

ALL INDIA ONGC TRADE UNIONS' CO-ORDINATION COMMITTEE

C/o Petroleum Employees Union
ONGC, Godavari Bhawan, Base Complex
Rajahmundry - 533106

No.: AIOTUCC/01/2018

Dated : 06/02/2018

D V Krishnam Raju
Chief Co-ordinator &
GS, Rajahmundry

A R Tadvi
GS, Mehsana

Pradeep Mayekar
GS, Mumbai

Vikash Chaturvedi
GS, Kolkatta

R H Pathan
GS, Ankleshwar

Ajay Sharma
GS, Dehradun

V Gopinathan
GS, Chennai

M S Dandapani
GS, Karaikal

Tusar D Majumdar
GS, Agartala

Sanjeeb Boruah
GS, Sibsagar

Ashok Baidya
GS, Silchar

D J Chaudhary
GS, Ahmedabad

To,

The Director (HR),
ONGC,
DDU Bhawan,
Nelson Mandela Marg,
Vasant Kunj,
New Delhi.

Subject : Charter of Demand for Wage Revision of Unionized Category of Employees.

Respected Sir,

The All India ONGC Trade Unions Coordination Committee (AIOTUCC) representing the Recognized Union of ONGC, functioning at all the Assets & Basins of ONGC Limited, had protracted deliberation to prepare a "Charter of Demands" for wage revision effective from 01/01/2017. The Unions also had mutual consultation through communication network and unanimously finalized the Charter of Demands (COD) for the next Long Term Settlement for all workmen and secondary workforce in ONGC.

The COD includes upward revision of pay and allowances, work and service related benefits and facilities, health and safety measures, recruitment and promotion, post-retirement benefits and so on.

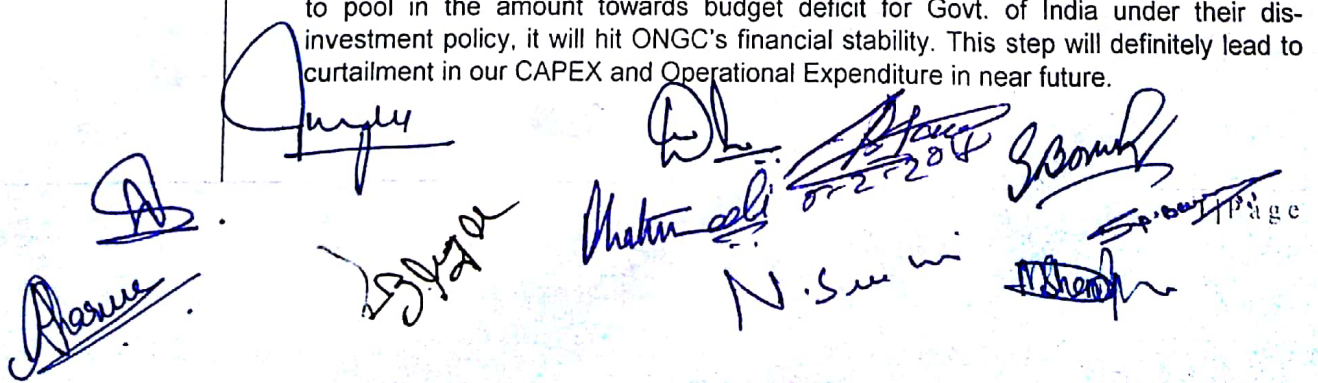
Being the Blue chip Maharatna, our company has stupendous performance in respect of upstream oil industry throughout the world. We achieved 1+ IRR for last consecutive 10 years, average market capitalization is around Rs 2.5 lakh crores for last 3 years, average contribution to National exchequer for last 5 years is around Rs. 40000 crores, average per employee turnover for last 5 years is around Rs. 2.65 crores and average expenditure on employees for last 5 years is around Rs. 25.75 lakhs. Considering the above results and PAT (average Rs. 16K + crores for last 5 years) we the All India ONGC Trade Union Coordination Committee urging before you for the following consideration.

