

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

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

Tel. : 2659 9775

Flat No.102, 1st Floor, Acme Harmony-I, Poonam Nagar, Off. JV Link Road, Andheri (E), Mumbai - 400 093.

REF. : ONGC/KS/792/20 11

DATE : 10/10/2011

To,
The Chairman & Managing Director,
ONGC,
Jeevan Bharti, Tower II,
Indira Gandhi Chowk,
New Delhi,

The Director – HR,

The Director – Offshore,

The Director – Onshore,

The Director – T & FS,

The Director – Exploration,

The Director – Finance,

Sub : Draft towards wage revision of Tenure Base Employees.

Respected Sir,

In reference to our earlier submission on the above subject and after the meeting followed on 29th Sept'2011 in our office Jeevan Bharti, New Delhi we are once again submitting our minimum Charter Of Demand negating the offer given by management, also requesting for an immediate settlement as it has precipitated for too long.

The said demand was carefully drafted with innovation, compliance and uplifting of socio-economic exposure in mind, innovation because their wages have stagnated remaining the same since inception. The existing infrastructure does not give any change, whatever increase they get by virtue of yearly increment is brought back to the minimum with the start of new Tenure, so that present change should be innovative enough keeping in mind that their job is multi skill job.

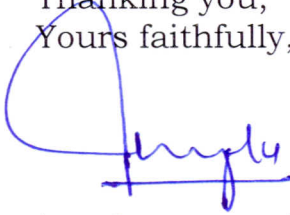
Compliance, there are Govt. guidelines existing that their wages and facilities should be at par with similar scale of regular employees. We expect at least their wages should not be compromised.

Most importantly the difference as per managements offer for Onshore / Offshore employees is only Rs. 1400/ with the wildest of thought is not negotiable. It should not be less than Rs. 6000/. The offshore compensatory allowance should not be less than 33%, so also HRA can not be less than 30% for Mumbai as this also fall in line with the existing Govt. guidelines.

We are seeking for their recruitment age to be shifted to 60 years and tenure to be 15 years extendable by 5 years as per performance and fitness, cause in the existing wage structure mention of any loan through ONGC is not available, and with four years tenure no financial institute gives them loan even if they have sufficient salary to support.

The change in Tenure requested will fetch them loan from financial institutes to support their socio-economic conditions like purchase of house etc. The detail charter of demand is attached herewith for your perusal and kind consideration please.

With regards,
Thanking you,
Yours faithfully,



(Pradeep Mayekar)
(General Secretary)

Copy to :

1. ED, ChiefER, ONGC, Negi Bhavan, Dehradun, Uttarakhand.
2. ED, ChiefHRD, ONGC, Negi Bhavan, Dehradun, Uttarakhand.
3. HRO, ONGC, NSE Plaza, BKC, Bandra (E), Mumbai : 400 051.
4. ED, MHAsset, ONGC, V. Bhavan, Bandra (E), Mumbai: 51.
5. ED, N&HAsset, ONGC, V. Bhavan, Bandra (E), Mumbai: 51.
6. ED, B&SAsset, ONGC, V. Bhavan, Bandra (E), Mumbai: 51.
7. ED, HDS, ONGC, 11High, Sion, Mumbai: 400 017.
8. GM (HR), R&P, ONGC, Tel Bhavan, Dehradun, Uttarakhand.
9. GM, (HR) IR, ONGC, Tel Bhavan, Dehradun, Uttarakhand.
10. DGM,(HR) R&P, ONGC, NSE, BKC, Bandra (E),Mumbai: 51.
11. CM, (HR) IR, ONGC, Tel Bhavan, Dehradun, Uttarakhand.
12. CM (HR) IR, ONGC, NSE Plaza, BKC, Bandra (E),Mumbai: 51.

Existing Consolidated Salary	14500-W
	15500-A
	21500-TC

Offer Given by Management for Mumbai Region

Increment	- 3% on Assumed Basic every year
Medical Insurance	- Rs. Five Lakhs for Immediate Dependants (Two Children or Father and Mother)

Offer Given by Management for North East States.

