



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

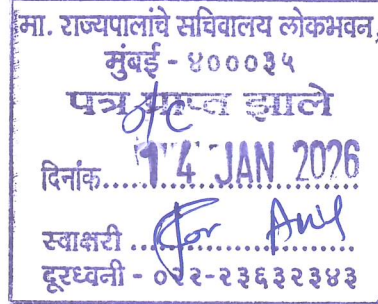
Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

Website : www.ksmumbai.com

REF. : ONGC/KS/ 03 /2026

DATE : 14/01/2026

To,
The Hon'ble Governor
Government of Maharashtra,
Raj Bhavan,
Walkeshwar Road, Malbar Hill,
Mumbai - 400 035.



✓ **State Election Commissioner,**
1st Floor, New Administrative Building,
Hutatma Rajguru Chowk, Madam Cama Road,
Mumbai- 400 032.

Handwritten signature: Anil
14/01/2026
राज्य निवडणूक आयोग, महाराष्ट्र
नवीन प्रशासन भवन, मंत्रालयासमोर
मदाम कामा रोड, मुंबई ४०० ०३२

Sub.: Complaint regarding ONGC's non-declaration of public holiday on 15th January 2026 (BMC Election Day) Request for urgent intervention.

Respected Sir,

We are writing a formal complaint & seek immediate intervention in an urgent matter. The Brihanmumbai Municipal Corporation (BMC) general elections are scheduled for Thursday, **15th January 2026**, but **Oil & Natural Gas Corporation (ONGC)** has **not yet declared a public holiday or special leave** on that day for its employees to cast their votes. This omission is causing grave concern among our members & is in direct contravention of government directives aimed at facilitating citizens' right to vote. We urge your good offices to take **urgent & decisive action** to address this issue before the polling day.

As you are aware, the **Government of Maharashtra has announced a public holiday on 15 January 2026** for all districts where municipal corporation elections are being held. This decision was taken in exercise of the powers of the Central Government under Section 25 of the Negotiable Instruments Act, 1881, as delegated to the State (vide MHA Notification No. 39/1/68/Judl-III dated 8 May 1968). The purpose of declaring this holiday is to **encourage voter turnout** for the municipal elections, including the BMC elections. The General Administration Department of the State Government has accordingly issued Notification **No. PHD-1319/C.R.145/Japuk (XXIX)**, Dated **6th January 2026** to all employers regarding the polling day holiday. This notification, referencing **Section 135(B) of the Representation of the People Act, 1951**, emphasizes that every eligible voter should be able to exercise their franchise freely.

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The government's directive **unequivocally mandates** that **all workers, officials & employees who are voters in the concerned constituency must be granted a Paid Holiday on 15.01.2026 (polling day)**, even if their workplace is outside the election area. In other words, any ONGC employee who is a registered voter in Mumbai is entitled to a day off with full pay on January 15, 2026 to cast their vote. This directive applies to **all establishments including Public Sector Enterprises companies like ONGC, private companies, factories, shops, etc.** across the 29 municipal corporations going to polls.

It is deeply concerning that despite these clear orders, **ONGC's management has not issued any circular or notice declaring a holiday on Thursday, 15th January 2026** for the Mumbai-based employees. With the election just a day away, this lack of action is **jeopardizing the fundamental democratic right** of hundreds of ONGC employees to vote. The ONGC (WOU) administration to comply with the government's instructions, but no notification had been issued as of today. Many employees are now anxious & uncertain whether they will be granted time off to fulfill their duty as voters. Such uncertainty at the eleventh hour is unacceptable. It also sets a poor precedent, especially given that ONGC is a prominent Public Sector Undertaking that ought to lead by example in upholding laws & civic responsibilities.

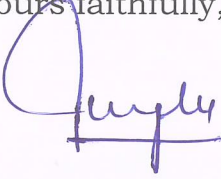
By not declaring a **Paid Holiday** or **Appropriate Leave** for voting, **ONGC is in direct violation of the Maharashtra Government's order & the spirit of election laws**. The government notification explicitly noted that in past elections some establishments failed to give Paid Leave, thereby **depriving many voters of their right**, which it rightly condemned as "extremely harmful to democracy". To prevent this, the authorities have **warned that any establishment that does not grant the mandated leave will face action**. In fact, Section 135(B)(3) of the Representation of People Act, 1951 provides that an employer who refuses to grant a holiday for voting (in parliamentary or assembly elections) can be **punished with a fine**. While the current elections are local body elections, the **intent & principle remain the same** no employee should suffer pay loss or workplace penalty for exercising their franchise. ONGC's inaction not only flouts the government's order but also undermines the sanctity of the electoral process.

Given the **extremely limited time** before polling commences, we earnestly **request your immediate intervention** in this matter. The **Governor of Maharashtra**, as the constitutional head of the state & the **State Election Commissioner**, as the guardian of free & fair elections at the local level, are best placed to ensure compliance in such situations. **We urge you to direct ONGC to declare 15th January 2026 as a Paid Holiday** for its Mumbai-based employees (or at least issue instructions guaranteeing sufficient Paid Time Off for all employees to vote, in line with the government notification). A stern message from your offices is necessary to prompt the ONGC management into action without any further delay. This will also serve as a reminder to all other defaulting organizations, if any, that **election-related leave policies are not optional, but mandatory** in the interest of upholding our democratic ethos.

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Please treat this matter with the utmost urgency. **The polling day is almost upon us (tomorrow)** & a timely intervention (even at this late hour) can still ensure that ONGC employees are not disenfranchised. We are confident that, under your guidance, appropriate steps will be taken to **remedy this grievance immediately**. Our union & all the affected employees shall be highly obliged for your prompt action to protect our voting rights.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary

Copy to:

1. ED - Chief HR Services, ONGC-WOU, NBP Gr. Hts., BKC, Bandra (E), Mumbai - 51
2. GM-I/c, IR & Head FMG, ONGC-WOU, NBP Gr. Hts., BKC, Bandra (E), Mumbai - 51
3. Shri. Anil Desai, MP, Secretary - Shivsena (Uddhav Balasaheb Thackeray),
President - Sthaniya Lokadhikar Samiti Mahasangh,
President - ONGC (WOU) Karmachari Sanghatana.