We demand that all pending issues including those directly or indirectly related to the last settlement should be settled full and final through effective exercise of JCM and pay revision committee meetings. Particularly Special allowance for serving in difficult and far flung areas under clause No- 11.5 of last agreement.

1.1 NO DISINVESTMENT IN ONGC LIMITED

We demand that ONGC Ltd. must not be divested, no ordinary or strategic sale, area of activities/operation of the corporation must not be disintegrated and/or separated and dispensed with in any way.

We were in dismay on the episode of GSPCL, HPCL acquisition and RIL gas theft case. As on date our views on GSPCL during January 2016 with Board of Directors including CMD are found to be logical. Recently our HPCL Acquisition is nothing but to pool in the amount towards budget deficit for Govt. of India under their dis-investment policy, it will hit ONGC's financial stability. This step will definitely lead to curtailment in our CAPEX and Operational Expenditure in near future.



We also demand to procure on land and off shore Rigs in our operation. We strongly protesting our present management's attitude to only hire the Rigs which in turn abolishing our existence.

1.1 STRENGTHENING OF ONGC AS A LEADING BLUECHIP PUBLIC SECTOR

For strengthening of ONGC, we demand constitution of a Bipartite Committee at all levels of management to deliberate on production, productivity and matters related to technical, financial and administration for efficient and effective governance of the corporation.

1.3 WORKERS PARTICIPATION IN THE MANAGEMENT

A meaningful and purposeful effective scheme for workers' participation in the management in true spirit at all levels including Board Level shall be mutually drawn up and implemented.

1.4 HEALTH, SAFETY & ENVIRONMENT

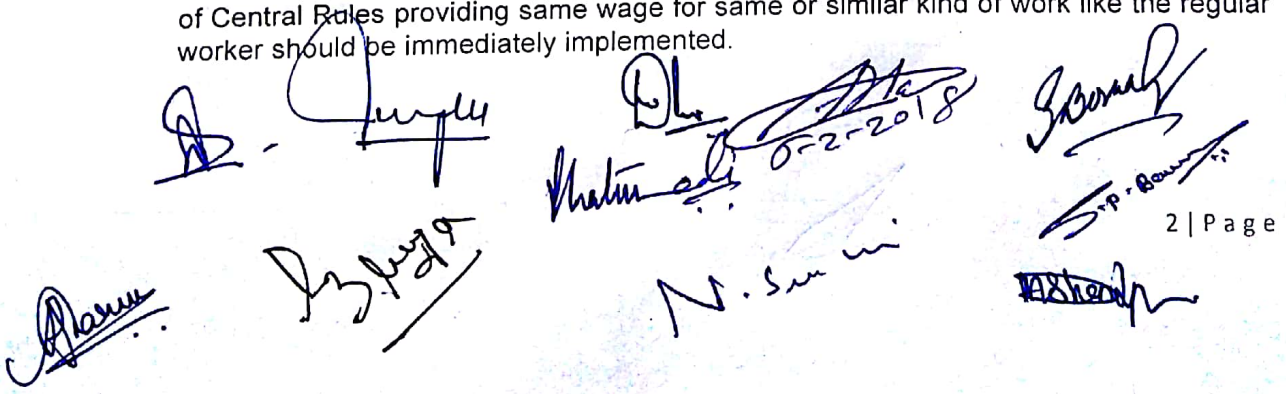
In our organization well defined Health, safety and environment policy exist. Sorry to say, on ground level operational field the prescribed QHSE norms not been maintained. Kits & Liveries not been issued in proper time even. SOP's not been followed only for faster work to achieve the targets. Thus accidents occurring regularly. Near miss accidents or even minor accidents not been reflected in DPR. It is necessary to develop consciousness among the middle managements & workers to ensure that the higher managements of CPSUs provide safe working conditions. Green clause should be incorporated in settlements. Constitution of bipartite safety committee for affective management to monitor these issues is need of the hour. To achieve the zero tolerance towards safety we strongly demand de-centralization of procurement for Industrial Shoes (B-Class instead of C-Class) and Impact Resistant Hand Gloves at the earliest.

