

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

Reg. No. (By - II - 8268)

Tel.: 2659 9775 / 2656 2448

Acme Harmony, 1/102, Poonam Nagar, Opp. ONGC Colony, Jogeshwari (E), Mumbai - 102.



REF. : ONGC/KS/ 312/2008

DATE : 10/05/08

To,  
The Director (HR),  
ONGC, Jeevan Bharati,  
Tower II, Indira Gandhi Chawk,  
New Delhi 411 001.

*o/c*

**Subject : Completing election procedure to participate in any  
bilateral long term settlement of collectives/Unions from  
Mumbai Region.**

Respected Sir,

This has reference to the ongoing proceeding of majority fact finding for recognition of Union in Mumbai Region. As per code of discipline, the tenure of recognition is 2 years. This was unanimously accepted by all recognized and registered trade unions in our organization, whereas present recognized union in Mumbai Region including Hazira Plant and Uran Plant has already remained recognized for 4 years.

We are pursuing for fresh elections with all constitutional measures since one year, but the conclusion of procedure are pending as the present recognized union PEU is yet to consent with Regional Labour Commissioner its readiness for a fair election through secret ballot. It is pertinent to mention that recently Eastern Region has concluded its election, Tripura is in process as well as Western Region.

Even though we had started our correspondence on the above issue with your authority and with appropriate authority in the concerned Ministry way back in **September 2007**, we had not questioned or intervened with recognition status of Petroleum Employees Union (PEU) in Mumbai Region. Now the proceedings and communication from both ends i.e. ONGC Management – Labour Ministry & the collectives have already started, it is earnestly requested that any bilateral or long term settlement or participation in JCM of the said Union from Mumbai Region or its representative from Hazira & Uran Plant be restrained.

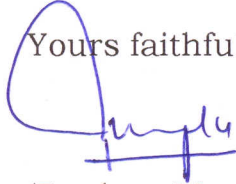
It is brought to our notice that on 13th May 2008 JCM is called with all recognized Unions on various precipitating issues. We are sounding our reservation towards participation of **Petroleum Employees Union in the JCM**, Any deviation from our above reservation, will be attributed as unfair labour practice in reference to, Industrial Dispute Act, 1947, Fifth schedule i.e. **establishing of employer sponsored Union**. Moreover in above case, we have firmly decided to intervene in the JCM proceeding and stall the same if PEU attends the JCM.

After having won the election through secret ballot in 1998, we have sportingly accepted the decision of workmen/members and have remained outside the collective bargaining table, since 2001. In reference to the code of discipline we could have always demanded for recognition as we had proven, more than 25% majority of total strength of Class III & Class IV employees. Hence we are once again requesting your authority to pursue the matter of election towards majority fact finding for recognition with PEU through secret ballot, and accepting the decision of workmen **"We lose we accept, we win we represent."**

With regards.

Thanking you,

Yours faithfully,



(Pradeep Mayekar)  
General Secretary

ofc

CC :

1. Under Secretary, Ministry of Labour, Govt. of India, New Delhi.
2. Group General Manager – HR/ER, NSE Plaza, Bandra (E), Mumbai.
3. Chief Labour Commissioner (CL), Shram Shakti Bhavan, New Delhi.
4. Dy. Chief Labour Commissioner (CL), Mumbai.
5. Dy.G.M. (IR) HR, NSE Plaza, Bandra (E), Mumbai.

