



Received  
10/11/07

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

Tel.: 2659 9775 / 2656 2448

Reg. No. (By - II - 8268)

Acme Harmony, 1/102, Poonan Nagar, Opp. ONGC Colony, Jogeshwari (E), Mumbai - 102.

DATE : 11/10/07

REF. : ONGC/KS/241/2007

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

e/c

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

Sub.: Notice of agitation, leading to full fledged strike on 11 & 12 Oct., 2007 in reference to managements failure in settling the quoted long pending issues amicably.

Respected Sir,

We no more live in industrial scenario, specially in the Oil sector where there should be unrest, turbulence leading to stoppage of work, but it is unfortunate that we are nose diving in to such circumstance.

It is more than a decade we have decided on any wage revision. For the past four to five years it has a telling effect on the organization, more than 1200 hundred executives have moved out, not only for not getting job satisfaction in reference to their wage compensation, but also they have to negotiate, under motivated regular employees and the contractual labour force or the secondary work force which have been largely damaging the work culture in the organization, leading to immense frustration and mental depredation among fellow employees. The corporate with all its effort has failed to check the above exodus of **outstanding Human Resources and resultant work atmosphere.**

With the opportunity in hand as wage revision has fallen due w.e.f. 1st Jan. 2007, we wish your authority will hold it firm. In the past two years, an image is largely registered, that "today we are employee friendly management, without sacrificing the interest of the organization". Let us together enrich it and not allow to fade away.

We ONGCians, the executives who coordinate the larger decisions of the corporate, with the class III & IV employees and write the success story of the organization are like three **Golden intertwined strands** which keeps glittering, hence we stand tall as a major component in uplifting of the organizations status.

We have always been striving hard for having better parity in wage revision and its components with officers as it erases all scars of illfilling, so also the present issue of Adhoc payment towards wage revision w.e.f. 1st Jan., 2007 cannot be deviated. It is shocking to know the structure of steps offered for class III & IV towards Adhoc payment, all the more to know the managements rigidity on the same.

We sincerely wish to avoid cohesion, unrest & stoppage of work, when our organization is all set to receive the status of **Super Navaratna**. This prompts us to take up the following long pending issues including Adhoc payment towards wage negotiation, structure of payment of adhoc as projected in **Annexure-A**, having an amicable solution. Any further delay and deviation will force us to follow the agitation as projected in **Annexure-B**

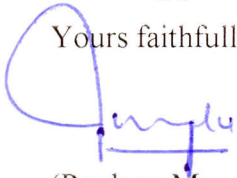
**Issues pending to be settled :**

- Adhoc payment towards wage revision pending since 1st Jan., 2007 as per the structure given below within seven days.
- Extending, mobile & laptop to all class III & IV employees.
- Regularization of Tenure base employees
- Regularization of Direct employees, making ONGC (BOP) Karmachari Sanghatna party to outside court settlement if any.
- Enhancement of REH.(Ex.Gratia for year 2006 to 2007)
- Recruitment of Class III & IV employees on regular employment basis.
- Immediate materialisation of Lump-sum Advance of Rs. 18,000/- which was principally agreed by the management.

With regards,

Thanking you,

Yours faithfully,



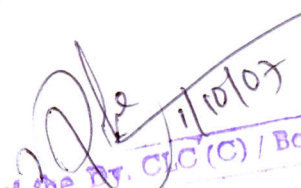
(Pradeep Mayekar)  
General Secretary

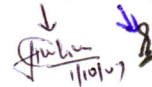


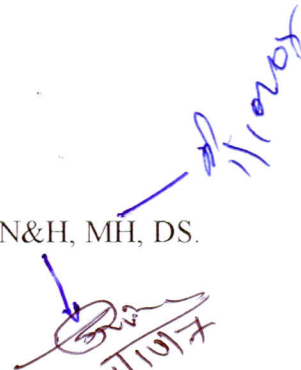
C.C.:

1. GGM, Head HR/ER, ONGC, NSE Bldg., BKC, Bandra (E), Mumbai 51
2. GM (P&A)-IR, ONGC, NSE Bldg., BKC, Bandra (E), Mumbai 51
3. Chief Labour Commissioner, Shram Shakti Bhavan, New Delhi
4. Dy. Chief Labour Commissioner, Shram Raksha Bhavan, Sion, Mumbai
5. All Project & Assets Head – Uran, Nhava, Panvel, Hazira, WOB, B&S, N&H, MH, DS.

11/10/07

  
Office of the Dy. CLC (C) / Bombay

  
11/10/07

  
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Tel.: 2659 9775 / 2656 2448

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REF. : ONGC/KS/240/2007

DATE : 28/09/07

## **Resolution**

In response to the emergency General Body meeting called on dt.28/09/07, it was unanimously resolved that ONGC (BOP) Karmachari Sanghatna will resort to direct action from dt. 8.10.2007 to dt.12.10.2007. Action programme is detailed in Annexure 'B' attached with the letter served to C&MD & Director (HR),ONGC. Demanding an immediate amicable solution on long pending issues, as annexed in Annexure 'A'

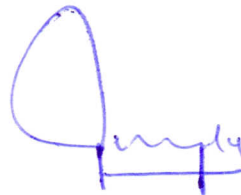
(Prakash Dalvi)  
President

Structure of Adhoc payment

25,000/- }  
30,000/- }  
35,000/- } 'W' category  
40,000/- }

35,000/- }  
40,000/- }  
45,000/- } 'A' category  
50,000/- }  
55,000/- }

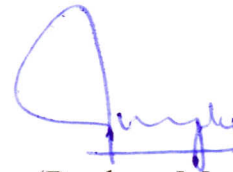
58,000/- }  
68,000/- }  
78,000/- } 'S' category  
88,000/- }



(Pradeep Mayekar)  
General Secretary

**AGITATION SCHEDULE**

- 8.10.2007                      Protest day wearing Black badges.  
(10.00 Am To 6.00 Pm)
- 9.10.2007                      Boycott of food on all offshore & on-shore installation.  
Without stopping work.  
From 0000 hrs. on 9.10.2007  
To    24 hrs. on 10.10.2007
- 11 & 12.10.2007           Proceeding on full fledged strike  
From 0000 hrs. on 11.10.2007  
To   24 hrs. on 12.10.2007



(Pradeep Mayekar)  
General Secretary