1.5 ABOLITION OF CONTRACT SYSTEM

A large scale contractual employment has been resorted to in the Corporation. Off late, it has been given a push by the management.

It is a matter of serious concern that from exclusively peripheral area contractual workers are now engaged in core operational areas (in different nomenclatures) also throughout the corporation which creating a conflict in our organization.

We demand strict compliance of Contract Labour (Regulation and Abolition) Act, 1970 and the Central Rules. In the meantime, in compliance with Section 25(v)(a) of Central Rules providing same wage for same or similar kind of work like the regular worker should be immediately implemented.

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We demand in course of negotiations for the forthcoming long term settlement, the issue of secondary worker(all categories) as noted herein above must be discussed for a satisfactory solution.

1.6 RECRUITMENT OF WORKMEN

Workmen recruitment has been strictly restricted since long. As a result, the manpower pyramid is inverted. Public Sectors have been created in India to cater employment also. Therefore, an initiative should be taken for recruitment of workmen. In 76th JCM it has been announced that in coming 5 years period w.e.f 2015 total 5000 new manpower will be inducted but practically in 2016 and 2017 no manpower has been sanctioned. We are running with acute shortage of manpower in all our field of operations.

Recent manpower sanction for the year 2018 is found to be 2300 employees wherein only 1100 workmen are to be inducted, this will definitely lead to inverted manpower pyramid of ONGC. This shows management's negligence attitude towards restructuring of Manpower Pyramid.

Skill development program which suit in our corporation should be organized for better output and necessary institution should be set up in all Asset/ Basin like Ahmedabad.

2.1 WOMEN WORKERS ISSUE

The issues and problems specific to women workers kindly be incorporated in the memorandum of settlement particularly duty hours, additional sanction for recruitment etc.

3.1 SCOPE AND COVERAGE

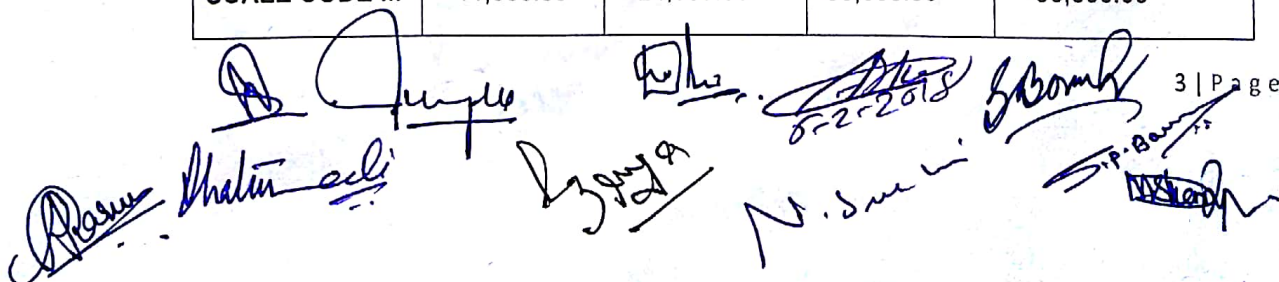
This settlement of Wage Revision to be made in respect of workmen on rolls of ONGC as on 31.12.2016 and continued thereafter w.e.f 01/01/2017. Those joining after 01/01/2017 shall join under revised Pay Scales. New scales at S-V and S-VI needs to be introduced. New scale and designation to be introduce for elevation of W-VII employees

3.2 PERIODICITY OF SETTLEMENT

The new settlement of wage revision, allowances and benefit shall be effective from 1st January, 2017 for a period of five years. Many PSU's (Coal India, SAIL, NLC, NMDC, HAL etc.) have already adopted the settlement for 5 years.

