

Date: 16.10.2019

To
The Executive Director - Plant Manager
ONGC Hazira Plant
Surat

Sub: Out-Patient medical facility to the Employees on Credit

A meeting was held between the collectives viz WDF, AISCSTEWA; AIOBCMOBCEWA; Retired Employees Welfare Association and ONGC (WOU) Karmachari Sanghatana on 14.10.2019 in Training Center Room No 14. The letters written by the ONGC (WOU) Karmachari Sangathana to the Management on the subject, the reply of the CGM(HR) I/c HR-ER and the circular of the Incharge Medical were discussed in detail in the above referred meeting.

The office bearers of all the collectives were very much disturbed and annoyed with the callous attitude of the management and were surprised with the reply of the I/c HR-ER. In his reply, I/c HR-ER had stated that this exercise is done to streamline the taxation issue in line with the Government policies.

The members of the collective wish to convey that all the outdoor medical consultations were taxable in the past also and will remain do so. The Income Tax rules of the Government of India were obeyed for last so many years and the IT Department has never raised any query over this facility. If it is there then it should have been shared with the collectives.

The members of the collectives discussed the reply of the I/c HR-ER in which management has compared the medical facility in Metros with the facility implemented at Hazira. In this regard, the collectives wish to submit that the facilities at Hazira should not be compared with the facilities in metros' or at any other work centres. When management speaks of uniformity of policies then management should look at other facilities of other work centres and try to implement them here at Hazira.



We, the collectives have been supporting the management in their activities and always tried to be a bridge between the management and the employees, but it seems from the actions of the present management that we have been taken for granted and the management does not want the support of the collectives and it has crass respect for them. The industrial relations cannot be a one way affair and there has to be mutual respect.

It has been time and again informed to all the concerned that if there is some need of change, then it should be discussed with the collectives. The present change in the policy of payment in cash for the outpatient treatment was not discussed with the collectives. Here we wish to inform the management that the credit facility for the out-patient treatment still exists in majority of other work centres of ONGC.

We request the management to please explain the rationale behind this change. What benefit would ONGC or the employees get out of this change? Will it ease the burden on the employees of Hazira ? If yes, then it may please be discussed with us.

Since the management has unilaterally imposed the change, without any consultation or information, we are compelled to register our protest and for that it has been unanimously decided in the meeting of the collectives that members of the collectives will stage protest dharna in the office of the Incharge Medical Services on 17.10.2019; in the office of the Support Manager on 18.10.2019 and in the office of the ED - Plant Manager on 21.10.2019.


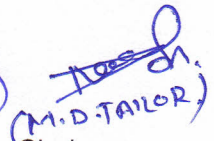
For the growth and progress of any industry, the cordial relation and participative management is the key, but from the actions of management at Hazira in last few months, it seems that the management doesnot want the support of the collectives. If the attitude of the management is this then we also will change our course and will act in the best interest of the employees.

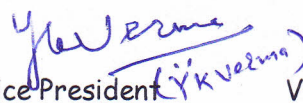
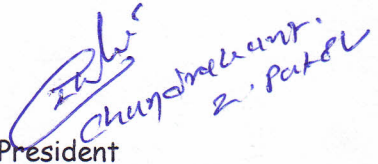
The members of collectives have decided that they will meet again immediately after this protest dharna to decide future course of action. The members of the collectives have also decided that in future, keeping in view the present attitude of the Hazira Management of not involving the collectives in the welfare activities, the collectives will not discuss with the management any issue concerning the welfare of the employee or the safety of the plant, and

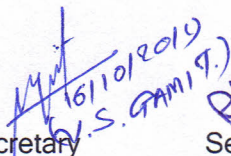
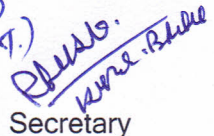


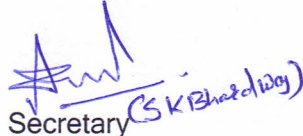
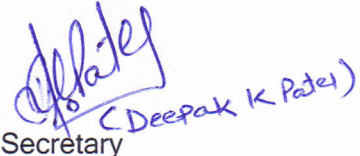
the employees and will be free to raise the issue at the appropriate level or the statutory authorities.

Thank you,
Yours faithfully,

 Chairman All India SCST Employees Welfare Association	 Chairman All India ONGC OBC/MOBC Employees Welfare Association
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 Vice President Retired Employees Welfare Association	 Vice President ONGC (WOU) Karmachari Sanghatana
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 Secretary All India SCST Employees Welfare Association	 Secretary All India ONGC OBC/MOBC Employees Welfare Association
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 Secretary Retired Employees Welfare Association	 Secretary ONGC (WOU) Karmachari Sanghatana
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Copy to:

- (1) Chief Medical Services, Green Hills, Dehradun.
- (2) ED - Chief ER, Green Hills, Dehradun.
- (3) All VCC Members ONGC Hazira.
- (4) President - CWC, All India SCST Employees Welfare Association.
- (5) President - CWC, All India ONGC OBC/MOBC Employees Welfare Association.
- (6) Regional Labour Commissioner (Central) Vadodara.
- (7) General Secretary, ONGC (WOU) Karmachari Sanghatana, Mumbai.