

File No. 8 (02)/2024-SI

Date:- 26.06.2024

Attendance is attached on a separate sheet.

Submission of Petroleum Employees Union (PEU)-

During discussion Union submitted that with due respect to all appeals of HRO and of Chief ER, they have decided to co-operate with management on change in duty pattern from 14 days ON-OFF to 21 days ON-OFF for the period only up to 20.09.2024 (as per order dated 17.05.2024) as onetime measure, to maintain industrial harmony and peace. This is taken on record. Union further submitted that following may kindly be noted that change in service conditions may not be done unilaterally by the management and to be done following due process. It was mutually agreed to the following:

- (i) No penal action shall be initiated on account of early boarding / de-boarding with respect to 21 days ON-OFF duty pattern, against any employee during this period while matter was under conciliation.
- (ii) Grant of financial benefits for extra seven days duty may be taken up with the management.
- (iii) Modalities for settlement of TA bills may be decided with reference 21 days ON-OFF duty pattern may be taken up with the management.

Union further submitted that any further decision in this present dispute will be taken only with the consent of recognised union and wishes to close the present matter if ONGC management agrees.

Submission of ONGC Management on PEUs above submission-

Management reiterated that this change has been done for the safety and well being of employees. Management agree with the above submission of the recognised union (PEU) and requested to close the matter accordingly.

Submission of ONGC (WOU) Karamchari Sanghatana Union -

Union submit that a meeting was organised on 25th June, 2024 by the ONGC Management but our Union ONGC (WOU) Karamchari Sanghatana was not intimated/ called/ Involved for the meeting. Therefore decisions taken in the meeting are not binding on our Union. The detail discussion of meeting held on 25th June, 2024 is shared through these minutes only during today's conciliation i.e. 26.06.2024.

On Behalf of our union we would like to quote the Govt Gazette dated 30.06.2014 issued by Govt of India. No proper procedure as per provisions in labour laws has been followed by the ONGC Management in the present dispute. The order no WOFF/ On-Off / 01 dated 17.05.2024 was unilaterally issued by the then ED-Western Offshore, Shri C. Mathavan without notice of GGM- HRO and GM-I/C, IR. No notice was issued to the unions functioning in western offshore unit (WOU) Mumbai Region under ID Act, 1947, section 9-A neither notice was placed on the notice boards in the premises of ONGC offices.



Union further submitted that there is ONGC circular regarding overtime to employees performing duty in offshore that after 14 days duty pattern overtime for 12 hrs plus compensatory off to be provided to employees. The said circular still exists. Whereas Govt gazette dated 30/06/2014 is also mentioning that "Person" deployed shall be paid such allowances and other facilities amounting to not less than the extra wages on overtime which shall have been payable to them under the provisions of section 33 of Mines Act, 1952". Also provisions in labour law mentions that maximum benefits should be extended to the workers.

Accordingly, we demand overtime and compensatory off after 14 days duty pattern as per existing ONGC office order.

Following are the requests to be considered by the ONGC Management by their Union ONGC (WOU) Karamchari Sanghatana-

- No such orders should be issued bypassing the registered unions functioning in western offshore union (WOU), Mumbai Region in future.
- Employees in offshore are forced to give Earn leave after 14 days duty pattern and to the employees who are in off period participated in the Union Action programme.
- T.A Bills should be cleared of those who have completed 14 days duty period in offshore or resumed duty after availing 14 days off.
- Memorandum issued to employees working in offshore should be withdrawn.
- No adverse remarks should be noted in PAR of the employees performing duty in offshore and participated in union action programme.

As our Union have mentioned in our earlier letters our union always remain in forefront for the progress of ONGC and same spirit shall be maintained by our union in future also. Our Union further submits that we are not in a opinion for closing the conciliation proceedings.

Submission of ONGC Management on above submissions of Karamchari Sangathana Union

The submissions of Karamchari Sangathana in paras 1 and 2, are not considered appropriate to be deliberated.

Further, in view of the discussions held with Karamchari Sangathana during the conciliation on 26.06.2024 for reaching out a solution in line with the agreement with recognised Union - PEU, we do not agree with the above submissions of Karamchari Sangathana. Any of the requests of Kramchari Sangathana Union cannot be considered except those agreed with recognised Union - PEU.

Any further stretching of conciliation shall not yield any purpose. As such, we do not want to pursue any further and request for closing the matter here.

After prolonged discussion and taking all the submission on record of all the parties following points are revealed-

1. Recognised union that is Petroleum Employees Union (PEU) is agree with the management on mutually agreed 3 terms and requested to close the matter.

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2. Unrecognised union that is Karamchhari Sanghatana (WOU) submit their 5 points to the management however ONGC management is not considered their demand as they only agree with recognised union demands.

In the light of above points recognised union that is Petroleum Employees Union (PEU) and Management of ONGC is agree on mutually decided terms and this matter is closed. However, Karamchhari Sanghatana (WOU) and Management of ONGC did not agree on same terms and union wants to continue the present proceedings. In this regard Karamchhari Sanghatana (WOU) and management of ONGC is advised to resolved the matter through voluntary arbitration for which union is agreed however management is not agree for the same and requested to close the matter. After giving ample time for the amicable settlement, matter could not be decided and ended in failure. FOC will be submitted to the appropriate government for further proceeding. Name of Recognised union Petroleum Employees Union (PEU) is excluded in the present dispute for FOC.

① *[Signature]*
26/06/24
(B.C. GDEK)
GGM - HRD

② *[Signature]*
26/06/2024
(N.C. Balasub)

③ *[Signature]*
26/06/2024
(V.K. Jhivay)
GM (HR) - J CIR
Management

[Signature]
(Prakash Dabhi)
President

[Signature]
(Rajesh)

[Signature]
(Radeep Moryekar)
General Secretary

[Signature]
26/06/2024
(Parag Kadam)
Vice President

[Signature]
26/06/24
(Navnath Tewari)
DY General Secretary
DYCLC, Mumbai

[Signature]
26/06/24

[Signature]
26/06/24

[Signature]
(Santosh J Patil)
General Secretary
PEU, Mumbai.

[Signature]
S.H. Narasimhan
Vice President, PEU
PEU, Mumbai

Union

[Signature]
S. B. Revankar
Dy. G.S. PEU
Mumbai

[Signature]
J.V. Jagtap
Sec - MH (PEU)
Mumbai

[Signature]
D. R. Tawade
Sec-offshore (PEU).

उप मुख्य श्रम आयुक्त (केंद्रीय)
Deputy Chief Labour Commissioner (Central)
मुंबई / Mumbai