3.3 SCALES OF PAY

SCALE	EXISTING PAY SCALES (Rs.)		REVISED PAY SCALES (Rs.)	
	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
SCALE CODE I	10,000.00	18,000.00	30,000.00	80,000.00
SCALE CODE II	10,500.00	21,000.00	31,500.00	85,000.00
SCALE CODE III	11,000.00	24,000.00	33,000.00	90,000.00


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SCALE CODE IV	12,000.00	27,000.00	36,000.00	95,000.00
SCALE CODE V	13,500.00	31,000.00	40,500.00	1,00,000.00
SCALE CODE VI	15,000.00	35,000.00	45,000.00	1,20,000.00
SCALE CODE VII	16,000.00	36,000.00	48,000.00	1,30,000.00
S-I/W VII	20,000.00	45,000.00	49,400.00	1,58,000.00
S-II/W VIII	24,000.00	48,500.00	59,300.00	1,78,000.00
S-III	28,000.00	52,500.00	69,200.00	1,98,000.00
S-IV	32,000.00	56,000.00	79,000.00	2,18,000.00
S-V	-	-	88,900.00	2,37,000.00
S-VI	-	-	98,800.00	2,57,000.00

3.4 FITMENT FOR REVISED PAY

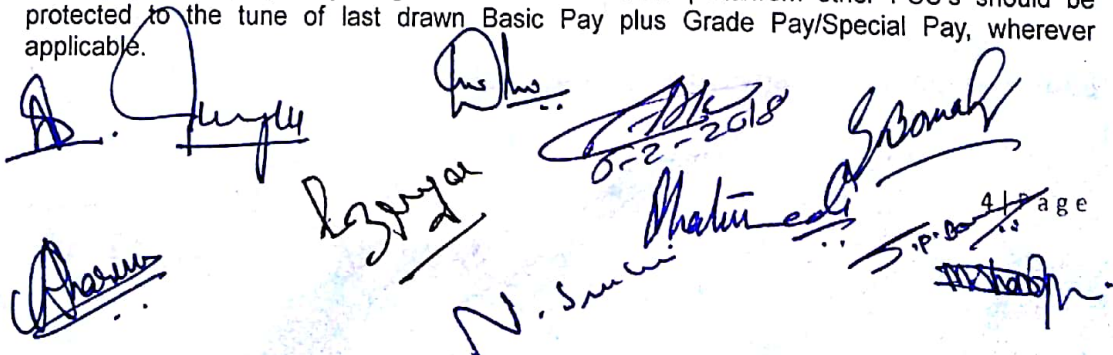
- Basic pay + PP-07 as on 31/12/2016 plus
- DA as on 01/01/2017 (119.50%) plus
- Add 15.00% of total (a+b) as fitment benefit. plus
- The amount arrived at (c) shall be rounded off to next Rs. 10/- which will be the revised basic pay corresponding to the pre revised basic as of 31/12/2016. plus
- Annual increment due w.e.f 1/1/2017 shall be added at the revised increment rate on basic pay, arrived at (d) above, thereafter to be rounded off to next Rs. 10/- plus
- For existing unionized employees five (5) increments on new rate to be added on amount so derived at (e), thereafter rounding off to next Rs. 10/- plus will the New Basic Pay as on 01/01/2017.
- Additionally for every completed 5 years of service one additional increment has to be given for all employees, on new rate to be added on amount so derived at (f), thereafter rounding off to next Rs. 10/- will the New Basic Pay as on 01/01/2017.

****PP-17** - In case where full amount of annual/promotion increment cannot be granted due to restriction in maximum of scale the difference shall be treated as (PP-17), which shall be considered as Basic Pay for all purposes including PRP and Terminal Benefits.

- In order to address the pay anomaly in true spirit, Grant of additional increments to those who joined between 01.01.1997 to 31.12.2016 at W1, A1 and A2 Level the pay scales of ONGC that to the scales existing in other PSU's (OIL, GAIL, IOC, BPCL etc.).

3.6 PAY PROTECTION OF EX-SERVICEMEN/EMPLOYEES FROM OTHER PSU'S

Basic pay of employees joining under Ex-servicemen quota/from other PSU's should be protected to the tune of last drawn Basic Pay plus Grade Pay/Special Pay, wherever applicable.



