

OIL & NATURAL GAS CORPORATION (W.O.U.) KARMACHARI SANGHATANA

AFFILIATED TO - PETROLIUM & GAS WORKERS' FEDERATION OF INDIA

Reg. No. (By - II - 8268)

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Website : www.ksmumbai.com

REF. : ONGC/KS/92/2026

DATE : 25/09/2026

To,
The Director (HR)
Oil & Natural Gas Corporation
PDD Urja Bhavan,
5, Nelson Mandela Marg,
Vasant Kunj,
New Delhi - 110 070.

Subject: Request for Regularization of Nine (9) Field Operators in Compliance with the Judgement of Single Bench, High Court, Mumbai by Hon'ble Justice Shri Sandeep V. Marne.

Respected Sir,

This is with reference to our earlier letter No. **ONGC/KS/58/225 dated 04.07.2025**, regarding the regularization of **nine (9) Field Operators**, pursuant to the award passed by the Hon'ble Central Government Industrial Tribunal-cum-Labour Court-II (CGIT-II), Mumbai. All these Field Operators were initially appointed as **"Rigman."**

The Central Government published the award of the Hon'ble CGIT-II, Mumbai in **Reference No. 19/2008**, concerning the industrial dispute between **Oil & Natural Gas Corporation Limited & ONGC (BOP) Karmachari Sanghatana**, under Section 17 of the Industrial Disputes Act, 1947. The award was published in The Gazette of India, bearing reference **CG-DL-W-23062025-264043, dated 25-31 May 2025, & S.O. 884**, as detailed in the enclosed Annexure.

Subsequently, the Management of ONGC challenged the said award before the Hon'ble High Court by filing **Writ Petition No. 13673 of 2025**. The matter was heard by the Hon'ble High Court before **Hon'ble Justice Shri Sandeep V. Marne**, & judgment was delivered on **27 August 2026**. A copy of the judgment is enclosed herewith for your kind reference.

It is pertinent to bring to your kind attention that similar term-based appointments were made in two regions, namely the **Western Region & Mumbai Region**. In the Mumbai Region, only Rigmen were appointed on a term basis for a tenure of four years, whereas approximately **700 employees in the Western Region** were appointed on a term basis against various posts.

The term-based employees of the Western Region had also approached the Regional Labour Commissioner (Central), Ahmedabad, Gujarat & subsequently the CGIT for regularization of their services. The CGIT passed an award in favour of their regularization. Their matters could proceed comparatively earlier, whereas the case pertaining to the Mumbai Region remained pending for a prolonged period, inter alia, due to the non-availability of a Presiding Officer/Judge in CGIT-II, Mumbai for almost seven years. This delay was beyond the control of the concerned Field Operators.

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It is extremely unfortunate that, during the prolonged pendency of the matter, **six out of the nine Field Operators have already gone out of service upon attaining the age of 50 years**. The remaining three employees are also approaching the said age limit, as detailed below:

1. **Shri Sandeep D. Chari** – 08.11.2026
2. **Shri Kailas S. Dandekar** – 07.09.2027
3. **Shri Abrar Ahmed** – 05.03.2028
4. **Shri Siddharth D. Bhika** – 16.02.2029

The undermentioned six employees who are presently out of service are without employment & are nevertheless required to incur substantial expenditure towards legal representation for pursuing the matter.

These Five employees are listed as below:

Sr. No.	Name	Date of Joining ONGC	Date of Tenure Expired
1.	Ankush G. Katara	22.12.2000	21.02.2025
2.	Liladhar M. Koli	29.12.2000	17.06.2024
3.	Sunil T. Sakpal	22.12.2000	08.03.2026
4.	Milind B. Parkar	22.12.2000	30.05.2023
5.	Prashant D. Pawaskar	26.12.2000	14.01.2023

We understand that ONGC Management, Mumbai is referring the matter concerning these Field Operators to the Corporate/Headquarters Office for considering a further appeal before the **Hon'ble Supreme Court of India**.

In this regard, we respectfully submit that litigation before the Hon'ble Supreme Court at New Delhi would impose a **severe financial burden** upon these employees, particularly those who are presently without employment. Engaging senior legal counsel for proceedings before the Hon'ble Supreme Court involves substantial expenditure, which these employees may find extremely difficult to bear.

It is also relevant to mention that the similarly situated **term-based employees of the Western Region have been regularized with effect from 01.04.2024**, following judicial proceedings in which decisions were rendered in favour of the concerned term-based employees.

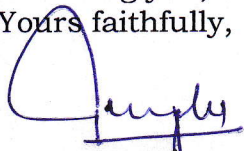
Considering the above facts & circumstances, particularly the prolonged pendency of the matter, the age & present employment status of the concerned employees, their long years of service, & the judicial proceedings already concluded in their favour, we earnestly request your esteemed authority to take a **sympathetic, equitable & humanitarian view** of the matter.

We therefore request the competent authority of ONGC to kindly consider **regularizing the services of all nine (9) Field Operators**, in accordance with the applicable award/judgment & extend to them all consequential benefits as may be admissible.

These employees have rendered considerable years of **sincere, dedicated & valuable service to ONGC, particularly in Offshore operations in Mumbai**. An early & favourable consideration of their case would provide much-needed relief to the concerned employees & their families & would bring this long-pending matter to an appropriate conclusion.

We sincerely hope that the Management will consider the matter on its merits & take an appropriate decision in the interest of justice & fairness.

Thanking you,
Yours faithfully,



(Pradeep Mayekar)
General Secretary



Enclosures:

1. Copy of the Award of CGIT-II, Mumbai in Reference No. 19/2008
2. Copy of the relevant Gazette of India Notification
3. Copy of the Hon'ble High Court Judgment dated 27.08.2026
4. Annexure containing details of the concerned Field Operators

Copy to:

1. ED Chief - ER Services, ONGC, PDD Urja Bhavan, '5', Nelson Mandela Marg, Vasant Kunj, New Delhi- 110 070.
2. ED Chief - HR Services, ONGC-WOU, NBP Gr. Hts., BKC, Bandra (E), Mum- 51
3. GGM - Head HR, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mumbai - 51
4. GM, I/c-IR, ONGC WOU, NBP Green Heights, BKC, Bandra (E), Mumbai -400 051.