



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

Regd. No. (By-II-8268)

Tel No. 26599775

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

REF. : ONGC/KS/229/2007

DATE : 21/08/07

To,
The Chairman cum Managing Director
ONGC,
Jeevan Bharati, Tower-II
Indira Chowk.
New Delhi - 110 011.

o/c

To,
The Director (HR)
ONGC,
Jeevan Bharati, Tower-II
Indira Chowk.
New Delhi - 110 011.

23/8/07
Office of the Dy. DGC (C) / Bombay

To,
The Director (T&FS)
ONGC,
Jeevan Bharati, Tower-II
Indira Chowk.
New Delhi - 110 011.

Sub.: Refraining from recruiting fixed Tenure/Term basis employees in
ONGC at the same time regularizing the existing Tenure based employees.

Respected Sir,

The above matter has been discussed at various level, we had in principal negated such recruitment for various reasons, mainly for its framework in terms of legality.

- Secondary works force, creates on atmosphere of Two tier system which has always destabilized the work atmosphere, when adopted in perennial, permanent & regular nature of jobs. Drawing industrial disputes, stretched to various forums of judiciary. How good are litigation in an industry need not be elaborated.

Today the HRD department speaks a lot on the emphasis of policies towards recruitment & promotions, we would like them to come out with the mention of "Field operators" in our R&P policies.

More over why so much of permutation combination on recruitment of workmen, when the organization is recruiting as many as 150 to 200 GT's every year i.e. AEE's where induction gross salary in offshore installation, amounts to Rs. 36,000/- plus.

When we don't question the recruitment of AEE's on regular basis, as we understand that they are need based, we request your esteemed authority to regularize all the existing fixed tenure/term based employees from their date of employment in ONGC in negotiation with the undersigned.

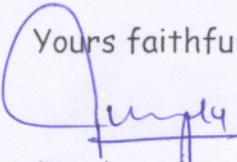
It is pertinent to mention that these entire Tenure/Term base employees are deployed in our organizations core activity i.e. Drilling in offshore, hence secondary treatment is highly uncalled for.

We also accept the fact that the process of regularization will take some time. Till such time, in line with the notification dated 10.12.2003, annexed to the Industrial employment (standing orders) Act. 1946. i.e. when their tenure is fixed, their wages, allowance and other benefits be at par with regular/permanent employees, these be implemented w.e.f. their date of joining ONGC.

With regards,

Thanking you,

Yours faithfully,


(Pradeep Mayekar)
General Secretary

C.C.:

1. Secretary (Labour), Shram Shakti Bhavan, New Delhi
2. Secretary (P&NG), New Delhi
3. ED-Chief ER, ONGC, Negi Bhavan, Head Quarter, Dehradun, Uttaranchal.
4. GGM-Head HRD, Negi Bhavan, Head Quarter, Dehradun, Uttaranchal.
5. GGM, Head HR/ER, ONGC, NSE Bldg., BKC, Bandra (E), Mumbai 51
6. GM (P&A)-IR, ONGC, NSE Bldg., BKC, Bandra (E), Mumbai 51
7. Chief Labour Commissioner (CL), Shram Shakti Bhavan, New Delhi
8. Regional Labour Commissioner, Shram Raksha Bhavan, Sion, Mumbai

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24/8/07

Received
02/2/08

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