 A. Jyoti
 P. S. Singh
 0-2-2018
 N. S. Singh
 4/1/18
 S.P. Singh
 4/1/18

3.7 DEARNESS ALLOWNCE

100 % D.A neutralization on IDA Pattern would be admissible w.e.f. 01/01/2017. Thus DA as on 01.01.2017 will become Zero with AICPI 277.33 (base 2001 = 100).

3.8 ANNUAL INCREMENT

The rate of annual increment should be 5% at all levels, amount so derived shall be rounded off to next Rs. 10/-.

3.8.1 WORKMEN APPOINTED ON OR AFTER 01.01.2017

All workmen appointed on or after 01.01.2017 shall be deemed to have been appointed in the revised scales of pay.

3.9 PAY FIXATION ON PROMOTION

In addition to Annual Increment one notional increment on promotion should be 5% at all levels, amount so derived shall be rounded off to next Rs. 10/- and one promotional increment in to the new basic pay, thereafter rounded off to next Rs. 10/-, i.e., 2 increments.

3.10 PERKS AND ALLOWANCES

Perks and Allowances admissible under "CAFETERIA APPROACH" should be continued as per existing rate 50% on Revised Basic Pay w.e.f. 01.01.2017.
The rate of CAFETERIA should be enhanced by 25% when IDA crosses 50%.

3.11 HARD DUTY & OFFSHORE/ONSHORE COMPENSATION ALLOWANCES

Offshore Hard duty allowance (Hard duty + Offshore compensation allowance) to be revised to 50% of the Basic Pay without any ceiling.

3.12 MINING ALLOWNCE

The rate of mining allowance should be 15% of revised pay at all levels and locations.

3.13 OPERATIONAL ALLOWANCE

- 15% of Revised Basic should be paid to all field going employees who are performing 12 hrs duty patterns and 14 Days ON/OFF.
- 12% of Revised Basic for the crews performing 8 hrs duty patterns in TWO/THREE shift.
- 10% of Revised Basic for the crews performing general shift duty in operational field.

3.14 NORTH EAST ALLOWANCE

NEA shall be paid on revised Basic Pay @ 12.5% w.e.f. 01.01.2017.

** In line with NEA, allowance at Karaikal for employees posted at Cauvery Asset should be introduced.

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S.P. Sankar

The rate of Tribal Area Allowance should be revised w.e.f 1.1.2017 and it should be at par for all employees irrespective of their levels those who are posted at Ankleshwar Asset.

3.19 SPECIAL ALLOWANCE FOR WORKSHOP EMPLOYEES

Special allowance should be introduced for the employees of Central Workshop, Vadodara and Sivasagar.

3.20 JOB LINKED ALLOWANCE

- The rate of Job Linked Allowance should be doubled w.e.f 1.1.2017.
- Re-introduction of Fire allowance for those who are driving in addition to fire operation as paid earlier under "Special Allowance for Fire Personnels".

3.21 HAZARDOUS ALLOWANCE

Introduction of Hazardous Allowance to the employees working on B-193 Platform.

3.22 UNMANNED PLATFORM DUTY ALLOWANCE

Introduction of Unmanned Platform Duty Allowance to the employees working in Off-Shore.

3.23 HILL COMPENSATORY ALLOWANCE

Hill Compensatory Allowance should be enhanced to Rs. 1000.00 and it should be at par for all employees irrespective of their levels.

