

PETROLEUM EMPLOYEES UNION

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Date: 15.08.2026

SINCE : 1954

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

Subject: Strong Objection Against Permitting Officer-Level Employees to Apply for Newly Designated "A" Type Colony Accommodation at Poonam Nagar, Mumbai.

Reference: Circular No. RO/Estate/Allotment/2026-27 dated 05.08.2026.

Respected Sir,

On behalf of the Petroleum Employees Union (PEU), Western Offshore Unit, Mumbai, we hereby place on record our **strongest objection and serious concern** regarding the manner in which the 25 numbers of Bachelor Accommodation at Poonam Nagar, newly designated as **"A" Type Colony Accommodation** for the Allotment Year 2026–27, are proposed to be allotted.

We refer specifically to the above-referred Circular dated 05.08.2026, wherein it has been stated that the 25 accommodations at Poonam Nagar have been designated as "A" Type Colony Accommodation and that eligible and interested employees may submit their requests for allotment. The Circular further provides that the flats shall be allotted **strictly in accordance with the seniority of eligible and interested employees, as per the prevailing allotment rules.**

While the Union welcomes the conversion of these 25 Bachelor Accommodations into "A" Type Colony Accommodation, we are constrained to strongly object to any interpretation or implementation of the Circular which permits **Officer-category employees up to E2 level, who are otherwise entitled to higher categories of accommodation, to compete for these limited "A" Type quarters meant to cater to the acute shortage faced by staff-category employees.**

1. A-Type Accommodation is Meant to Address the Acute Shortage of Staff Accommodation :

As per the prevailing accommodation structure, Officer-category employees are entitled to higher categories of accommodation, particularly **"B" and "C" Type quarters**, commensurate with their entitlement.

In such circumstances, permitting Officer-category employees to apply for and compete for the limited pool of "A" Type accommodation would be highly inequitable and would adversely affect the legitimate interests of staff-category employees who have been waiting for years for residential accommodation.

The Union therefore submits that **eligibility and seniority cannot be viewed in isolation from the category-wise entitlement and purpose for which the accommodation has been designated.**

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2. Huge Backlog of Staff Employees Awaiting A-Type Accommodation :

The situation prevailing in Mumbai is extremely serious. **More than 150 staff-level employees are presently waiting in the queue for "A" Type accommodation**, whereas, on an average, only **2 to 3 "A" Type flats become available in a year**.

Against such a huge backlog, the availability of 25 additional "A" Type quarters at Poonam Nagar has created a much-awaited opportunity for the long-waiting staff employees.

If Officer-category employees are also permitted to participate in the allotment process, the very limited benefit arising from these 25 newly designated quarters would be diluted, thereby causing further injustice to the staff employees who have been waiting for accommodation for several years.

3. Existing A-Type Colonies are Becoming Unavailable :

The acute shortage has been further aggravated by the deteriorating condition of the existing colonies.

The allotment of "A" Type quarters at Nirmal Nagar and Dharavi has already been discontinued owing to the severely dilapidated condition of the buildings.

Similarly, the "A" Type colony at D.N. Nagar is also in an unsafe and deteriorated condition, and the existing residents have reportedly been directed to shift out.

Thus, instead of an increase in the availability of staff accommodation, the Mumbai Region has witnessed a continuous reduction in the existing housing stock available to staff employees.

4. No Adequate New Construction of A-Type Accommodation :

Despite the Union repeatedly raising the issue of acute shortage of staff accommodation, there has been **no commensurate development or construction of new "A" Type quarters** in the Mumbai Region.

In this backdrop, the conversion of 25 Bachelor Accommodations at Poonam Nagar into "A" Type accommodation is a welcome step. However, the benefit of this limited addition must necessarily reach the employees who are genuinely dependent upon this category of accommodation.

5. Genuine Humanitarian and Financial Hardship of Staff Employees :

The issue is not merely one of allotment or entitlement; it has a direct bearing on the **livelihood, financial security and welfare of employees and their families**.

A large number of staff employees continue to reside in Mumbai due to compelling family circumstances, including the need to support elderly parents and family members requiring access to specialized medical treatment and facilities available in Mumbai.

For employees belonging to the staff category, bearing the prevailing cost of private accommodation in Mumbai places an extremely heavy financial burden. Many such employees are compelled to spend a substantial portion of their salary on rent, while simultaneously meeting their family and medical obligations.

The availability of departmental accommodation therefore provides not merely a housing facility but **essential financial and social security** to such employees.

