

PETROLEUM EMPLOYEES UNION

Founder : RAJA KULKARNI
President : K. H. DASTOOR

(Regd. No. 1657)

AFFILIATED TO NFPW & INTUC.

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Website : www.petroleumemployeesunion.com



SINCE : 1954

05.06.2024

Circular

Kindly follow regular 14 days on-off duty pattern

(As section 33A of the Industrial Dispute Act, 1947 Invoked during the pendency of conciliation proceedings from 24.05.2024)

Dear Offshore Employees,

As you are aware of office order no. WOFF/ON-OFF/01 dated 17.05.2024, which was unilaterally issued by management concerning change in duty pattern for offshore going employees, regarding which recognized union raised all concerns to Management and Deputy CLC, Central, Mumbai in letter dated 19.05.2024. After consideration of all the presented facts by Deputy CLC in conciliation on 24.05.2024, section 33A of the Industrial Dispute Act, 1947 invoked during the pendency of conciliation proceedings (i.e. to follow regular 14 days on off duty pattern).

Henceforth, under the application of section 33A of the Industrial Disputes Act 1947, all employees are advised to inform your respective Controlling officer and OIM upon completing 14 days offshore duty/availability for joining duty after 14 days off, and thus manifest accordingly. Also ensure to convey (via e-mail, etc.) that you will be waiting for arrival of helicopter at installation (as per regular practice after 14 days offshore duty not to Report at duty point) after completing your regular 14 days offshore duty. This instructions are advised to be followed under the above said circumstances only, by complying with provisions under Mines Act 1952.

You can follow above instructions with immediate effect until further communication.

Yours Faithfully,

(Santosh J. Patil)
General Secretary

Date: _____

To,

The OIM

_____ Rig / Platform.

Respected Sir,

As per Circular dated 05/06/2024 from **Petroleum Employees Union** (recognized union), W.O.U. Mumbai regarding unilateral issuance of office order no. WOFF/OFF-ON/01 dated 17.05.2024 by management and the matter being ceased in conciliation in the office of Deputy CLC, Central Mumbai wherein section 33A of the Industrial Disputes Act, 1947 invoked during the pendency of conciliation proceedings.

As per the advice in the afore mentioned circular, we are following 14 days On-Off duty pattern until further communication from our recognized union .

Henceforth, I hereby convey you that my 14 days offshore duty will be concluded on _____ and request you to kindly manifest me on _____.

Note – By following my reserves/rights under Mines Act 1952 and Industrial Disputes Act 1947, I will be waiting for arrival of helicopter at installation after completing my offshore duty (that means as per regular practice after 14 days offshore duty not to Report at duty point).

Thanking you

(_____)

Signature

Name:

CPF:

Designation:

Copy to : 1) I/C – IR, Mumbai. (CPF No.94190, jhiney_vivek@ongc.co.in)

2) Petroleum Employees Union, Mumbai.(CPF No.71931,Revandkar_Sandeep@ongc.co.in)

File No.- 8(02)/2024-SI

Date:-31.05.2024

Attendance is attached on a separate sheet.

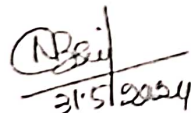
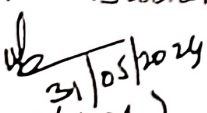
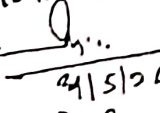
Management submitted reply letter dated 28.05.2024 and revised reply vide letter dated 30.05.2024 with a copy to union which is taken on record. During discussion question of why they did not intimate the appropriate authority before implementing this order dated 17.05.2024 and in this regard management submitted that considering the safety aspects of employees and this order is only for temporary period of 3 months during monsoon season till 20.09.2024. Since it is a short duration change during monsoon for 3 cycles i. e. 63 days consisting of 21 days duty period each followed by 21 days off, the order was issued after considerable thought to take pro active measure during turbulent and inclement weather condition as the lives and safety of human beings is involved. Further management submitted that the order dated 17.05.2024 may be treated as notice for intimation of change.

