU) Karmachari Sanghatana have raised a same and similar dispute over the issue change of service condition towards offshore employees by shifting from 14 days to 21 days ON/OFF duty pattern, the Conciliation Officer decided to hold a common conciliation proceedings to bring a common consensus amongst

the unions and the management and merge the dispute in File No. B.8(03)/2024-S.I with the dispute in File No. B.8(03)/2024-S.I.

The management of ONGC submitted that a preliminary meeting with the Petroleum Employees Union (Recognised Union) and the Director (HR) was held on 07-05-2024 and that the Order dated 17-05-2024 for change in service conditions was issued considering the safety of the employees by the reducing the flight hours by helicopter over the turbulent weather during monsoon and that the order was issued temporarily for the monsoon season only. The management further stated that multiple meetings with the union on various date were held prior to issuance of the order and especially on 20-05-2024 and 21-05-2024, after the issuance of the order. The management also stated that considering the safety aspects of the employees, the Order dated 17-05-2024 was issued after considerable thought and as the same was issued temporarily for 3 months during the monsoon season and as such notice of change was sent to appropriate authority and requested to treat the Order as notice of change. The management submitted their written submission on the dispute vide their letter dated 28-05-2024 and 30-05-2024, copies of the same are enclosed and attached at **Exhibit – III & IV**.

The Petroleum Employees Union contended the submission of the Management and submitted that the change in service conditions is a violation of Section 9A of the Industrial Disputes Act, 1947 and demanded to set aside the Order dated 17-05-2024. The Union further stated that they did not participate in any official meeting prior to issuance of Order dated 17-05-2024 and conveyed that they disagree with the change in service conditions and stated that the turbulent weather during the monsoon season exists since the inception of Offshore Installation of ONGC, Mumbai and that 14 days ON/OFF pattern was successfully operating for the past 40 years and no major chopper incidents have occurred. The union also submitted that the management's request to treat the Order dated 17-05-2024 as notice of change is not acceptable to them. Copies of the same are enclosed and attached at **Exhibit V and VI**.

The ONGC (WOU) Karmachari Sanghatana submitted that they were not part of any minutes as they are not intimated/ called upon by the Management to

discuss the present issues arising out of Order dated 17-05-2024. The Union further stated that the decision of implementation of Order dated 17-05-2024 was unilateral without the notice of GGM-HRO and GM-I/C IR of ONGC, WOU, Mumbai not any notice under Section 9A of the Industrial Disputes Act, 1947 was placed.

Now, on hearing and recording the submissions of both the unions i.e. Petroleum Employees Union and ONGC (WOU) Karmachari Sanghatana, the undersigned being the Conciliation Officer advised all the parties to the dispute to discuss the issues amongst themselves to bring an amicable settlement. On the advisory of the undersigned, the management had a bilateral discussion with the recognised union, i.e. Petroleum Employees Union and the management agreed to come to a common consensus/mutual term of agreement and both requested to close the matter accordingly. However, the ONGC (WOU) Karmachari Sanghatana submitted that they were not a part of any discussion held on 25-06-2024 and hence the terms of the minutes are not binding to them and that the minutes of the bilateral discussion held on 25-06-2024 was only shared during the conciliation proceedings held on 26-06-2024 and hence they disagreed to the mutual terms and requested to carry forward the conciliation process on their five demands as mentioned below;

- 1) No such orders of changing service conditions should be issued bypassing the registered unions functioning in western offshore union (WOU), Mumbai Region in future.
- 2) Employees in offshore are forced to give Earn leave after 14 days duty pattern and to the employees who are in off period participated in the Union Action programme.
- 3) T.A Bills should be cleared of those who have completed 14 days duty period in offshore or resumed duty after availing 14 days off.
- 4) Memorandum issued to employees working in offshore should be withdrawn.
- 5) No adverse remarks should be noted in PAR of the employees performing duty in offshore and participated in union action programme.

