



# **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/417/2009

DATE : 19/03/09

ofc

19/3. →

To,  
Group General Manager (HR/ER)-HRO  
ONGC – Mumbai Region  
NSE Plaza, Bandra.  
Mumbai 51.

**Subject : Glairing misappropriation and blatant unfair labour practice in reference to tenure employees in Mumbai Region, WOU.**

Respected Sir,

This is in reference to various facilities and statutory provision that should have been provided to tenure employees are being denied pertaining to unfair labour practice. We have brought to the notice of various authorities but till date every effort has fallen on deaf ears, this prompts us to bring the matter to your notice for an amicable solution. The issues are quoted bellow, for your perusal and kind consideration.

**Working Dress:**

In so many years we have been providing three Dungarees in the first year of inception, followed by two every year. Presently we are giving only one in offshore area i.e. either production platforms where everyday tenure employees are required to go to unmanned platforms, or drilling rigs. Not only from the wear and tear point of view but also hygienically it is bad. It is earnestly requested to consider providing three dungarees to all tenure employees engaged in offshore activities, a prompt view may be taken at the earliest.

**Non payment of O/T wages:**

Office order clarifying payment of over time from head quarters is available and attached for your perusal. This was brought to the notice of operational heads in production platforms and drill rigs, but payment of over time when tenure employees performing 14 days ON/OFF duty in offshore installations are detained beyond twelve hours a day and even when asked to continue beyond fourteen days are denied payment of over time. It need not be elaborated that non payment of over time wages pertains to unfair labour practice; we wish and request your esteemed authority to resolve the matter amicably before we are forced to raise a dispute under ID Act.

**Extending check fair facility to tenure employees:**

Some of our tenure employees posted in Sagar Jyoti, Sagar Bhusan and SagarVijay are required to go to Visag and Cochin as both the rigs are operating in southern offshore. To and fro journey by train and reaching the assigned rigs takes five days, thus reducing their off period to nine days only. It is earnestly requested that check fair facility by air may be extended to these tenure employees as the financial implication will be very minimal because they are counted few. This will reduce largely their fatigued physical condition and increase their moral and will have added vigor to work. A motivated employee will always conceive good work culture and will be more efficient.

**Pay protection to tenure employees:**

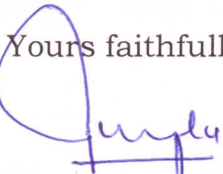
Tenure employees have yearly Rs. 200/- as increment, accordingly they earn rupees eight hundred in their four years tenure but on fresh engagement their basic is brought back to Rs. 5000/- thereby denying eight hundred rupees wages earned by them after tendering four years of service to ONGC in its core work area. This practice is highly unethical of a Navratna organization like ours. We request your esteemed authority to desist from such practice and see that they find pay protection

We once again request your esteemed authority to look into the matter and take prompt corrective measures so that the above cited issues are resolved amicably.

With regards,

Thanking you,

Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary.

Copy to :-

1. Asset Managers for information: MH-ASSET/B&S/Neelam & Heera, V.B.
2. GGM-HDS, 11 High, Sion, Mumbai.
3. DGM- HR (IR) WOU, NSE Plaza, Bandra (E), Mumbai.
4. Regional Labour Comm. (CL), Chunabhatti, Sion, Mumbai.

A/L  
19/8/09

RECEIVED  
26/3/09

उप मुख्य न्यायिक (किन्नि) कार्यालय  
Office of the Dy. Chief Labour Commissioner  
मंबई/Mumbai