

PETROLEUM EMPLOYEES UNION

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Date: 26.07.2016
SINCE: 1954

To,
The Executive Director – Chief HR Services
Regional Office, ONGC Mumbai,
NBP Green Heights, BKC, Bandra (E),
Mumbai – 400051.

Subject: Urgent Demand for Implementation of Flexible Office Timings across all ONGC (W.O.U.)
Establishments to Ease Workers' Hardships.

Respected Sir,

On behalf of the Collective workforce represented by the Petroleum Employees' Union (PEU), ONGC WOU, Mumbai, we bring to your immediate attention a matter of grave concern deeply affecting the physical well-being, morale, and productivity of our unionized staff operating across various installations.

As you are well aware, Mumbai is currently undergoing massive, unprecedented infrastructural overhauls—including extensive Metro rail works, flyover construction, and widespread road concretization. While these projects promise long-term development, their immediate consequence is a daily nightmare for our workforce. The severe traffic gridlocks and transport delays have turned the daily commute into an exhausting battle, a situation further worsened by the ongoing monsoon season with its recurrent waterlogging and local train disruptions.

Due to the skyrocketing cost of living and housing in Mumbai proper, and the limited availability of quarters in ONGC colonies, the vast majority of our staff and workers are compelled to reside in far-flung suburbs and extended regions like Panvel, Navi Mumbai, Thane, Kalyan, Dombivli, Vasai, and Virar. Under the rigid, existing office timings of 09:30 hrs. to 17:30 hrs., our workers are forced to travel during peak congestion hours. This results in an agonizing three to four hours spent in transit every single day.

Spending such prolonged, gruelling hours in overcrowded transport or bumper-to-bumper traffic before and after a full day's shift is causing severe physical and mental exhaustion among the staff. This directly impairs the health of our workers and, by extension, affects workplace efficiency and operational productivity.

We recall that an online survey was conducted on this very matter last year, and explicit assurances were given by the Management during the Town Hall interaction at NBP-Green Heights regarding a positive resolution on flexible timings. Yet, despite the passage of considerable time, the grass-roots workers are still waiting for relief.

The Union, therefore, strongly demands that immediate administrative orders be issued to implement **Flexible Office Timings** across all Work Centres falling under Western Offshore Unit — including Uran & Hazira Plants, Vasudhara Bhavan, 11 High, NBP Green Heights, IPEOT Panvel & NSB.

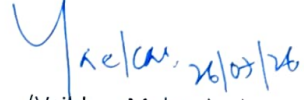
Allowing a flexible window for arrival and departure will scatter the commuting load away from peak traffic hours, providing massive relief to thousands of dedicated workers, reducing absenteeism, and boosting collective morale.

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Given the seasonal urgency and the daily hardships borne by the staff, we look forward to your swift, empathetic, and decisive action in this matter.

Thanking you in anticipation.

Yours Sincerely,


(Vaibhav M. Iavekar)
General Secretary

Copy to:

1. EA to Director (HR), PDDU Bhavan, Vasant Kunj, New Delhi.
2. President – Western Offshore, Vasudhara Bhavan, Bandra (E), Mumbai.
3. ED – Chief Employee Relations ONGC, PDDU Bhavan, Vasant Kunj, New Delhi.
4. GGM (HR) – Head HR-ER, Regional Office, NBP GH, BKC, Mumbai.
5. GM (HR), I/C- Corporate IR, PDDU Bhavan, Vasant Kunj, New Delhi.
6. GM (HR), I/C IR, RO Mumbai, NBP GH, BKC, Mumbai.
7. GM (HR), I/C Mumbai Assets, Vasudhara Bhavan, Mumbai.