

# PETROLEUM EMPLOYEES UNION

Founder : RAJA KULKARNI  
President : K. H. DASTOOR

(Regd. No. 1657)

AFFILIATED TO NFPW & INTUC.

Phone : 2418 17 42

E-mail : peumumbai@yahoo.co.in

Website : www.petroleumemployeesunion.com



SINCE : 1954

Date: 14.12.2023

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

**Subject: Agenda for 79<sup>th</sup> Joint Committee Meeting from WOU.**

*Respected Sir/Madam,*

On behalf of Petroleum Employees Union (PEU), WOU, Mumbai, we here submitting Agenda for the 79<sup>th</sup> JCM which is going to be held on 21.12.2023 at Kolkatta.

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

Thanking with anticipation.

Thanking you,

Yours Faithfully,

(Santosh J. Patil)  
General Secretary

Encl. : Annexure (Pages 3 nos.)

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.

**AGENDA POINTS FOR 79TH JOINT COMMITTEE MEETING (JCM) Dt : 21.12.2023**

1. Immediate Stoppage of outsourcing of manpower and not awarding O&M contract in operational areas & in core activities of our organisation.
2. No disinvestment in ONGC where Organizational betterment or benefits are impacted.
3. Separation of Hazira Unit from the next tenure of election onwards.
4. Refund of Self-lease/HRR deduction effected in the Wage Revision of 2017.
5. Review of PRP policy to be paid at par with executives.
6. Purchase of PPE items through board purchase.
7. Implementation of strict adherence to periodic local meetings, safety meetings, special committee offshore meetings, and JCM every 6 months.
8. Immediate payment of arrears of freezed IDA of unionized category employees during Covid period.
9. Car Advance and Car CMRE for all unionized category employees.
10. Lease Rent facility for unionized category employees.
11. Job-related trainings at regular intervals.
12. Immediate formation of a committee for allowances not paid in Wage revision 2017.
13. Calculation of FDE on a shift basis instead of monthly basis to avoid capping.
14. Revision of Travelling Allowance reimbursement rates.
15. Empanelment of new panel hospitals and pharmacy store chains in every district of Maharashtra.
16. Reimbursement of treatment taken at non-panel hospitals at ONGC rates on an emergency basis and where the hospital is far away.
17. Improvement of amenities and facilities in existing colonies and immediate redevelopment of non-operational colonies, guest houses.
18. Allotment of B-type quarters to non-executives where A-type quarters fully occupied.
19. Auditorium for ONGC Uran plant.
20. New well-equipped Canteen outside the Operational area of Uran Plant.
21. Broadband in lieu of a data card for all employees staying away from metro cities.
22. Enhancement of Sahyog Trust Scheme limit from five lakhs to twenty lakhs and consideration to Union representation.
23. Club membership for staff employees.
24. Interest free lumpsum advance to staff employees.
25. Acute shortage of working-class regular employees at Rigs (e.g., Rig-man, Roustabout, Welders, Crane operators, etc.).

*[Handwritten signature]*  
21/12/23

26. Enhancement of the monthly limit for eligibility towards medical dependency for parents.
27. Enhancement of CSSS to Rupees Four Crore for unionized employees.
28. Revision of allowances/advances (e.g., Spectacle, Laptop, Briefcase, Mobile) at par with Executives with level-wise considerations.
29. Conveyance Advance may be extended to employee as soon as he joins 'S' Cadre.
30. Airfare facility for mandatory training to be extended to field employees and others.
31. Regularization of TBFO's and immediate extension of age criteria from 50 to 60 years considering back cases as well.
32. Extension of special incentives to regular employees/sections like medical, fire, security during the covid period, and to tenure and direct employees & Contract employees.
33. Enhancement of Hearing Aids and Lasik Eye Surgery.
34. Consideration of field operator's bonus within the purview of Management.
35. Pay Revision of Tenure base.
36. Expedite long pending FWP Revision of contract employees and immediate enhancement of medical policy.

#### Review of HBA Scheme:

1. Allow 2nd house for purchase/construct in the same district through HBA loan of ONGC.
2. Increase in the percentage of purchasing land from HBA to 40%.
3. Revision of HBA loan, considering car parking, club charges for loan approval.
4. Reduction of interest rate for HBA.
5. If any period construction get lengthy above 2 years approval authority should be at L1 level.

#### Offshore employees related:

1. Unblocking of Social media sites at offshore installations.
2. Provision of guest houses for offshore-going employees and those coming for medical treatment like cancer, etc., in Mumbai.
3. Addressing lack of coordination at Offshore Helibase Terminal, Mumbai.
4. Regular supply of safety equipment, PPE, tools & tackles provided at the field/installations.
5. Release of unsettled OT of beyond 14 days during the Covid period year 2020-21 for offshore employees.



6. Addition of a Medi-chopper in installations (only one available).
7. Improvement of safety in offshore helicopters, especially Pawan-Hans Chopper.
8. Revamping of existing LQ or New living quarters at various offshore installations.
9. Paternity leave clarification for offshore employees.
10. GH & RH Leave compensation during 14 days ON/OFF pattern.
11. Conversion of balance leave of offshore employees into EL.
12. Change in Webice module Lapsing of C/Off if not availed within 3 months & make Leave apply for more user friendly.

R&P Issues:

1. Regular and state-based vacancy should be carried out for all posts with first consideration as per Clause 13 of MRPR-1980 for departmental candidates for E1 and level, as followed in other Govt. Organizations.
2. Pay protection for those who joined ONGC from other Govt./PSU as per Govt. guidelines.
3. Fixation of pay on the initial appointment in case of regular recruits from armed forces/Govt. departments is to be protected as per executives.
4. Consideration of mutual transfer without affecting seniority.
5. Relaxation in percentage for degree holder employees for promotional and career growth.
6. Specification of job description.
7. Abolition of fireman/Security guard and other posts in Class IV and existing Class IV employees be elevated to Class III as in the case of other government organizations, with immediate effect.
8. Creation of W8, W9 and S5, S6 levels for each cadre which stagnated at W7 and S4 level.
9. Reduction of promotion span at A1 level.
10. Consideration of employees who joined after the age of 45 for post-retirement medical benefits (service below 15 years) cases of departmental candidates, as considered in cases of Executives serving ONGC for less than 15 years after joining from other Govt; PSU's & armed forces.
11. Re-Introducing of Unnati Prayas like Scheme for career growth.

\*\*\*\*\*

MTH  
14/12/23