For union submission they submit that they seek some time to file their reply of letter dated 30.05.2024 and other violations in their reply. Union also wants to gather opinion regarding this order from offshore employees which will take some time. Union also submitted that offshore has been successfully operating in 14 days on/off pattern for the last 40+ years and no major chopper incidents have occurred during monsoon season. Union further submits that the management's submission that the office order dated 17.05.2024 may be treated as notice is not acceptable to the union.


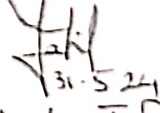
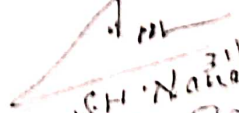
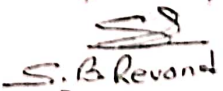
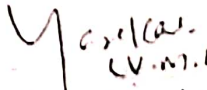
After discussion both parties are advised to solve the matter amicably and during the pendency of conciliation proceedings section 33 A of the Industrial Dispute Act, 1947 shall remain invoked.

Next date is fixed on 05.06.2024 at 1230 hrs.

Management

- 1) 
31/5/2024
(N.C. Bhatnagar)
- 2) 
31/05/2024
(V.K. Dhure)
GM (HR) - IR
- 3) 
31/5/24
(P.J. Purdy)
DGM (HR) - IR

Union

- 
DYCLC, Mumbai 31/5/24
& Authority under ID, Act, 1947
- 
31-5-24
(Santosh J. Patel)
General Secretary PEU
- 
31/5/2024
S.H. Nalawade
Vice President
- 
31/05/24
S.B. Revankar
DY G S PEU
- 
V.M. Laxkar
DY - Gen Sec PEU

Attendance is attached on a separate sheet.

Management Submission:-Management submits that a preliminary meeting with the union and Director (HR) has happened on 7th may, 2024 on the subject issue. Further the order dated 17.05.2024 is issued considering the safety of employees by reducing the number of flights hours by helicopter over the turbulent weather during monsoon. The reduced number of flight hours will improve the safety and will reduce the risk by 30%. There were multiple meetings with the union on various dates on the subject issue before and after 17.05.2024 especially meeting dated 20.05.2024 and 21.05.2024. The order is issued for monsoon period only for temporary basis. Off-shore Installation Manager has been empowered to take decision of sending employees to the base location based on the emergency/ urgent situation before 21 days while implementing the said order.

Union Submission: - Union submits that Management of ONGC did not follow the laid down procedure and violated section 9 A of the Industrial Dispute Act, 1947. They further requested to set aside the order dated 17.05.2024. Union submitted that they did not participate in any official meeting before the order dated 17.05.2024 in the subject matter. Union further submitted that they convey the matter to the management that they did not agree with the order dated 17.05.2024 and its procedure in various meeting after 17.05.2024. Union submitted that turbulent weather and other climatic condition in off shore are there since the beginning of the Offshore Unit of ONGC. Union further submit that all other reasons and effects of this order are mentioned in the letter dated 18.05.2024 and 19.05.2024 which is submitted to this office with a copy to Management.

After proiinged discussion both parties are advised to solve the matter amicably and during the pendency of conciliation proceedings, section 33 A of the Industrial Dispute Act, 1947 shall invoked.

With consent of both the parties 7 days is given for discussion and the next date is fixed on 31.05.2024 at 1530 hrs.

- 1. N.C. Balakrishna *24/5/2024*
- 2. V.K. Jhunjhi *24/5/24*

Management

- 1) Santosh J Patil *24/5/24*
General Secretary
 - 2) Suresh H. Manawade
Vice President
 - 3) Dattaram R. Towade
offshore sec.
- union
- 4) J.V. Jagyasi - *J.V.*
MH-Sec

24/05/24
D.Y.C.I.C, Mumbai &

Authority under ID Act, 1947