

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/464/2009

DATE : 31/08/09

To,
The GGM(P)-PMU
ONGC, Dronagiri Bhavan,
Uran Plant, Uran,
Raigad.

O/c

Subject: ONGC and Independence Day-2009, celebrated in deviation to right Spirit In Uran Plant.

Respected Sir,

“Corporate social responsibility is an integral part of ONGC”, this claim of our organization was very unfortunately breached on ONGC Day. The unique perception of honoring retired employees on the occasion of ONGC day, carrying a tag of attendance was in deviation of its spirit. We so easily forgot, that such a perception was conceived of the fact that, “irrespective of the demand and challenges thrown up week after week, months after months, year after year, the individual has served the organization”, contributing as a finer component to reach the Navaratna status.

It will be too harsh to quote how many employees on roll today attend these programs, such programs doesn't becomes a place to file suits and pass judgment on employees loyalty to the organization or nation. Your esteemed authority is requested to honour employees if it is adopted as social responsibility with an open mind, as such precedence will only lead to multiple absence as you will accept the fact that “Self Esteem “ is very volatile. The very meaning of such social perceptions will be lost.

The practice of involving collectives in decision making is participative management, in recognition to this result oriented and healthy concept ONGC has adopted the same, we understand Uran plant has decided to play the odd one this year, as it is brought to our notice that in contradiction to the practice till last year, management in Uran has not involved the collectives in procurement and distribution of sweets, Toffees, gifts and snacks for Independence Day as well as ONGC Day this year.

We are certain that your authority will agree with us, we will not be wrong in attributing this as, either arrogance, high handed behavior or wasted interest of some authority to decide issues having financial implications in isolation.

Our vice President Mr. P. D. Keluskar had brought to you notice of such activities which will have its repercussion, it was most unfortunate that it did not find any blockade or quarries from your authority's office, and it did result into confusions ,quality compromise and above all miss management. This has certainly painted a bad image of Uran Plant under your leadership.

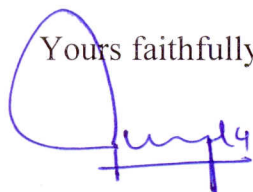
Truly, winning Recognition is not a chance it is a spirit of all employees, and that is how Karmachari Sanghatna has earned the status of Recognized Union, being in majority by a margin of 447 votes. It was shocking to know that our union did not find a mention in your esteemed authorities Independence Day speech. The loosing union had remained recognized for nine years, a major tenure by default, we understand it has become a practice, but today the truth is different which is accepted by one and all and Uran cannot play differently.

It is an earnest appeal to your authority, that if you have any reasons not to acknowledge our recognition please throw light on the same, cohesion is not our culture, we are flexible, we are here to represent , in our first meeting we have promised to co-operate and we remain committed. We look forward for an cordial atmosphere and healthy interaction.

With regards.

Thanking you,

Yours faithfully,



(PRADEEP MAYEKAR)
GENERAL SECRETARY

o/c

Copy to:.

1. Director (Offshore), ONGC, Jeevan Bharati-II, New Delhi
2. GGM-HRO, ONGC, WOU, NSE, BKC, Mumbai
3. DGH (HR)-IR, ONGC, WOU, NSE, BKC, Mumbai

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