PETROLEUM EMPLOYEES UNION

Founder : **RAJA KULKARNI**
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(Regd. No. 1657)
AFFILIATED TO NFPW & INTUC

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Since 1954

Date : 28.11.2026

To,
Director (Human Resources),
Oil and Natural Gas Corporation Limited (ONGC Ltd.),
PDDU Urja Bhavan, Vasant Kunj, New Delhi – 110070.

Subject: Request for Extension of Company Leased Residential Accommodation Facility to all Unionized Employees with Uniform Lease Ceiling at Par with E0 Grade.

Respected Sir/Madam,

We submit this representation to bring to your kind attention the severe housing difficulties faced by non-executive/unionized employees, particularly those posted in metropolitan cities and high-cost urban centres.

As per existing corporate guidelines, the scheme for leasing residential accommodation at the place of posting is currently restricted to executives in grade E1 and above, and to E0 grade employees only in cases of inter-region transfers. Meanwhile, employees drawing a Basic Pay of less than ₹40,000 are eligible for Type-A colony accommodation. However, due to recent present scenario and economic developments, this arrangement has become increasingly unsustainable for the unionized cadre for the following reasons:

1. **Acute Shortage of Company Quarters:** Following the management's policy decision under the new BCMP to discontinue the construction of A type new residential quarters, the availability of existing colony accommodation is severely constrained, leaving a large section of eligible employees without company housing.
2. **Escalating Rental Costs in Metros:** In major metropolitan cities such as Mumbai, the market rent for decent, safe family accommodation has risen disproportionately. The prevailing House Rent Allowance (HRA) falls significantly short of covering actual rental expenses.
3. **Impact on Financial Well-being and Fundamental Needs:** Amid persistent inflation, unionized employees are compelled to divert a substantial portion of their monthly earnings toward bridging the gap between HRA and actual rent. This financial strain directly affects their ability to meet other fundamental family responsibilities, including children's education, healthcare, and daily living expenses.

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We note with appreciation that the management recently revised the maximum lease ceiling for eligible employees across X, Y, and Z class cities vide Office Order dated **23.10.2026**, acknowledging the rising cost of residential rentals.

In this context, we wish to highlight an important structural aspect regarding the fixation of the lease ceiling. At present, the lease ceiling for executives (E0 to E9) is linked to their respective pay scales. Since unionized employees in grades **A4/F3 and below** draw lower pay scales compared to executives, linking their lease ceiling strictly to their existing pay scales would result in an inadequate amount that fails to cover market rents. The baseline cost of renting a decent, habitable family home in any given city remains the same regardless of an employee's grade or salary level.

Therefore, we earnestly request the management to:

- **Extend the Company Leased Residential Accommodation Scheme** to all unionized employees at their place of posting.
- **Fix the maximum lease ceiling uniformly at par with the E0 pay scale** for all employees in **Grade A4/F3 and below** across X, Y, and Z class cities, ensuring the facility provides meaningful and practical relief.

Extending this welfare measure will enable our workforce to house their families sustainably and discharge their duties with enhanced morale and peace of mind. We look forward to a positive consideration of our request and would welcome an opportunity to discuss this matter further at your convenience.

Thanking you in anticipation.

PETROLEUM EMPLOYEES UNION ★ ONGC UNIT

Yours Sincerely,

28/11/26

(Vaibhav M. Lavekar)
General Secretary

Copy to :

1. ED – Chief ER, ONGC ltd., PDDU Urja Bhavan, New Delhi – 110070.
2. ED – Chief HR Services, R.O. ONGC Mumbai, NBP Green Heights, BKC, Mumbai.
3. ED President – Western Offshore, ONGC, Vasudhara Bhavan, Mumbai.
4. GGM (HR) – Head HR-ER, Regional Office ONGC Mumbai, NBP GH, Mumbai.
5. CGM (HR) – Head Corporate ER/Policy, Green Hills, Tel Bhavan, Dehradun.
6. GM (HR) – Head FMG & I/C IR, ONGC Regional Office, NBP GH, Mumbai.
7. Chief Coordinator – AIOTUCC

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