

# PETROLEUM EMPLOYEES UNION

Founder : RAJA KULKARNI  
President : K. H. DASTOOR

(Regd. No. 1657)

AFFILIATED TO NFPW & INTUC.

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Website : www.petroleumemployeesunion.com



SINCE : 1954

Date: 19.05.2024

To  
Chairman & CEO,  
ONGC  
New Delhi.

## Strike Notice (Phase – 1)

### **Violation of Industrial Dispute Act 1947 Section 9A**

#### **Objection to the drastic decision by management regarding change in ON/OFF duty pattern from 14 to 21 days of Offshore Employees, Mumbai.**

*Respected Sir,*

This Notice is in reference to **Order No. WOFF/On-Off/01 dated: 17.05.2024** which comes off as rather inconsiderate of the interests of employees as well as their well-being. As mentioned in the order, the motive to improve safety by reducing number of trips does not serve the purpose in practice. On the contrary, it jeopardizes safety further as well as neglects well-being of employees.

ONGC is engaged in Oil & Gas Exploration and Production operation since last four decades at Western Offshore and during these years, Company has not changed the duty pattern at offshore. It is noteworthy that majority of the ONGC employees have joined this Company for its service condition of 14 days On/Off and it has served for years in the prosperity of our Organization as well as its employees. Any change in the duty pattern will not only hamper the moral well-being of the employees but also the output and efficiency of our installations.

Also it is understandable on our employees' part that crew change schedules have been disturbed during monsoons irrespective of the availability of helicopters in the past, yet our employees have always co-operated and worked extra days (16-17 days) when the conditions are unavoidable. Revising duty period to 21-days does not ensure that chopper will be available on the said day thus extending duty period to 25-26 days. Therefore, co-operation will undoubtedly be extended even in the future when the situation is unavoidable but no tolerance of such nature will be showed by our employees if the duty pattern will be forcibly changed for whatsoever reason.

Cont...2/-

TEL - RASAYAN BHAVAN, Tilak Road, Dadar (E.), Mumbai - 400 014.

Moreover the Pilots and ONGC Logistics team deny flying when the weather conditions are adverse and so there is no need for anyone one else to decide for the safety of the employees by reducing the sorties. There are many more areas where management should focus where safety is neglected. Therefore, increasing the maximum duty period to 21 days, while well-intentioned, is rendered meaningless by the realities of weather-related operational limitations. In fact, it creates a situation where personnel are potentially working longer than intended. Ultimately, the safety and well-being of personnel should be paramount. Implementing a policy that is ineffective and potentially harmful under certain circumstances undermines the organizations core safety principle.

Historically, helicopter accidents have not occurred as a result of rain or adverse weather conditions, but rather due to technical malfunctions & other reasons. The sudden enforcement of the new temporary duty schedule could potentially impact employees negatively, leading to unavoidable accidents due to the imposed duty pattern. Working offshore during rainy conditions always poses a challenge. I believe it is impractical and ultimately counterproductive in its current form, particularly during adverse weather conditions.

Employees posted at Offshore are working in a difficult environment which is not natural for human being to live in, despite that for operational requirements and country's energy security people relentlessly work day and night sometimes even beyond their 12hrs duty for operational requirement. This kind of tireless work for 14 days itself is a daunting task to fulfil and people become physically and mentally exhausted in this period only. Any further increase in continuous duty would lead to people becoming physically exhausted leading to increase in injury and accidents. Moreover mental draining due to this pattern would cause conflicts and may lead to reduced efficiency of the manpower posted at platform which might lead to poor performance in terms of production targets.

14 days on-off duty itself take a toll on an employee's personal and social relationships. People get cut-off from their social circle and become isolated leading to emotional burn outs. Increasing duty periods to 21 days would make people even more severely isolated and personal relationships would also suffer and may even lead to emotional disruptions in personal psyche and could also result in separations in personal 14 days on-off duty itself take a toll on an employee's personal and social relationships. People get cut-off from their social circle and become isolated leading to emotional burn outs. Increasing duty periods to 21 days would make people even more severely isolated and personal relationships would also suffer and may even lead to emotional disruptions in personal psyche and could also result in separations in personal relationships.

Employees also opined that extended working periods would make all people working at offshore dull and their response to emergency situations would also be delayed. This is highly risky as people in such mental state are prone to take wrong decisions which would eventually lead to accidents and loss of property and life.

Employees expressed their concern that most of them are staying in nuclear families and even have aged single parents for whom spending this big of a stretch of separation would not be possible. It was observed that post extended duties performed during COVID times; people became extremely frustrated with their jobs.

Cont...3/-





Referring to e-mail sent to you on 18.05.2024, wherein we strongly demanded to discard the afore-mentioned office order, yet no action has been taken on your part. Also, issuing of order has caused a wave of panic among employees which is surging evermore which compels our union with last resort to approach towards agitation in western offshore unit strike (Phase-1) which may perhaps cause grave consequences for which management will be held solely responsible.