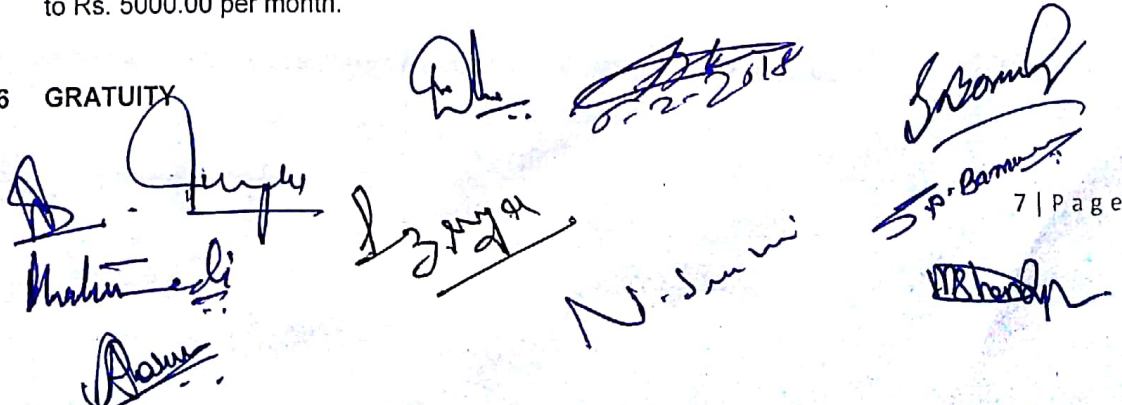
3.24 CANTEEN SUBSIDY

Canteen Subsidy should be enhanced to Rs. 1000.00 per month and it should be at par for all employees irrespective of their levels.

3.25 CONVEYANCE ALLOWANCE TO PHYSICALLY HANDICAPPED EMPLOYEES

The rates for conveyance allowance to physically handicapped employees should be revised to Rs. 5000.00 per month.

3.26 GRATUITY

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Gratuity amount to be enhanced from Rs. 10.00 lakhs to Rs. 20 lakhs w.e.f. 01.01.2017

3.27 HOUSE RENT ALLOWANCE

House Rent Allowance shall be paid at following rates respectively:

Classification of Cities	Rate of HRA
X-Class	30% of Basic Pay
Y-Class	20% of Basic Pay
Z-Class	10% of Basic Pay

The rates of HRA will be revised to 35%, 25% & 15% for X, Y and Z class cities respectively when IDA crosses 25% and further revised to 40%, 30% & 20% when IDA crosses 50%.

3.28 HOUSE RENT RECOVERY

The revised rates of House Rent Recovery for colony accommodation and leased accommodation should be as under:

Type of QTR	Rate of recovery within municipal area	Rate of recovery outside of municipal area	Self-leased accommodation
A	Rs. 130	Rs. 85	10% of BP
B	Rs. 320	Rs. 200	10% of BP

4.0 LOANS AND ADVANCES

4.1 SCOOTER/MOTOR CYCLE ADVANCE

- Scooter/Motor Cycle Advance shall be enhanced to Rs. 1.50 lakhs (including Cost of Vehicle and Registration Charges).
- Repayment of Bank Loan taken for purchase of Scooter/Motor Cycle should be allowed.

4.2 CAR ADVANCE

- Car Advance should be revised as follows :

Level	Amount
A & W	Rs. 7,00,000.00
S-1	Rs. 8,00,000.00
S-2/ S-3 / S-4	At par with E1/E2/E3

- Repayment of Bank Loan taken for purchase of Car should be allowed.

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4.3 CMRE FOR CAR TO A & W LEVEL

CMRE in respect of Car should be extended to all A & W Level employees, those who are running and maintaining the car.

4.4 HOUSE BUILDING ADVANCE

- House Building Advance should also be enhanced to Rs. 75 Lakhs or 125 months Basic Pay + DA.
- Eligibility of 5 years regular service may be relaxed for the field operators and contingents those who have been regularized. In such case advance may be granted after completion of probation and for others may be relaxed to 3 years.
- 2nd HBA for enlargement or maintenance should be eligible for release after completion of 5 years after HBA first advance.
- 2nd HBA should also be permitted to purchase of 2nd House/Flat.
- 2nd HBA should also be granted for the total differential amount of revised ceiling and amount already released.
- House Building Advance to be extended to both working Husband and Wife separately as has been introduced by Central Government.

4.5 EDUCATION LOAN FOR HIGHER STUDIES

Education Loan for any higher studies should be enhanced to Rs. 25,00,000.00 (within India) and Rs. 35,00,000.00 (Abroad), Loan should be interest free.

