AIOTUCC/CLC(C)/PRBS/2026-01 Date: 15-07-2026

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To,
The Chief Labour Commissioner (Central),
Ministry of Labour & Employment, Government of India,
ShramevJayateBhawan, Plot no. G-4, Sector-10, Dwarka,
New Delhi – 110075

Subject: Request to Initiate Immediate Conciliation Proceedings Against ONGC Management for Arbitrary, Unilateral, and Illegal Reduction of Employer's PRBS Contribution from 14.5% to 9.3% — Flagrant Breach of the 2013 MoS Settlement, Institutional Subversion of the PRBS Trust, and Violation of Statutory Labor Laws.

Respected Madam,

On behalf of All India ONGC Trade Unions Coordination Committee (AIOTUCC)—the unified front representing the collective voice of thousands of regular, regularized, and field-based employees across every asset, basin, and work center of Oil and Natural Gas Corporation Limited (ONGC)—we formally raise an industrial grievance before your esteemed authority. We urgently request the initiation of statutory conciliation proceedings to safeguard industrial peace and protect worker rights.

As per the document attached, AIOTUCC previously registered its strongest possible protest via a formal representation to the Chairman & CEO of ONGC. However, despite subsequent high-level discussions with the Corporate Management, no positive outcome has been achieved. The management continues to stubbornly enforce its arbitrary reductions, leaving the recognized unions with no alternative but to formally escalate this matter to your office, seeking a declaration of dispute and immediate restoration of the status quo.

THE CORE GRIEVANCE: Unilateral Service Condition Alteration

Without any notice, mandatory legal disclosure, or consultation, the ONGC Management has unilaterally slashed the employer's contribution towards the Post Retirement Benefit Scheme (PRBS)—the core superannuation/pension framework governing our workforce—from 14.5% down to a meager 9.3%.

This sudden 5.2% reduction systematically dismantles the post-retirement social security net of our workforce, creating exponential compound financial losses over the career spans of employees and heavily diminishing their future monthly pensions.

We bring to your urgent notice the multi-dimensional violations committed by ONGC Management in executing this change:

A. Direct Breach of a Conciliation Settlement (2013 MoS): The PRBS architecture is strictly anchored in historical bilateral legality under the industrial dispute framework. In the year 2013, the ONGC Management entered into a formal Memorandum of Settlement (MoS) with the Recognized Unions, signed in the explicit presence of the RLC (Central), Dehradun, specifically to govern modifications to the PRBS scheme. By reducing the contribution to 9.3% entirely of its own volition, the management has committed a direct breach of a valid conciliation settlement, violating established industrial laws.

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B. Subversion of Institutional Governance: Bypassing the PRBS Trust: The PRBS scheme is legally operated by a dedicated PRBS Trust, structured to include participation from both Management and Employees. Currently, the Recognized Unions have three active Trustees formally serving on this board to protect the interests of the workforce. Shockingly, this catastrophic reduction was never tabled, discussed, or approved in any Trust meeting. By executing a drastic financial alteration entirely outside the institutional framework of the Trust, ONGC Management has bypassed its own established procedures, subverted trust governance, and locked out the lawful representatives of the employees.

C. Flagrant Defiance of Section 40 of The Industrial Relations Code, 2020: Under the visionary leadership of the Government of India, the New Labour Codes were brought into effect precisely to introduce absolute fairness, structural transparency, and enhanced social security protection for workers:

The law explicitly states that no employer can legally alter conditions of service relating to contributions to pensions, provident funds, or superannuation benefits (matters specified under the Third Schedule) without providing a mandatory 21 days' prior written notice to the affected employees and their unions.

ONGC Management without issuing any notice, surreptitiously cutting pension contributions through direct payroll modifications without industrial dialogue, the management has engaged in a clear Unfair Labour Practice.

ONGC is a premier Maharatna Central Public Sector Enterprise (CPSE) and is legally bound to act as a "Model Employer" that sets the standard for labor law compliance. When a leading public sector titan openly defies both past conciliation settlements and the text of the Ministry's new labor codes, it sends a highly damaging signal to the entire industrial ecosystem, undermining the government's efforts to enforce fair labor standards nationwide.

PRAYERS AND RELIEFS SOUGHT:-

The arbitrary and high-handed actions of the ONGC Management have brought the entire organization to the brink of severe, unprecedented industrial unrest. All the Recognized Unions under the banner of AIOTUCC have already resolved to launch strong, coordinated democratic protests across all work centers of ONGC if this resort to executive fiat is not rolled back. Parallelly, we are escalating this severe matter to Your esteemed office.

To maintain industrial peace, prevent the escalation of nationwide agitations, and uphold the majesty of statutory labor compliance, AIOTUCC requests your immediate intervention on this.

We respectfully pray that your office may kindly -

1. Initiate immediate conciliation proceedings under the statutory framework, summoning the ONGC Management to explain these unilateral actions.
2. Issue interim advisories/orders directing ONGC Management to restore the original employer's contribution of 14.5% towards the PRBS Trust accounts of employees pending the final resolution of the dispute, ensuring the protection of service conditions status quo ante.

ALL INDIA ONGC TRADE UNIONS CO-ORDINATION COMMITTEE (AIOTUCC)
C/o ONGC Purbanchal Employees' Association
ONGC Colony Complex, Sivasagar (ASSAM)-785640

ONGC
ENERGY: Now AND Next

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3. Direct the Management to strictly honor the 2013 MoS signed before the RLC (C), Dehradun, and mandate that any alterations to the superannuation benefits must go through formal Trust board meetings with the active participation of the Union Trustees.

We remain confident that your office will act swiftly to prevent this blatant exploitation of public sector energy professionals.

With Best Regards,

Yours sincerely,

15/07/25.

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Enclosure:

1. Copy of the representation submitted to the Chairman & CEO, ONGC.
2. Copy of relevant extracts of the 2013 MoS signed before RLC (C) Dehradun

Copy for the information and necessary action please:-

1. The Secretary, Ministry of Labour & Employment, Government of India, New Delhi.
2. The Secretary, Ministry of Petroleum and Natural Gas (MoPNG), Government of India, New Delhi.
3. The Deputy Chief Labour Commissioner (Central), Dehradun.