



# ONGC GENERAL KAMAGAR SANGHATANA

Reg. No. H. O. 3.D. 9554

Tel. : 2659 9775

Flat No. 102, 1st Floor, Acme Hormony-I, Poonam Nagar, Off JV Link Road, Jogeshwari (E), Mumbai : 400 102.

REF.: ONGC/GKS/028/2010

DATE : 12/07/2010

To,  
The ED- HRO,  
ONGC - WOU,  
NSE Plaza, BKC,  
Bandra (E),  
Mumbai.

o/c

**Subject : Notice of strike within seven days of issuance of this letter, stopping all services like Canteen, Housekeeping, Security services, Electrical maintenance, Civil maintenance, Guest House Service etc.**

Respected Sir,

We had brought to your notice that **Ms. Ashwati Power Control** running contract in **II High** concerning his blatant unfair labour practice vide our letter number **ONGC/GKS/024/2010, dated 19/03/2010** please find copy attached for your perusal. Even the payment of wages are in deviation of minimum wages, which are always in the negative. Please find enclosed the current minimum wages prevailing in central sphere establishment.

We understand IR section has initiated enquiries and asked him to produce concerned documents, in reaction to the same the contractor **Ms. Ashwathi Power Control** has terminated three employees involved in Civil maintenance.

It is earnestly requested to extend proper council through your machinery to the said contractor so that the under mentioned employees are immediately reinstated from the date they are removed from services.

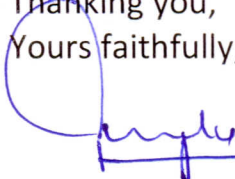
- Shri. Appa Mestri
- Smt. Usha Ghanvat
- Shri. Suresh Shirpure

If the reinstating is not implemented with immediate effect we will have very little or no choice to proceed on strike closing all activities as mentioned above giving seven days notice within issuance of this letter. It is also requested that complete compliance of the issues raised in the attached letter becomes effective within this seven days.

It is largely observed in our organization, that surfacing of irregularities of contractors or practices pertaining to unfair Labour activities **are viewed as our interference in their operational governance**, and the unfortunate part is they escape with this view as management remains silent or delays in initiating any action so that corrective measures are implemented. At the end of the day the most soft area is attacked i.e. **the contract employee like in the present case three of them are at the receiving end being terminated.**

It is once again requested to initiate action against all the erring contractors, so that justice is extended to all the effected contractual employees and we need not involve in activities which alters an amicable atmosphere within us.

With regards,  
Thanking you,  
Yours faithfully,

  
(Pradeep Mayekar)  
General Secretary

o/c

Copy to :

- Handwritten notes:*  
12/7/10  
Recd Chub  
Indira of 13/7/10  
13/7/2010
1. Director (Offshore), ONGC, Vasudhara Bhavan, For information please
  2. ED, Chief-ER, ONGC, Tel Bhavan, Deharadun, Uttarakhand
  3. ED, Head HRO, ONGC, Tel Bhavan, Deharadun, Uttarakhand
  4. GM (HR) DS, 11 High, Sion-Bandra Link Road, Sion, Mumbai
  5. GM - Civil, ONGC, WOU, NSE Plaza, BKC, Bandra (E), Mumbai
  6. DGM - Security, ONGC, WOU, Vasudhara Bhavan, Mumbai
  7. DGM (Elect.), ONGC, NSE Plaza, BKC, Bandra (E), Mumbai
  8. CM - (HR) IR, ONGC, NSE Plaza, BKC, Bandra (E), Mumbai
  9. Dy. Chief Labour Comm. (CL), Shramshakti Bhavan, Sion, Mumbai

RECEIVED

13/7/10  
उप मुख्या श्रमशास्त्र (केन्द्रीय) कार्यालय  
Office of the Dy. Chief Labour Commissioner (C)  
महाराष्ट्र/Mumbai