**DETAILED ACTION PROGRAMME OF PHASE-1**

**\*\*Wearing of black badges to agitate shall initiate as soon as possible after issuing of this letter and continue throughout the following action programme.**

Sr.No.	Date (Day)	Action Programme
1	21.05.2024 (Tuesday)	Demonstration in lunch hours at Vasudhara Bhavan work center. Gherao to Directors/ ED's/ Sr. Officers.
2	22.05.2024 (Wednesday)	Food Boycott at all offshore Installations.
3	23.05.2024 (Thursday)	Food Boycott at all offshore Installations.
4	24.05.2024 (Friday)	Demonstration in lunch hours at any offices of ONGC, WOU work centers. Gherao to Directors / ED's /Sr. Officers.

**NOTE: PHASE-2 STRIKE PROGRAM WILL BE MORE AGGRESSIVE BY USING ALL OUR CONSTITUTIONAL RIGHTS AND RESERVES FAVORING OUR EMPLOYEES. NOTICE FOR THE SAME WILL BE ISSUED ON 24.05.2024 IN CONTINUATION OF THIS NOTICE.**

Yours Faithfully,



(Santosh J. Patil)  
General Secretary

**Copy to :**

1. Director (T&FS)
2. Director (Prodn.)
3. Director (Explorer)
4. Director (HR)
5. ED-Western Offshore, Mumbai.
6. ED-Asset Manager B&S / MH / NH
7. ED – CDS (SW) / (DW)
8. ED – HDS (SW) / (DW)
9. ED – Chief HSE, N.Delhi.
10. ED-Chief ER, N.Delhi.
11. GGM-HRO, WOU, Mumbai.
12. GM(HR) I/C IR, Mumbai.
13. GM(MS) I/C Medical Mumbai.
14. Dy.CLC (C), Sion, Mumbai.



ऑयल एण्ड नेचुरल गैस कॉरपोरेशन लिमिटेड  
Oil and Natural Gas Corporation Limited

सी माथवन  
कार्यकारी निदेशक - पश्चिमी अपशट  
806, ए विंग, आठवी मंजिल, वसुधरा भवन,  
बान्द्रा (पूर्व), मुंबई-400 051

C Mathavan  
Executive Director- Western Offshore  
806, A Wing, 8th Floor, Vasudhara Bhavan,  
Bandra (E), Mumbai-400051  
+91-22-2656 2806 | mathavan\_c@ongc.co.in

No: WOFF/ON-OFF/01

Dated: 17.05.2024

### Office Order

We are all aware that the monsoon is the period with high probability of turbulent weather that necessitates reducing the exposure of our employees to Helicopter travel to the extent possible. It has hence been decided that for offshore going personnel during monsoon season, the duty pattern of 14 days on and off, shall be changed to 21 days on and off duty pattern for the period from 15.05.2024 till 20.09.2024.

Between the aforementioned periods, each employee shall have a maximum of three cycles of 21 days on and off duty pattern at Offshore Installation, meaning thereby a total of 63 days working and 63 off period.

This shall be considered as regular Duty Pattern for the above period.

This has the approval of competent authority.

  
C Mathavan  
ED-Western Offshore

#### Distribution:

Asset Managers – MH, B&S, NH  
Chief Drilling Services-SW  
Chief Drilling Services-DW  
Chief Oil & Gas Engg and Projects  
Head - AIMS  
Basin Manager-WOB  
Head Well Services-Mumbai  
Chief Offshore Logistics  
Head Regional Office  
Head Logging Services-Mumbai

#### Copy for information to:

CEA's to Director (Production)/Director (T&FS)/Director (Exploration)/Director (HR)/Director (Finance)  
EO to Chairman and CEO



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SINCE : 1954

Date : 18.05.2024

To  
Chairman & CEO,  
ONGC  
New Delhi.

Subject: Concerning the drastic decision by management with regards to ON/OFF duty pattern from 14 to 21 days.

*Respected Sir,*

This letter is in with reference to Office Order No. WOFF/On-Off/01 dated: 17.05.2024 which comes off as rather inconsiderate of the interests of employees as well as their well-being.

Any change in the duty pattern will not only hamper the moral well-being of the employees but also the output and efficiency of our installations. Such long duty patterns would be rather demanding since the operations in offshore installations, particularly in monsoon, are quite challenging as they already are. Our employees have worked extra days in monsoon when the situation is unavoidable but such order for imposing extra duty citing whatsoever reason is unacceptable.

Henceforth, it is an computed on our behalf that management's motive to reduce risk may backfire by increasing risk in offshore operations by prolonged duty patterns and the order issued by management be discarded on the stated grounds. ***If the order issued is not discarded immediately, our recognized union will serve you notice for full-fledged western offshore unit strike which may not sit peacefully with the best interest of our Organization intended by both parties.***

Yours Faithfully,

(Santosh J Patil)  
General Secretary

Copy to :

1. Director (T&FS)
2. Director (Prodn.)
3. Director (Explorer)
4. Director (HR)
5. ED – Chief HSE, N.Delhi.
6. ED-Western Offshore, Mumbai.
7. ED-Chief ER, N.Delhi.
8. GGM-HRO, WOU, Mumbai.
9. GM(HR) I/C IR, Mumbai.

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