



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/ 66/2025

DATE : 01/08/2025

ऑ.एन.जी.सी. प्रशा. उरण
ONGC ADMN, URAN

आवक क्र./Inward No. 210

दिनांक/Date 04/08/2025

To,
The GGM - Plant Manager,
ONGC-WOU,
Dronagiri Bhavan,
LPG Plant,Uran,
Dist. Raigad: - 400 702.

a/c

**Subject: Formal complaint regarding denial of overtime wages beyond 30 Hrs.
request for immediate redressal.**

Respected Sir,

This is to bring to your immediate attention a serious grievance raised by the staff employees working in the Electrical Section at the Uran Plant, who are engaged in round-the-clock shift duties. A collective letter has been submitted to our union outlining the continued **denial of overtime wages beyond 30 hours** for the month of **June 2025**, despite work being performed with proper consent and in accordance with operational requirements. Please find the attached copy of letter dated 28.07.2025 for your perusal.

As per the complaint received, these employees have consistently performed extra duties to ensure uninterrupted plant operations covering for relievers on leave, during training sessions and even on Closed /National Holidays. All such duties have been carried out with the approval and knowledge of their controlling officer (Shift In-charge).However, they have been informed by the Area Manager (Electrical) that any overtime exceeding 30 hours in a month will neither be accepted on the Webice Portal nor processed for payment, citing a directive from higher authorities.

This arbitrary cap on overtime payment is in direct contravention of **Section 59 of the Factories Act, 1948**, which clearly mandates that any work beyond 48 hours a week must be compensated at twice the ordinary rate of wages, without any upper limit on hours actually worked.

Furthermore, replacing rightful overtime compensation with compensatory leave, without employee consent and in violation of statutory provisions, is both unacceptable and unlawful. This has caused justifiable resentment among the affected employees and has undermined morale within the workforce.

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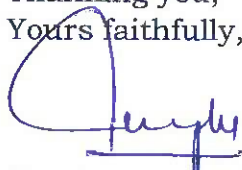
In light of the above, we request the following immediate actions from your good office:

- Sanction and disburse overtime wages for all hours worked beyond 30 hours for the month June 2025, at double the ordinary rate, as per statutory requirements.
- Issue instructions to concerned departments and officers to process all legitimate overtime claims without delay or prejudice.

This matter requires urgent attention and resolution to ensure compliance with statutory provisions and to maintain industrial harmony. The Union remains open for discussion on this issue but expects prompt and fair action from the management in safeguarding the legal and financial rights of the workforce.

We sincerely hope that the management will address this matter expeditiously and in accordance with the law. Please do not compel us to escalate this issue to the office of the **Dy.Chief Labour Commissioner (C)**, as we remain committed to resolving this internally through co-operation.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Copy to:

1. GM – I/c HR/ER, ONGC-WOU,LPG Plant,Uran,Raigad- 400702
2. GM (Electrical) – Area Manager, ONGC-WOU,LPG Plant,Uran,Raigad- 400702
3. Manager (HR) - I/c, IR, ONGC-WOU,LPG Plant,Uran,Raigad- 400702

o/c

To,

The GM - I/c HR/ER

Oil and Natural Gas Corporation Limited,

Western Offshore Unit,

Dronagiri Bhavan,

Uran Plant, Uran,

Dist. Raigad :- 400 702.

ओ.एन.जी.सी. प्रशा. उरण
ONGC ADMIN, URAN

आवक क्र./Inward No.....191

दिनांक/Date.....28/7/2025

Subject:- Request for Intervention, Sanction of Overtime Wages.

Respected Madam,

We, the undersigned employees working in round-the-clock shift duty pattern at the Uran Plant (Electrical section), are writing this letter collectively to express our concern and grievance regarding the **deduction of overtime Hrs.** that we have rightfully worked beyond our normal shift Hrs. As per the **Factories Act, 1948, Section 59** clearly states that **any work beyond the normal working Hrs.** is considered overtime and must be compensated at twice the ordinary rate of wages.

In the interest of continuous, smooth, and uninterrupted plant operations, we have been regularly performing extra duties in lieu of **relievers on leave, training, or when a Gazetted/National Holiday falls on a working shift.** All such overtime duties have been undertaken with the prior consent and knowledge of the controlling officer (Shift In-charge) and have fulfilled our responsibilities diligently.

When the matter was raised with the concerned officer, we were informed that **only 30 Hrs. of overtime per month will be approved** and any excess will not be forwarded for processing **irrespective of the actual Hrs. worked.** We were also told that, "This is a directive from higher authorities, and hence our overtime forms are not being accepted & rejected in Webice".

We would like to state that **as per Section 59 of the Factories Act, 1948,** any employee who works beyond 48 Hrs. a week is legally entitled to receive overtime wages at **twice the ordinary rate of wages.**

Moreover, we have been clearly told that any overtime beyond 30 Hrs. will only be compensated with **compensatory leave,** which is **against the provisions of labour laws and the Factories Act.**

Hence, based on both the company's overtime policy and the applicable statutory laws, we strongly believe we are entitled to get overtime wages for beyond 30 Hrs. worked with official consent.

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This practice not only demoralizes the workforce but also constitutes a violation of labour laws under the Factories Act. It is both unlawful and unjust, particularly to those employees who have contributed additional time and effort.

We request your **urgent intervention** in this matter to:

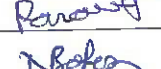
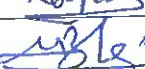
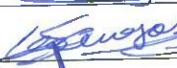
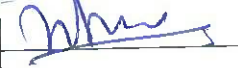
- **Sanction and release overtime wages beyond 30 Hrs. at the statutory double rate, without reducing or capping the actual Hrs. worked.**
- **Ensure that such deductions or arbitrary decisions are avoided in the future, and that all eligible employees receive their lawful compensation as per the Factories Act, 1948.**

We remain open to further discussion on this matter and trust that the management will give due consideration to our collective concerns. We urge timely action in accordance with legal provisions.

Thanking you,
Yours faithfully,

Sr.No.	NAME	CPF No.	SIGN.
1	Dilip L. Sawant	96628	
2	Jagdendra D. Naik	137449	
3	Dilip S. Asolkar	122736	
4	Sopan K. Patil	131318	
5	Sudhirkumar R. Patil	136876	
6	Jyoti Umap	140244	
7	Omkar V. Panchal	140240	
8	Rajesh Y. Anabhanwar	122871	
9	Shivdas M. Tambe	126587	
10	Santosh P. Patil	122896	
11	Kailas P. Thakur	126525	
12	Rashmi A. Chaudhary	140461	
13	Rohan C. Wadhavande	126586	
14	Shashikant M. Chitbule	136913	
15	Devidas P. Somawane	137037	
16	S.D. Marathe	124900	
17	Sagar Phodke	124717	
18	Manoj B. Keri	122961	
19	Shubham O. Limje	136928	

Copy to: 1. GGM, Plant Manager, ONGC-WOU, LPG Plant Uran Plant, Uran, Raigad.
2. GM (Elect.), Area Manager- Elect., ONGC-WOU, LPG Plant Uran Plant, Uran, Raigad.
3. Manager – IR, ONGC-WOU, LPG Plant Uran Plant, Uran, Raigad.

Sr. No.	Name	CPF No.	Sign.
20	Mahesh H. Thakur	124705	
21	V. R. Pady	126494	
22	Nageshwar. J. Rance	122935	
23	Nilesh B. Fafekar	126648	
24	Aniket. A. Bhoir	126512	
25	Milind S. Dargese	122895	
26	Vipul V. Sawant	124870	
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