



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

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Krishna Kunj No. 2, C-Wing, Flat No. 304, Tambe Nagar, Mulund (W), Mumbai - 400 080.

REF. : ONGC/KS/165/2007

DATE : 17/12/07

To

The Chairman & Managing Director
ONGC,
Jeevan Bharati, Tower-II
Indira Chowk
New Delhi

o/c

To

The Director (HR)
ONGC,
Jeevan Bharati, Tower-II
Indira Chowk
New Delhi

Subject: Notice of Strike as read with Section 22(b) of Industrial Dispute
Act 1947 towards violation of Sec. 9A – Fourth Schedule.

Respected Sir/s

MOU signed on 19th August, 2004, following modification in respect of Unionized Category of employees to be put in force w.e.f. 1.1.2004 is an act of sabotage and blatant flouting of Labour Laws. Equal opportunity of expression was suppressed by the management by not giving proper notification of notice of change to the undersigned as members of our Union are affected.

In violation of Section 9A, fourth Schedule i.e. Clause No.

7. Classification by grades.
9. Introduction of new rules of discipline or alteration of existing rules.

The said MOU is detrimental to the Organization as it is down grading of Unionized Category of employees in many ways as quoted below, resulting into generation of under motivated employees effecting work atmosphere in operational areas:

- Ceasing of induction at top of Class-III i.e. Rs.7000/- open ended scale and down grading the Diploma holders by inducting them at A-II level, is an disintegration in itself hence not acceptable to us. The repercussion being over crowding at A-II level as it is DPC for A-1 and the inducted categories of A-II. To avoid such conditions, of over crowding it will have restriction on induction of A-1, such a circumstance has already surfaced vide Office Order dated 3.12.07; No: DDN/HRG/EC/CL-III/2007/MS. Hence the Industrial Dispute.
- In protest we demand that all the posts in reference to Office Order dated 3.12.07 vide No. DDn/HRG/EC/CL-III/2007/MS (copy enclosed) be converted to A-1 Category.
- All the existing, 79 Tenure based field operators / Field Technicians who were initially recruited at A-1 level, A-11 level and top of Class-III i.e. at 7000/- open ended scale hence be regularized and promoted accordingly as they have already put on 8 years of experience.
- All tenure based employment be discontinued and presently floated recruitment of 160 Field Operators be converted as regular employment.

In deviation to the above decision we will be forced to proceed on direct action w.e.f. 3.01.2008 from 0600 hrs. on all onshore & offshore installations.

With regards,
Thanks,

Pradeep Mayekar
General Secretary

CC:

1. GGM, Head HR/ER, ONGC, NSE Bldg.
2. Chief Manager (HR)-IR, ONGC, NSE Bldg.
3. Chief Labour Commissionr, Sharam Shakti Bhavan, New Delhi.
4. Dy. CLC (CL), Shram Raksha Bhavan, Sion, Mumbai
5. All Projects & Assets Head, Uran / Nhava / Panvel / Hazira / WOB / B&S / N&H / MH / DS.

RECEIVED

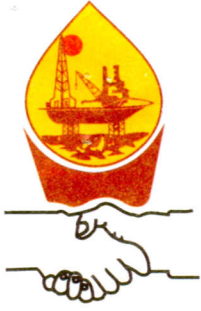
S.A. Chowdhary 17/12/07
उप मुख्य प्रमोशन (डिप्टी) कार्यालय
Office of the Dy. CLC (Labour Commissioner (C))
मुंबई / Mumbai

File
20/12/07
Received

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20/12/07
26/12/07

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20/12/07



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RESOLUTION

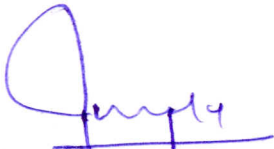
In response to the emergency General Body Meeting called on dtd. 14.12.2007, it was unanimously resolved that ONGC (BOP) Karmachari Sanghatna will resort to direct action from dt.3.01.08. Action programme will be detailed at a latter date.

Prakash Dalvi
President

17th December 2007

ACTION-PROGRAMME

- 03.01.2008 Protesting by displaying
 & **"Black Badges"**
04.01.2008 on all Onshore & Offshore Installations.
- 07.01.2008 **Demonstration** during lunch hours in all Office Complex,
08.01.2008 in all Office Complexes including
09.01.2008 Uran / Nhava / Panvel.
- 11.01.2008 **Chain Hunger Strike** on all Offshore Installations for 24 hrs.
 (without stopping work)
- 14.01.2008 24 hrs. **Chain Hunger Strike**
15.01.2008 will start at 1200 hrs. at all
16.01.2008 Onshore Installations
17.01.2008 including
18.01.2008 Nhava / Panvel / Uran.
- 21.01.2008 **One day strike in Mumbai Region**
 (21.01.2008 – 0700 hrs. to 22.01.2008 – 0700 hrs.)
- 23.01.2008 **Demonstration along with the Families** at 11-High.
- 25.01.2008 **Indefinite Strike.**



(Pradeep Mayekar)
General Secretary