



Minutes of the 77th JCM held on 4th & 5th August, 2019 at Mahabalipuram, Chennai

The meeting commenced with safety briefing, ONGC Song, exchange of greetings, welcome and ceremonial lighting of lamp.

Shri Alok Misra, ED-Chief, ER welcomed all the participants to the 77th Joint Committee Meeting (JCM). He observed that JCM, as an institution, has evolved over time, providing a platform for both the recognised unions and the management to place their perspectives before each other. Recognising the rights of the unions to highlight issues faced by employees before the management, he appreciated the positive role of recognized unions in maintaining cordial Industrial Relations. He informed that the anxieties of the recognised unions in not having a formal JCM was understood by the management, but shared the desire that management would hold regular interactions to further strengthen the institution JCM. He further stated that though JCM could not be conducted in time, the Management has been in regular dialogue with the unions. He emphasized that Management always endeavours to understand the concerns raised by the unions, at the same time, the unions should also appreciate the constraints of the Management. He added that holding regular meetings with the unions builds up confidence and mutual trust amongst each other. A number of issues have been resolved through such bi-lateral process and expressed his wish that this process be strengthened in the future. He conveyed special thanks to all the Non-Employees Presidents of unions for making it convenient to attend this JCM. He thanked Director (HR) and other senior officers for their presence at the JCM.

OBITUARY REFERENCE:

GM (HR)-I/c. Corporate IR informed the house that 401 employees had expired in the intervening period since last JCM. The name, designations, and other details were displayed in the form of PPT. The house observed two minutes silence as a mark of respect to the departed souls.

Address by Dr. (Mrs.) Alka Mittal, Director (HR)

At the outset Director (HR) welcomed all the Presidents, General Secretaries and Office bearers of Recognized Unions to the JCM. She stated that this is the first JCM she is attending, though she is aware of the relevance and importance of this multipartite dialogue targeted at growth and progress of the organization. She shared that the process of open dialogue is one of the strongest tools of management for creating conducive climate of industrial relations. She stated that although JCM had not taken place in last few years, regular discussions with the recognised unions were held at different forums. She

assured that the JCM would be conducted at regular intervals. She observed that management and unions are committed towards growth of the organization and its employees. She shared few of the developments of the recent past; such as enhancement of wages of contingent workers, extension of monthly adjustable ad-hoc payment for unionised category employees pending wage revision, enhancement of HBA amount, child care and crèche facilities. She shared the improvement in efficiency and reduction of file processing time after roll out of DISHA platform. She informed that many companies have appreciated the efforts made by ONGC towards paperless office and are endeavouring to replicate our model. She expressed that just like in a family, in organization too, mutual respect, concern, care and affection has to be there. She expressed that management is always ready to listen to voice of the employees and JCM is one such forum. This forum would be utilised to understand the issues of employees and assured that Team HR would make every effort to address the concerns of employees, ensuring the interest of the organization. She conveyed her best wishes to the unions.

Presentation by Corporate Planning

A presentation on Organizational Updates highlighting the issues, challenges and macro view of the organization was made by Shri. Mukul Bhatnagar, GM (Electrical). The presentation covered a brief on the profile of ONGC Group of Companies, Production figures of Oil and Gas across work centres, financial status of ONGC, Cost of production, New Projects undertaken by ONGC etc. Highlights of FY-19 such as 13 Hydrocarbon discoveries, finalization of contracts pertaining to KG-DWN 98/2, reduction of flaring to 1.8%, enhancement in gas production to 70 MMSCMD up-gradation of Vindhyan and Bengal Basin to Category II Basins etc.

Developments related to Eastern Offshore Project were also shared. 25 Deep Water wells have been drilled till now and first gas is expected in December 2019. Challenges before ONGC such as ageing fields, stagnant oil production, volatility in prices etc., were also highlighted. He explained restructuring of MoU parameters by the Govt. of India, highlighting that weightage on production parameters is now 50% from earlier 20%. Accolades and Global Rankings of ONGC was also shared, viz. ONGC has been ranked No. 1 in the E&P category –S&P Global Platts 250 and No. 160 in Fortune Global 500 and 220 in Fortune Global 2000.

Observation/ views of Presidents/General Secretaries of the Unions

Shri Swadesh Dev Roye, President ONGC Worker's Union Agartala and Trade Union of ONGC Workers, Silchar welcomed Director (HR), senior officers and office bearers of unions. He thanked the Management for convening this JCM, but shared his disappointment for not conducting a JCM for more than three years and ten months. He highlighted his association with the Joint Committee Meeting and

