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AIOTUCC/Med-Facility-Concern/2025

Date: 26.02.2025

To
The Chairman & CEO
ONGC, DUB, New Delhi.

SUBJECT: Urgent Representation Regarding Unilateral Withdrawal of Certain Medical Facilities and Impending Agitation by all Recognized Unions of ONGC.

Respected Sir,

This representation is submitted on behalf of all Recognized Unions of ONGC, to express our deepest concern and strong protest against the recent unilateral decision of ONGC Management to discontinue credit authorization for OPD consultations, OPD Procedure, Lab Investigations, Dental & Physiotherapy treatments, replacing it with a reimbursement system only.

Recognized Unions have always been a proponent of participative management and bipartite discussions, actively engaging with ONGC Management to address welfare issues and contribute to the organization's progress. We are deeply disappointed by the recent decision, which has been implemented without any prior consultation with the stakeholders affecting thousands of active and retired employees.

While we understand the need for fiscal prudent, we are perplexed by the Management's decision to target medical facilities, particularly when alternative cost saving measures could have been explored. We are unaware of the specific reasons driving this decision, and this lack of transparency has exacerbated the situation. **Restricting employee's essential & crucial Medical Care Facilities, instead of focusing on reducing unproductive spending, will definitely diminish employees' belongingness and sense of accountability towards this esteemed organization.**

We have repeatedly requested Management to convene a meeting to discuss organizational issues, including potential cost saving measures. We firmly believe that, operational and unproductive expenditures could be significantly reduced without compromising the essential welfare of our employees. However, our request for the said meeting has been consistently ignored.

The transition to a reimbursement system presents several significant challenges as highlighted below:

- 1. Delayed Reimbursement:** The introduction of Criss-Cross system, for medical reimbursement claims has already resulted in significant delays and a backlog of pending claims across all WorkCentre. Now the decision to implement reimbursement for certain procedures will only amplify these delays, leading to even greater suffering for beneficiaries. Management's decision made without addressing the existing system's flaws demonstrates an anti-employee stand.
- 2. Tax Implications:** The reimbursement amounts are subjected to taxation, further reducing the effective benefits received by employees.
- 3. Severe Impact on Retired Employees:** Retired employees, who have dedicated their lives to ONGC, are particularly vulnerable to the adverse effects of this decision.

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A COMMON FORUM FOR ALL THE RECOGNIZED UNIONS OF ONGC

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In response to this unilateral and detrimental decision, Recognized Unions convened a virtual meeting on 24/02/2024, where the following resolutions were unanimously adopted:

- I. **Black Badge Protest (Effective 12/03/2025):** All unionized category employees of ONGC will wear black badges to signify their protest against Management's decision.
- II. **Sit-in Protest (18/03/2025):** Unions will organize sit-in protest at all Work Centres to further highlight their grievances and demand the immediate reversal of the decision.
- III. **Relay Fast (21/03/2025):** Unions will conduct a Relay Fast at their respective Work Centres to escalate the protest and ensure that their concerns are heard.

We sincerely hope that the ONGC Management will recognize the severity of the situation and reconsider its decision. We firmly believe that unilateral actions that erode the hard-earned benefits of our workforce are detrimental to the morale and productivity of the organization.

With Best Regards

SANJEEB BORUAH
Chief Coordinator, AIOTUCC

Copy for information and necessary action pl.

1. Chief Labour Commissioner (Central), GOI, Dwarka, New Delhi.
2. Director (HR) / Director (Production) / Director (Finance) / Director (Exploration) / Director (T&FS) / Director (Strategy & Corporate Affairs) - DUB, ONGC New Delhi.
3. ED Chief ER, DUB, New Delhi.
4. All Key Executives through respective Recognized Unions.
5. DGM (HR), I/C Corporate IR, Tel Bhawan, ONGC DDN.

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