



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/717/2011

DATE : 11/04/2011

To,
The C&MD
ONGC,
Jeevan Bharati, Tower II,
Indira Gandhi Chowk,
New Delhi.

efc

**Subject : Wage revision of Tenure Employees (Field Operators)
and Contractual Workers.**

Respected Sir,

This is in reference to our discussion with your esteemed authority in New Delhi concerning the above issues; we were shocked to know that approval towards wage hike for Tenure Employees is already taken. On enquiry we understand the approved amount and the modalities are in total deviation to the proposals submitted and discussed in the various meetings of wage revision of regular employees.

In our last JCM it was agreed and a MOU was jointly agreed and signed that the above issues will be bilaterally discussed towards an amicable settlement, please find a copy of the same for your perusal. Installing our complete faith on the wage committee wage revision agreement for regular employees of unionized category was signed.

The present decision of implementing unilaterally, wage revision/ hike of tenure employees will have a serious repercussion as it is not only pertaining to breach of faith but also staining the unique organizational culture of union management relations or bilateral understandings.

During the course of our wage revision meeting which resulted after a stretch of fourteen years, various authorities including our then C&MD advised us not to adopt the officer's path, we also patiently negotiated and settled things across the table. Today with such decisions at managements end we carry a feeling of being disgraced and is provoking us to adopt methods which we no more want to practice in our organization having Maharatna status.

Your esteemed authority is once again requested that please take necessary view and throw light so that the above issues be negotiated and settled with the recognized Unions across the table as agreed.

With regards.
Thanking you,
Yours faithfully,

(Pradeep Mayekar)
General Secretary

Copy to:

- 1) Director-HR, ONGC, Jeevan Bharati, Tower II, New Delhi.
- 2) ED, Chief- ER, ONGC, Negi Bhavan, Deheradun.
- 3) ED, HRD, ONGC, Jeevan Bharati, Tower II, New Delhi.
- 4) ED, HRO, ONGC, NSE, BKC, Bandra (E), Mumbai 400 051
- 5) CM (HR)-IR, ONGC, Tel Bhavan, Dehradun, Uttaranchal.
- 6) CM (HR)-IR, ONGC, NSE, BKC, Bandra (E), Mumbai 400 051
- 7) CLC (CL), Shram Shakti Bhavan, Ministry of Labour, New Delhi
- 8) RLC (CL), Shram Raksha Bhavan, Ministry of Labour, Sion, Mumbai -22

5/4/11

5/4/11

**Part Minutes of the JCM held on 17th Sep 2010 at N.Delhi
for signing of Long Term Settlement**

Chief Co-ordinator, All India ONGC Trade Unions' Co-ordination Committee vide his letter dated 9th Sep 2010, listed certain issues for discussion in the JCM convened to sign the long Term Settlement on wages for unionised categories. The issues listed were discussed in the meeting and it was decided that the issues which are not linked to the LTS will be discussed separately.

Further, it was explained that the following issues which were highlighted by the unions are already under examination and would be resolved as follows:

1. **Wage Revision for 240 days completed contingent employees:** The unions requested the management to consider enhancement of wages by 40%. It was clarified that the matter has already been considered with increase of 30% and orders will be issued shortly.
2. **Enhancement of honorarium and extension of facilities to the Field Operators:** It was explained that the consolidated remuneration paid to the Tenure based personnel is linked to the pay package of Class III employees. With the signing and approval of the LTS for unionised categories, the case for enhancement of the consolidated remuneration will be taken up and finalised.
3. **Fair Wages for contractual Workers:** It was explained that the matter is pending in conciliation before the RLC(C), Ahmedabad in a dispute raised by the GPEU. Management will take positive action to try and resolve the pending dispute at the earliest and thereafter the Fair Wage policy of ONGC would be rolled out in other work-centres.
4. **Immediate finalization for consideration of notional fitment benefit to be granted to the unionised categories those who have joined ONGC on or after 1.1.1997:** As already resolved vide the MoU signed on 26th Aug 2010 with the unions a committee was constituted to examine the issue raised and submit its recommendations. The Committee had its first meeting on 13th Sep 2010 at Dehradun. The committee will endeavour to complete its assignment and submit the final recommendations for consideration of the management by 30th Nov 2010.

18th Sep 2010
New Delhi

[Handwritten signatures and notes]
T. Datta Majumdar (Randeep Majumdar)
b.k. ...
S. ...
18/09/11
Vijay Ravi
CM(HR)-IR
18/9/10
18/9