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6. Absence of Equivalent Lease Rent Facility for Non-Executives :

It is also pertinent to highlight that the **Lease Rent facility available to Executive-category employees is not extended on an equivalent basis to Non-Executive/Staff employees**. Consequently, staff employees facing the acute shortage of departmental accommodation do not have a comparable alternative to secure suitable private accommodation at an affordable cost.

In these circumstances, denying or diluting their access to the limited "A" Type quarters by allowing employees belonging to higher accommodation categories to compete for the same would further aggravate the hardship faced by non-executives. The Management should therefore adopt a **fair and equitable accommodation policy**, ensuring that the limited "A" Type quarters are primarily made available to the staff employees who have no equivalent housing support through the Lease Rent facility.

7. Purpose of Conversion Must Not Be Defeated

The Union respectfully submits that the conversion of these **25 Bachelor Accommodations into "A" Type Colony Accommodation** has generated considerable expectation among the long-waiting staff employees.

However, if employees belonging to higher accommodation categories are permitted to compete for these 25 units, the very purpose of augmenting the "A" Type accommodation pool will be substantially defeated.

It would also create a situation wherein an employee having entitlement to a higher category of accommodation could occupy a scarce lower-category unit, while an employee genuinely dependent upon "A" Type accommodation continues to remain in the waiting queue for several more years.

Such an arrangement would be **neither equitable nor consistent with the principles of employee welfare and fair distribution of scarce departmental accommodation**.

8. Request for Immediate Modification :

In view of the above, the Union strongly requests the Management to **immediately review and suitably modify the eligibility/application guidelines** issued pursuant to Circular No. RO/Estate/Allotment/2026-27 dated 05.08.2026.

The Union specifically demands that:

1. **Officer-category employees should not be permitted to apply for or compete for the 25 newly designated "A" Type quarters at Poonam Nagar**, particularly when they are otherwise entitled to higher categories of accommodation.
2. The 25 "A" Type quarters at Poonam Nagar should be **reserved/exclusively considered for eligible staff-category employees** who are entitled to "A" Type accommodation under the prevailing rules.
3. The allotment should be undertaken strictly among the eligible staff-category employees on the basis of the applicable seniority and prevailing allotment rules, as stated in the Circular itself.

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4. The Management should also initiate a **comprehensive review of the shortage of staff accommodation in Mumbai** and formulate a time-bound plan for construction/development of additional "A" Type accommodation.

The Union once again places on record that the availability of these 25 quarters at Poonam Nagar is a **very limited opportunity to mitigate the longstanding housing crisis faced by staff employees in Mumbai.**

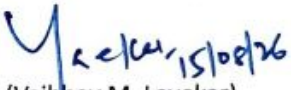
We therefore request your personal and immediate intervention to ensure that these scarce "A" Type quarters are utilized **for the benefit of the category of employees for whom such accommodation is intended and who have been patiently waiting for years.**

The Union expects the Management to adopt a **fair, equitable and employee-welfare-oriented approach** and immediately issue suitable modification to prevent Officer-category employees from competing for these 25 "A" Type quarters.

We trust that the genuine concerns of the staff employees and the Union representing them will receive your **urgent and favourable consideration.**

Thanking you in anticipation,

Yours faithfully,


(Vaibhav M. Lavekar)
General Secretary

Copy to:

1. GGM – Head HR/ER, Regional Office, Mumbai, NBP Green Heights, BKC, Mumbai.
2. Head – Estate Section, Regional Office, Mumbai, NBP Green Heights, BKC, Mumbai.
3. GM (HR) – Head FMG & I/C IR, ONGC WOU, NBP Green Heights, BKC, Mumbai.



ONGC
Estate Section, RO, Mumbai
NBP Green Heights
Quadrant -1, 3rd Floor
Plot No. C-69, Bandra Kurla Complex
Bandra (East), Mumbai-51

No. RO/Estate/Allotment/2026-27

Date: 05/08/2026

CIRCULAR

It is hereby notified that 25 no. of Bachelor Accommodation at Poonam Nagar has now been designated to **"A" type Colony Accommodation** and are now available for allotment under the **Allotment Year 2026-27**.

Eligible and interested employees may submit their request for allotment through webice till **17.08.2026** in the same manner as followed during the transfer year. Requests received after the stipulated date shall not be considered. **Further, the option selected for allotment should be only "Poonam Nagar" for all preferences of Colony Accommodation.**

In case of any difficulty while submitting the application, employees may contact the **Estate Section** for assistance.

The flats shall be allotted strictly in accordance with the seniority of the eligible and interested employees, as per the prevailing allotment rules.

Chanda Rana

5/8/2026

(Chanda Rana)
Chief Manager (HR)
CHANDA RANA
मुख्य प्रबंधक (मानव संसाधन)
Chief Manager (HR)
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