Sr	Description				
	Existing Consolidated salary Rs.		14500	19000	21500
1	Assumed Basic		10000	11000	15000
2	Dearness Allowance	43.00%	4300	4730	6450
3	Underground Mining Allowance Onshore	12.50%	1250	1375	1875
	Underground Mining Allowance Offshore	15.00%			
4	House Rent Allowance	20.00%	2000	2200	3000
5	Cafeteria	47.00%	4700	5170	7050
6	Profit Related Performance	20.00%	2000	2200	3000
7	North East Allowance	12.50%	1250	1375	1875
8	Medical Allowance		1000	1000	1000
		Total	26500	29050	39250

Increment 3% on Assumed Basic every year

Medical Insurance Rs. Five Lakhs for Immediate Dependents
(Two Children or Father and Mother)

Offer Given by Management for Onshore Project

Sr	Description				
	Existing Consolidated salary Rs.		14500	19000	21500
1	Assumed Basic		10000	11000	15000
2	Dearness Allowance	43.00%	4300	4730	6450
3	Underground Mining Allowance Onshore	12.50%	1250	1375	1875
	Underground Mining Allowance Offshore	15.00%			
4	House Rent Allowance	20.00%	2000	2200	3000
5	Cafeteria	47.00%	4700	5170	7050
6	Profit Related Performance	20.00%	2000	2200	3000
7	Medical Allowance		1000	1000	1000
		Total	25250	27675	37375

Increment 3% on Assumed Basic every year

Medical Insurance Rs. Five Lakhs for Immediate Dependents
(Two Children or Father and Mother)

Demand of ONGC (BOP) Karmachari Sanghatana for Mumbai Region

Sr .	Description				
	Existing Consolidated salary Rs.		14500	19000	21500
1	Assumed Basic		10000	11000	15000
2	Dearness Allowance	43.00%	4300	4730	6450
3	Underground Mining Allowance Onshore	12.50%			
	Underground Mining Allowance Offshore	15.00%	1500	1650	2250
4	House Rent Allowance	30.00%	3000	3300	4500
5	Cafeteria	47.00%	4700	5170	7050
6	Profit Related Performance	20.00%	2000	2200	3000
7	Offshore Compensation	33.00%	3300	3630	4950
8	Shift Allowance		1100	1100	1100
9	Medical Allowance		1000	1000	1000
	Total		30900	33780	45300

- Provident Fund** - Should be deducted on assumed basic plus 43 % DA
- Increment** - 3% on Assumed Basic every year
- Under Ground Mining Allowance** - 15%, 12%, 10% & 7.5% of the basic as per place of posting
- Medical facility** - At par with regular employees
- Group Insurance** - Rs. Five Lakhs (Death In Service)
- Group Insurance** - Rs. Ten Lakhs (Accidental Death On Duty)
- CPP** - As per regular employees for Offshore going Employees
- Traveling Allowance** - Check Fare facility by Air those who are doing updown form Vizac and Cochin.
- Dearness Allowance** - As per regular employees those who are doing updown form Vizac and Cochin

Hotel Accommodation	- As per regular employees those who are doing updown form Vizac and Cochin
Signing Amount	- Rs. Thirty Thousand
Retirement Age	- 60 Years.
Operational Allowance	- 10% of Basic If posted in field in all over INDIA
Medical leave	- Accumulation of medical leave to be allowed for entire service tenure with minimum limit at par with regular employees.
ONGC Quarters	- Criteria for colony accommodation be reviewed i.e., tenure employee be made eligible for "B" type quarter.
Merger of DA	- Dearness Allowance & increments of four years of term should be added into the assumed basic in next term gained by employees.

- Offshore going allowances should be identified separately
- With yearly increments consequential benefits of all allowances should be extended.
- On change of Tenure existing basic with increment should be continued and not brought back to minimum as per existing practice.
- For calculation of OT payment, should be as per Factory/Mines Act.