



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/465/2009

DATE : 04/09/2009

To

The GGM(P)-PMU
ONGC, Dronagiri Bhuvan,
Uran Plant, Uran
Raigadh.

efc

**Subject : Blatant unfair Labour practice in Trombay Terminal by contractors
Facilities in control room as well as within the infrastructure in
Trombay Terminal is in a complete mess.**

Respected Sir,

This is in reference to our meeting in Uran Plant with your esteemed authority on 10/July/2009, concerning the above issues.

The facts surfaced reveals that Trombay Terminal is the damned and tortured area within the operational frame work of Uran Terminal, when we are of the idea that Uran Plant is long due to be given the importance/status of Refinery, and no more be treated as Terminal.

It is more disturbing, when your authority is at the helm of the Plant. Contractors are functioning at their free will, are indulged in blatant Unfair Labour Practice, so also the work condition of regular employees is in a pathetic condition, even the control room does not gets it due. This does not reflect the image of our Navaratna status. We are quoting the long precipitating issues drawing your attention to have an personnel overview in resolving the same.

**“A” : ISSUES RELATING TO REGULAR EMPLOYEES @FACILITIES THAT
SHOULD BE AVAILABLE.**

1. It was brought to the notice to improvise on the frequency of Dak dispatch/receipt, it is once again requested to expedite the matter and have a frequency of at least twice a week.

2. With the adoption of present HR practices internet facility is like essential commodity, supported by good working printer. It is understood that the printer in the control room lies faulty for more than nine months, if it is not repairable a new branded laser printer be provided at the earliest. Internet connectivity may please be made accessible at the following points, BPCL/HPCL/J-DEEP/&JNPT Oil metering stations.
3. For faster and lesser stressed mobility to various metering stations cycles may be provided.
4. Renovation of the control room has been completed already six months, it is difficult to believe that there could be any justifiable reason to leave the lighting work unattended. Please confirm with the officer in charge that the same is done with a view of urgency.
5. Control panel indication bulbs not having proper colour code causes identification confusion this may please be rectified.
6. The nation is already reeling under the influence of SWINE FLU, already more than eighty dead, over 3000 tested positive understanding the seriousness your authority will certainly take prompt measures to provide new water filters, even though an issue precipitating, today is the apt moment to install the same.
7. The centralized AC system has no alternate supporting system during shut down or maintenance activities, it is suggested to install split or window AC in control room to support the Panel instruments and in other places pedestal fans be provided.
8. Furniture's and fixtures are old and badly damaged mainly the chairs, which may please be replaced with new ones this will only promote better working conditions.
9. HP-BP valve operation area is at a good height, the vertical ladders are very tiring, installing of step ladder will be highly appreciating.

10. Individual kits & Liveries Card may please be issued.

11. It may please be taken up with the accounts section to reflect month wise OT payment in Pay Slip.

“B”: ISSUES RELATING TO CONTRACTUAL EMPLOYEES WHO ARE ENGAGED IN DAY TO DAY OPERATIONAL ACTIVITIES IN TROMBEY TERMINAL.

1. Employees who are engaged in house keeping and are not covered under MOU wages, their contractor does not comply with the under mentioned statutory requirements:

- Minimum wages as defined in the gazette find copy attached.
- Payment is not done by cheque.
- They do not get salary slip, leave salary, bonus, not even kits & liveries which lead to unsafe work practices.
- Provident fund facility is not extended to these employees.

2. Plant Operators, chemists & Housekeeper are yet to receive their leave salary and bonus for the year 2008. They are not provided with kits & liveries for the year 2009.

3. Plant Operators in HPCL & ONGC Oil metering stations are denied of the under mentioned statutory provisions, pertaining to blatant unfair labour practices like ;

- Not paying OTA on National Holidays.
- OTA of normal shift duties are also not paid.
- Payment of extra duty for the period Aug. 2006 to Nov. 2006 is yet to be paid.

Mr. Ambekar working as plant operator in shift duty is paid at par with housekeeping people, which should be at par with plant operators.

Housekeeping personnel be deputed in new HPCL Oil metering station, as the carbon powder is very damaging for both employees as well as system.

4. A/C operators are not provided the under mentioned

- Leave salary since 2003 not paid.
- Not getting OTA for National Holidays.
- Jan-2005 to Dec-2008 minimum wage difference yet to be paid.
- Rainy gears for year 2008-2009 are yet to be provided.
- Kits & Liveries of 2009 are yet to be provided.

5. Catering facility be extended to contractual employees at par with regular employees as they are involved in all operational activities, like it is done in Uran Plant.

Your esteemed authority is once again requested to take steps in resolving the above at an early date, this will prevent us from resorting to direct action.

With regards.

Thanking you,

Yours faithfully,

(Pradeep Mayekar)

General Secretary

O/C

Copy to:

- ✓ 1. Director (Offshore), ONGC, Jeevan Bharti –II, New Delhi.
2. GGM-HRO, WOU, ONGC, NSE, BKC, Mumbai 400 051
3. GM-HR, Uran Plant, ONGC, Uran.
4. DGM-HR (IR), WOU, ONGC, NSE, BKC, Mumbai 400 051
5. Manager (HR)-IR, Uran Plant, Uran.
6. Regional Labour Comm. (CL), Sion, Mumbai 400 022

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04/10/09