4.6 INCENTIVE SCHEME

- In PRP, existing component of Incremental Profit should be dispensed, there should be only one pool/component of 100%.
- Bell Curve approach to be dispensed as many organizations have stopped this approach.
- Grade Ceilings should be revised in unionized category from 50% (minimum) to 80% (maximum).
- Well bonus as per earlier incentive scheme should be introduced to motivate our Rig crews.
- For field going employees under PRP scheme should be enhance to Normal PRP+40%.

5.0 LEAVES

- **Earned leaves** shall be 40 days for all employees per calendar year and accumulation may be considered for 400 days.
- **Earned Leaves** encashment to be allowed twice a year.
- **Compensatory Off** should be remodeled for Off-shore and On-shore field going employees in order to convert as ODL for performing extra duties and National holidays.
- **Paternity Leave** should also be maximum for 1 month period, since there is increase in trend for nuclear family.
- **Child Care Leave (CCL)** removal of condition of minimum period of 15 days CCL, as per Central Government Order. CCL should also be extended to widower male employee.
- **Sterilization Leaves** shall be given to female employees for 60 days and to male employees for 30 days.
- **Bereavement Leave** to be extended on the demise of a family member of the employee for the maximum period of 15 Days. For the purpose of Bereavement Leave, the expression "Family" of an employee shall be limited to following members, irrespective of being dependent or not:

i. Spouse of the employee

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- ii. Children of the employee
- iii. Parents of the employee and
- iv. Parents-in-law of the employee

5.1 ENCASHMENT OF EARNED LEAVES

Encashment limit of Earned Leaves should be enhanced to 400 days on separation.

6.0 REIMBURSEMENT OF ELECTICITY CHARGES

Electricity charges shall be reimbursed up to 250 units as per the rates of local State Electricity Board along with Meter Rent to those who are residing in a rented or own accommodation.

7.0 CSSS

- CSSS benefit should be enhanced, the trust has capacity to enhance the benefit as huge corpus has been accumulated and generating income.
- All Active beneficiaries of ONGC ECPF Trust (Field Operators, Contingents, Casual, Term Based, Contractual Paramedics etc.) should also be included for the benefit.

8.0 PRBS

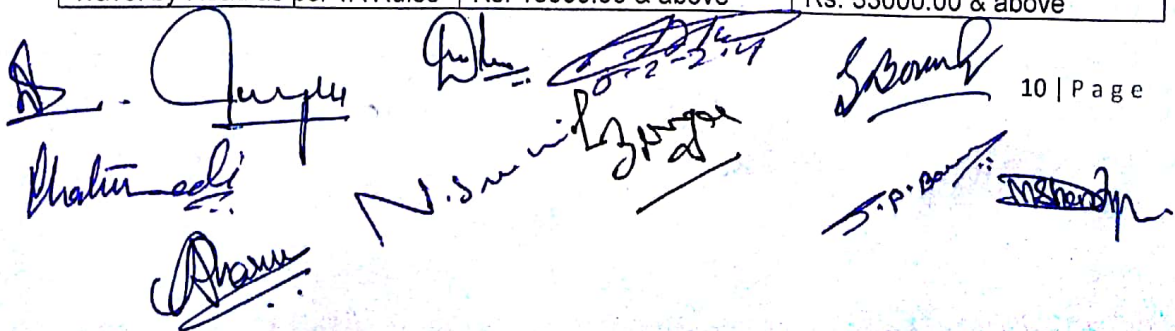
- PRBS to be reviewed w.e.f. 01/01/2017.
- Nominees of Beneficiaries who demised after 01.01.2007 upto implementation of DCPS i.e., 26.10.2013 are not covered under either of the scheme, the same should get enhanced pension under DCPS.

9.0 AMENDMENT IN DEPENDENT RULES

- Unmarried or handicapped sisters, brothers, son and daughters irrespective of age should be treated as dependent for all official purpose when residing with the employees.
- Medical facility should be continued for declared dependent, viz. specially abled, long suffering disease etc. after demise of Self-Retired and Nominee of declared dependent.
- Medical benefits to dependent parents should be continued even after superannuation of the employee.
- Medical facility to be extended to the parents of both working husband and wife.
- Monthly income ceiling with respect to dependent parents should be dispensed with like pensioners.

