

PETROLEUM EMPLOYEES UNION

Founder : RAJA KULKARNI
President : K. H. DASTOOR

(Regd. No. 1657)

AFFILIATED TO NFPW & INTUC.



SINCE : 1954

Phone : 2418 17 42

E-mail : peumumbai@yahoo.co.in

Website : www.petroleumemployeesunion.com

To,

Date : 29.01.2025

Deputy Chief Labour Commissioner (C)
Shram Raksha Bhavan, Shiv Shristi Road,
Eastern Express Highway, Sion (East),
Mumbai – 400022.

Ref. : Conciliation before your office on 26.06.2024 *(copy attached)*

Subject – Request to Intervene for Financial benefit during Monsoon period – (Ref. 26.06.2024).

Respected Sir,

As you are aware, during the monsoon of 2024, ONGC management came to a unilateral decision of changing the duty pattern to 21 days for the period of around 4 months (15.5.2024 to 20.09.2024). As the decision was unanimously criticized across all assets of ONGC, a fierce retaliation was put forth by Petroleum Employees Union, Mumbai.

As the entire episode came to conclusion with terms and conditions Clause (ii) of the conciliation document clearly stated 'Grant of financial benefits for extra seven days may be taken up with the management.' Yet no meeting has been called up from management's side so far despite writing to Director (HR) in a letter date 12.11.2024. *(copy attached)* On the contrary, we have been informed by several employees that management has again unilaterally decided upon the allowance amount and it has reflected in pay-slip of employees.

Since management is not putting up with their end of the bargain, I request you to intervene and reconcile upon the issue. I must ensure you that management's approach is nothing but rude and inconsiderate about the employees as well as your decision during conciliation. In order to avoid future inconsistencies of such nature, Management needs to understand that there is compliance on their part as well if they expect their equilibrium with Union to last.

Yours faithfully,

(Santosh J. Patil)
General Secretary

Copy to :

1. Director (HR), ONGC, N.Delhi.
2. ED (HR) – Chief ER, ONGC, N.Delhi.
3. ED – CRO, ONGC, Mumbai.
4. CGM(HR), ONGC, Mumbai.
5. GM (HR) – I/C IR, Mumbai.

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Date: 12.11.2024

To
Director (HR)
ONGC, New Delhi.

Sub: Grant of financial benefits for extra seven days duty performed by Offshore Employees in monsoon period.

Respected Sir,

This letter is in concern with the financial benefits for performing 21 days on/off offshore duty during the monsoon period. On date 26.06.2024, the conciliation was seized and the matter was settled on the conditions as prescribed in the conciliation letter issued with the authority of Dy. CLC.

During discussion Union submitted that with due respect to all appeals of HRO and of Chief ER, Union 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 one-time measure, to maintain industrial harmony and peace. Both parties have also agreed to the clause mentioned below from the conciliation proceedings: "(ii) Grant of financial benefits for extra seven days duty may be taken up with the management."

Since many of our employees had to perform short duty for various reasons as cited below:

1. Shift adjustment
2. Chopper Cancellation
3. Operational requirements.

Such incidences should be considered and they must be provided with financial benefits on pro rata basis so as to not inflict injustice on any single employee of ours.

Since almost 2 months have passed since the end of monsoon period (as per order dated 17.05.2024), no discussion between Union and Management has yet been done. Henceforth, we expect you to call for a meeting to discuss settlement of financial benefits for the said period as a onetime measure.

Yours' Faithfully



(Santosh J Patil)
General Secretary

Copy to :

1. ED - EO to Chairman & CEO, N.Delhi
2. ED-WOU, V.Bhavan, Mumbai.
3. ED - CDS (SW)/(DW), 11 High
4. ED – Asset Manager MH/B&S/N&H
5. ED(HR) – Chief ER, New Delhi
6. GGM – HRO, NBP
7. CGM (HR) – RO, Mumbai
8. GM(HR) – I/C IR, NBP
9. Dy.CLC, Sion, Mumbai.