appreciated the Management for honouring such a forum. He observed that conducting the 77th JCM was delayed for a very long time and management should convene JCMs at regular intervals. He stated that some of the JCM have seen active participation from the CMD and other functional Directors of ONGC; which is a unique feature and benchmark of participatory management in the entire public sector domain. He urged that the top management should not neglect such a forum and should utilise this forum in sharing of information and listening to the concerns of employees. He highlighted the importance of public sector undertakings and their contribution to the economy and expressed that ONGC being a pioneer public sector should always endeavour to improve its reach in the global energy scenario and also towards its welfare policies. Organizational targets are important and collectives should also be concerned towards achieving them. He highlighted certain policy decisions of the Government of India on disinvestment and desired that the management should be vigilant about the changes happening in the technology arena and perception of the new age group- human resources. He expressed his urgency for finalisation of staff pay revision and stated that DPE guidelines should not act as a barrier for a good pay revision for staff. He gave the example of Coal India having their wage revision without referring to DPE guidelines and urged ONGC to follow the same. He drew the attention of the house to the unethical practises of the private sector. He also expressed that the management should consider to improve infrastructure especially office buildings and colonies in work centres like Silchar and Agartala. He urged that the decision taken in the JCM should be implemented at the earliest.

Shri Hira Singh Bisht, President ONGC Staff Union, Dehradun welcomed all the participants to the meeting. He also highlighted his association and participation in the JCMs. He mentioned that this JCM was long overdue and management should hold regular meetings with the unions. He highlighted the challenges before the PSUs especially with reference to Govt.'s decision on privatization of PSUs. He stated that employees should be ensured job security. He made a reference to Coal India, wherein the employees went on strike against the anticipated decision of Government of India to privatise Coal India. He appreciated the Fair Wage Policy (FWP) introduced by ONGC, intended to benefit the contract workers. He expressed that the FWP should be extended to all contract workers. He mentioned other issues such as wage revision of staff and contract paramedics including their regularization, improvement of ONGC colony at Dehradun and hospital infrastructure. He also mentioned that the management should consider extending other welfare measures such as medical facility to parents of retired employees, parents of both spouses. He also expressed concerns over shifting of some of the offices from Dehradun to Delhi. He appreciated the role of ONGC in its CSR activities for providing infrastructure at Dehradun city.



Shri N.A. Khanvilkar, Acting President, Petroleum Employees Union welcomed all the participants to the JCM. He expressed concern regarding frequency of JCMs and stated that the issues tend to pile up due to long gap in conducting JCMs. He mentioned the issue pertaining to Direct Employees at Mumbai and requested management to resolve it at the earliest. He further highlighted issues pertaining to wage revision of tenure based employees due from 2015, implementation of review of MoU 2004 and early finalization of wage revision of regular employees. He mentioned about the demand for separate recognition status of Uran and Hazira and hoped that the issue would be discussed in the forum. He opined that the participation of office bearers from the southern sector needs to be increased in JCM. He also highlighted about the unavailability of quarters for staff category in Ahmedabad and that management should think of making arrangements for providing accommodating for newly recruited employees at staff level.

Shri Mahesh B. Patel, President, ONG Mazdoor Sangh, Ankleshwar welcomed all the participants to the meeting. He thanked the management for convening the 77th JCM. He expressed that holding JCM at regular intervals will reduce number of issues. He further highlighted issues pertaining to HSE and stressed that the DGMS guidelines on health and safety should be followed. He urged that induction and MVT training to all new joiners should be imparted before sending them to field. He expressed that management should take concrete steps in resolving the PPE issues at the earliest. Guidelines regarding providing PPEs to secondary work force should also be considered by management. He briefly highlighted other pending issues such as implementation of review of MoU 2004, revision of travelling allowance, pay revision for regular employees and formation of staff club as agreed in the 74th JCM.

Shri Manuar Jahan, Vice President, ONGC Purbanchal Employees Association, Nazira/Sivasagar welcomed all the participants in the JCM. He appreciated the arrangements made by HR team, Chennai for the JCM. He expressed concern on long pending agenda points. He emphasized on increasing the sense of belongingness towards the company so that all employees can strive together for the benefit and prosperity of our organisation. He thanked the management for constructing the Rajabari Hospital at Sivasagar, through CSR. The people in the district have appreciated this contribution from ONGC and are also very thankful.

Shri H.K. Patel, President, ONGC Employees Mazdoor Sabha welcomed all the participants to the meeting. Shri Patel also raised concerns over the frequency of JCM and requested that CMD and all Directors to be present for discussion on organizational issues. Highlighting issues such as pending wage revision for tenure based employees, C-Off clarification, Fair Wage Policy revision for contract labours, multi storeyed building at Mehsana, colony accommodation, inadequate stipend for apprentices, implementation of review of MoU 2004 and field allowance for field going personnel, he requested

management to resolve all the issues at the earliest. He highlighted the need for a multi storeyed building at Mehsana and stressed that management should not take unilateral decisions without discussing with the collectives. He urged that the decisions taken in the JCM should be implemented in spirit.