10.0 ENTITLEMENTS:

Entitlement	Existing basic pay	Revised basic pay
Travel by First Class AC	-	All S-Level employees
Travel by First Class/ 2 AC	Rs. 12000.00 & above	All unionized categories of employees.
Payment of Daily Allowance	Rs. 17000.00 & above	Rs. 35000.00 & above
Travel by Road as per TA Rules	Rs. 16000.00 & above	Rs. 33000.00 & above


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Travelling Allowance on Transfer/Retirement	Rs. 20000.00 & above	Rs. 40000.00 & above
Air entitlement	All SII, SIII & SIV Level employees	All employees with Basic Pay Rs. 40000.00 & above
COLONY ACCOMODATION		
A- type accommodation	Upto 15999.00	Should be dispensed/ abandoned
B- type accommodation	16000.00 & above	All unionized categories of employees.
C- type accommodation	-	All S-Level employees

10.1 OTHER ENTITLEMENTS

All entitlement of W-Level employees related to welfare such as White Goods, Mobile etc., should be made at par with A-Level employees.

11.0 PAY REVISION OF ACTIVE BENEFICIARIES OF ONGC ECPF TRUST

Pay revision of the Field Operators, Contingents, Casual, Term Based, Contractual Paramedics etc. is also due, and should also be revised.

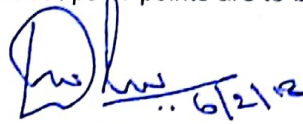
11.1 RELATIVITY IN TERMS AND SERVICE CONDITION

Over the years the relativity between different categories of workers and executives in wages have been widening adversely. Attempt should be made to establish logical relativity. Facilities and benefits should be similar as far as practicable irrespective of status.

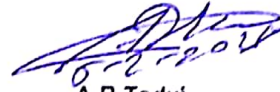
12.0 PAYMENT OF ARREARS

Arrears wherever payable, arising out of this settlement shall be paid within 45 days from the date of signing the pay revision settlement.

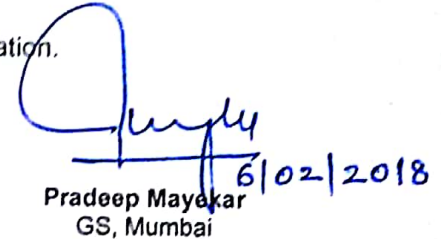
** Any left out part / points are to be considered at the time of negotiation.


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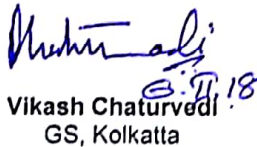
D V Krishnam Raju
GS, Rajahmundry


6/2/2018

A R Tadvi
GS, Mehsana

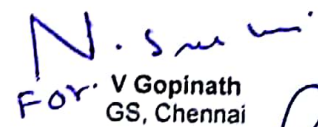

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Pradeep Mayekar
GS, Mumbai


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Vikash Chaturvedi
GS, Kolkatta

R H Pathan
GS, Ankleshwar

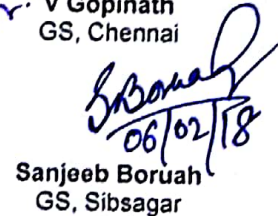

FOR: V Gopinath
GS, Chennai


06/02/2018

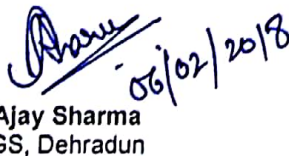
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GS, Karaikal


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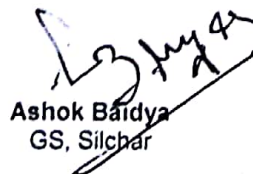
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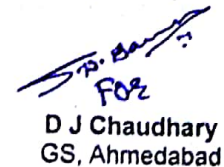
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