The management disagreed to continue the conciliation proceedings with the five demands of the ONGC (WOU) Karmachari Sanghatana and requested to close the matter.

In spite of the best effort put in by the undersigned as Conciliation Officer, both the Management of ONGC, and ONGC (WOU) Karmachari Sanghatana Mumbai, the Union maintained divergent views and are not able to be induced to come to a common understanding/consensus and the conciliation ended in failure. Hence, this Report on Failure of Conciliation.

Yours faithfully,


(Sanjay Dabi)

Conciliation Officer

under Industrial Disputes Act, 1947 &
Deputy Chief Labour Commissioner (Central)
Mumbai

09/09/24

Encl: a/a.

Copy to:-

- 1) The Group General Manager - HRO, Oil and Natural Gas Corporation Limited, Western Offshore Unit, NBPGreen Height, Bandra Kurla Complex, Bandra (East), Mumbai- 400041 for information.
- 2) The General Secretary, Oil and Natural Gas Corporation (WOU) Karmachari Sanghatana Flat no 102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri Mumbai -400093.
- 3) The General Secretary, Petroleum Employees Union, Rasayan Bhavan, Tilak road, Dadar (E), Mumbai-400014.


Conciliation Officer

under Industrial Disputes Act, 1947 &
Deputy Chief Labour Commissioner (Central)
Mumbai



कार्यकारी निदेशक, प्रमुख, कार्मिक सम्बंध
Executive Director -Chief, Employee Relations,
ओएनजीसी, दीनदयाल ऊर्जा भवन, वसंत कुंज, नई दिल्ली
ONGC, Deendayal Urja Bhavan, Vasant Kunj New Delhi

1(8)/04-ER/IR/2025

Date: 22.04.2025

Notice

Subject: Change In Duty Pattern for Offshore Personnel during Monsoon Period from 15.05.2025 to 20.09.2025.

Safety and operational efficiency are of paramount concerns at offshore locations, particularly during the challenging monsoon season. This period presents heightened risks due to adverse weather conditions and very rough sea requiring reduced exposure of our personnel on air commuting through Chopper Sorties. The inclement weather and the choppy sea during the Monsoon Period not only make Sorties more challenging but also make rescue operations more difficult.

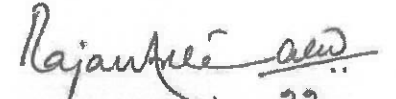
In line with industry best practices, several private sector companies operating in offshore environments have adopted a 28 Days ON/OFF duty pattern to reduce exposure to air travel over sea, enhance employee safety while maintaining operational continuity.

In a similar effort, ONGC implemented a 21 Days ON/OFF rotation during the 2024 monsoon season (from 15th May to 20th September) in place of the standard 14 Days ON/OFF schedule. Based on assessment of safety and logistical factors, it has now been decided to implement such 21 Days ON/OFF pattern only for a limited period during this year monsoons also.

Accordingly, the existing 14 Days ON/OFF duty pattern shall be revised to a 21 Days ON/OFF duty pattern for offshore personnel which shall be effective from 15th May 2025 to 20th September 2025, during the monsoon season this year. During this period, each offshore going employee shall have a maximum of three cycles of 21 days on and off duty pattern at Offshore Installation, meaning thereby a total of 63 days working and 63 days off period.

In case any employee does not report for duty as per this pattern or insists to go back after 14 days of duty, he/she will NOT be considered to be on duty and as a principle, no-work no-pay will be applicable.

This measure is aimed at minimizing weather-related travel risks while ensuring operational efficiency and workforce safety only for the limited period of 15th May to 20th September 2025.


(Rajan Asthana)
ED-Chief ER
22
04
2025

Distribution:

- To all offshore-going personnel, through ED-Western Offshore / Asset Managers/ Service Chiefs-Western Offshore/ Asset Manager- EOA.
- ED-CRO, Mumbai, to get the Notice delivered to the collectives and get it affixed on Notice Boards.