Shri D.V. Krishnam Raju, Branch Chairman, Petroleum Employees Union, Southern Sector & Chief Coordinator, All India ONGC Trade Union Co-ordination Committee greeted and thanked the Management for organizing the 77th JCM after significant gap of time. He highlighted that meetings on pay revisions are taking place and the same be finalized at the earliest. He expressed concerns over sharing of critical information on social media and requested everyone not to indulge in sharing incorrect/wrong information. He expressed his concerns with regards to non-implementation of review of MoU 2004 signed in July, 2019 at Kakinada, as a result of which the unions are facing number of queries from employees. He further shared the feelings of the other general secretaries and stated that there is growing feeling that the management, under the pressure from other groups and collectives is not keen to implement the same. This is also resulting in growing sense of lack of trust which needs to be arrested without any further delay. This delay has also resulted in growing unrest amongst the employees, especially those who are running the operations in fields. He demanded that the wage revision of field operators should be done w.e.f. 1.1.2015, as discussed in the 74th JCM at Ahmedabad. He stated that JCM should be held at regular intervals.

He thanked Director (HR) for visiting the work-centres after taking charge and desired that the organizational issues should be discussed in presence of CMD and all the Directors. He requested that representation of sectors in the JCM to be increased and that representation from EOA Kakinada is an essential requirement at this stage. He highlighted certain pending issues such as shortage/non-availability of PPE items, conducting of mini-JCM, up gradation of Class IV to Class III at Rajahmundry, medical issues faced by employees at remote locations in the southern sector and office building/infrastructure which need to be addressed by the Management on priority.

Dr. (Mrs.) Alka Mittal, Director (HR) noted the views/observations expressed by the Presidents and Office bearers of the Unions and stated that the management is committed to address the issues raised by the Unions. Regarding implementation on the review of MoU 2004, she explained the process of deliberations by the ONGC Board. She also explained the necessity of apprising the Board on the subject and having their consent prior to implementation. She further stated that she would try to steer the agenda before the Board by September 2019. She observed that HPCL has its own identity which should be respected, and synergy with ONGC will happen in due course of time. She highlighted some significant achievements on the CSR front and expressed that ONGC is committed towards the welfare of our society. She highlighted about the concept of 'Champion Directors', assigned to review the progress

made by different sectors on improving the infrastructure. She further informed that the JCM would be held at regular intervals and the next JCM is likely to be organised in February, 2020. She expressed her best wishes to all the participants of JCM.

Discussions on Agenda Points:

Sl. No.	Agenda Point	Decision
1.	Immediate implementation of "MOU on Review of 2004 R&P" which was signed at Kakinada in July-2018, this has resulted an inordinate delay in implementation.	<p>The unions expressed concern over the delay in review of MoU-2004 by the Management.</p> <p>They expressed that delay in implementation has affected the trust they had in the Management; further stating that even the Joint Working Group constituted to deliberate on the issue of inadequacy of manpower in drilling crew has submitted the report stating that the issue would stand resolved after implementation of the recommendations submitted by the Working Group on review of MoU 2004.</p> <p>The Unions demanded that a MoS under the provisions of the Industrial Disputes Act, 1947 on the subject matter may be signed before the matter is taken up by the Board.</p> <p>It was assured that relevant Agenda which has already been recommended by EC, would be placed for consideration before the ONGC Board meeting scheduled to be held in September 2019.</p> <p style="text-align: right;">Action: Chief HRD</p>
2.	Wage Revision of TBFOs & Contract Paramedics w.e.f 1.1.2015 & 1.1.2018 respectively.	The Unions expressed that the demand for wage revision of TBFO's has been pending since 2015 and requested for reconsideration of their proposal of revision of wages w.e.f 1.1.2015.

		<p>Further, they demanded wage revision in respect of Contract Paramedics w.e.f 1.1.2018 and regularization of TBFOs and Contract para-medics.</p> <p>The demand for regularization of TBFOs and Contract Paramedics was noted.</p> <p style="text-align: right;">Action: Chief ER</p>
3.	<p>3.1 Car Advance & CMRE for Car for all category of unionized employees.</p> <p>3.2 Car advance to "S" level employees to be extended soon after promotion and not after one year probation period.</p>	<p>3.1. It was informed that extension of Car advance & CMRE for car to all unionised category would not be appropriate at this juncture.</p> <p>The union representatives were requested to give specific proposal in support of their demand for examination. The existing guidelines on CMRE for car is only applicable to the 'S' level in unionised category.</p> <p>Regarding conveyance advance for two wheeler, the unions demanded increase from the current amount of ₹ 90,000/- to ₹ 5.00 lakh.</p> <p>It was agreed to examine the matter regarding enhancement of conveyance advance for two wheeler.</p> <p style="text-align: right;">Action: Chief ER</p>
4.	Lease facility to be extended for all unionized category employees.	<p>The unions stated that due to non-availability of quarters in the colony and number of new employees joining, post recent recruitment exercises, management may consider the demand.</p> <p>It was agreed to examine the demand at current basic level. However, it was informed that the tax implications, as per prevailing tax laws would have to be borne by the employees.</p> <p style="text-align: right;">Action: Chief ER</p>

