

PETROLEUM EMPLOYEES UNION

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SINCE : 1954

Date: 18.12.2023

To,
The Director – HR
ONGC, PDD Urja Bhavan
5, Nelson Mandela Marg
Vasant Kunj, New Delhi

Subject: Additional points of Agenda for 79th Joint Committee Meeting from WOU.

Respected Sir/Madam,

In reference to our letter dated 14.12.2023 with subject matter "Agenda for 79th Joint Committee Meeting from WOU" we would like to submit additional points for the above-mentioned agenda which is going to be held on 21.12.2023 in Kolkatta.

We have raised the issues for bilateral negotiations and consideration with a positive result in meeting.

Thanking you with anticipation.

Yours Faithfully

(Santosh J. Patil)
General Secretary

Encl. : Annexure (Pages 1 no.)

Copy to:

1. ED-Chief ER, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi.
2. ED-HRO, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (B), Mumbai.
3. ED-Plant Manager, ONGC, LPG Plant, Uran.
4. ED-Plant Manager, ONGC, Hazira Plant, Surat.
5. GGM-Head HRD, ONGC, PDD Urja Bhavan, Vasant Kunj, New Delhi- 1100070.
6. GMM-Head ER, ONGC, Green Hills, Dehradun, Uttaranchal.
7. GM-Head R&P, ONGC, Green Hills, Dehradun, Uttaranchal.
8. GM- I/c Corporate IR, ONGC, Green Hills, Tel Bhavan, D' Dun, Uttaranchal.
9. GM-1/c IR, ONGC, WOU, NBP Gr. Heights, BKC, Bandra (E), Mumbai-51.

Additional Agenda points P.E.U.(W.O.U.)

1. Re-appointment & regularisation of all the tenure-based field operators in W.O.U. in reflection of Supreme Court of India order dated 17.08.2015 in SPL(C) No. 22467-22469/2015. (2000-01 batch of Mumbai)
2. Willing tenure-based employees who joined ONGC as regular employee from other states, should be transferred back to their Home State on completion of minimum years of service.
3. Staff Employees who have completed Degree may be considered as Q1 Qualified for promotional purpose.
4. Relaxation in GATE Exam Score for Departmental Candidates **or** Separate exam conducted for Departmental candidates or separate recruitment for Departmental candidates. There should be separate criteria for Departmental Candidates who are called for personal interview.
5. F1 Induction Level to be introduced in Fire Discipline.
6. Ensure Fair Consideration in Annual, Regional & Asset Level Awards for unionised Category of Employees to boost Motivation.
7. Duty performed at offshore on all gazetted / closed holiday should be considered for overtime Allowance for all Field Employees.
8. Compensatory OFF for duty performed on Rest Day in Shift Duty Pattern to be restored.
9. Extend additional benefits such as extra increments or promotional benefits to staff employees in the Territory Army.
10. Ensure taxi claims are at par with E1, with a standardized fare for all employees.
11. Scrap the requirement for "Surety" for HBA, especially when the HBA property is mortgaged with ONGC.
12. For Employees who already availed HBA just before HBA enhancement; as a onetime measure should be given NOC for buying a new house by selling the old house without recovering the ongoing HBA.
13. Policy for Incentive for Higher qualification to be revised at par with Executives.
14. Set up Separate Contract Cell at all Work Centers of W.O.U. to address Pre & Post Contract & Contract Employees issues.
15. Ensure Prompt redressed of Pension issues of Direct employees.
16. Consider the participation of shift workers, especially those in plants, in training programs to enhance skills and knowledge.
17. Reinstate Bonus / incentive for Employees under Hazardous and Extreme work conditions (Field/Installations).
18. Immediate extension of age criteria from 45 to 60 years for MSS employees. Wage revision for the existing MSS. And Airfare for the employees performing On/Off as per our Organization standards.

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19/12/23