



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

OIL AND NATURAL GAS CORPORATION LIMITED, NEW DELHI

Registered with the Registrar of Societies U.P., Lucknow. Registration No. 172 (1967-68)



November 17th, 2008

AMIT KUMAR
President - CWC

NEWSLETTER - 17

"Stop not till the goal is achieved"

ON PATH TO VICTORY - STILL MILES TO GO.....

Dear Friends,

Today's meeting of OSOA with Ministers was very positive. The meeting was attended by the three senior Cabinet Ministers of Govt. of INDIA. i.e. Hon'ble Minister for Heavy Industries and Public Enterprises Shri Santosh Mohan Deb, Hon'ble Minister for Petroleum and Natural Gas Shri Murli Deora, and Hon'ble Minister of State for Commerce Shri Jayram Ramesh along with very Senior Ministry officials and CMD & Directors of Oil PSUs. The meeting was very cordial and all the ministers and officials were very positive in respect of the demands which have been put up by OSOA for oil sector officers' pay revision.

The Ministers assured that these demands shall be taken up by them strongly in the cabinet meeting which is scheduled on 20.11.2008. The Ministers have already had discussions with Hon'ble Finance Minister in respect of our demands. A briefing was given by the Secretary DPE on the various recommendations being sent to the Cabinet by the Committee of Secretaries on the issues related to Justice MJ Rao committee report modifications. [However, the exact details were not shared as these are the part of the cabinet note which has been sent to the cabinet by DPE.] The Hon'ble Minister of HI & DPE asked OSOA to bring out the points where OSOA feels more needs to be done. The OSOA team once again emphasized about the 11 points already given to MOPNG on our meeting on 15.11.2008. All the demands of OSOA have been recommended by MoPNG and endorsed by DPE. Hon'ble Minister for Heavy Industries and Public Enterprises has given the assurance to present it in Cabinet Committee meeting on 20.11.2008. (The Copy of the note of Add. Sec, MPONG recommending 11 points to DPE is also attached). The Hon'ble Minister of HI & DPE also informed that he shall be meeting the Prime Minister before the cabinet meeting in respect of our demands and also shared that GOI appreciates that the OIL PSUs have been doing as excellent job for the economy of the country. He promised that in the cabinet meeting being held on 20.11.2008; the demands of OSOA shall be taken up strongly by both the senior ministers. In this positive environment we decided to defer the strike.

Hon'ble Minister for Heavy Industries and Public Enterprises remarked that the demands of OSOA are genuine and reasonable. In view of the positive environment created in this meeting, all three ministers have appealed the OSOA leadership to deferment of the strike. Having secured a very strong and positive assurance from the Ministers and on their insistence, OSOA team decided to defer the Direct Action Programme by 2nd December '08 as responsible citizens of the country. The OSOA team with all constituents has held a meeting today and the copy of the resolution is also attached with this news letter. The OSOA leadership feels that the Direct Action Programme to be deferred to 0600 hrs of 2nd December, 2008. The details of the same are there in the OSOA resolution attached.

Friends, the need of the hour to stay united and keep working towards our goal together. We need to keep up the pressure on the GOI. Due to our continuous pressure we have reached so far honourably. Don't get swayed by the rumours and keep moving ahead in tandem for the cause we have taken up for rational & just pay revision.

Regards,

Long Live ASTO unity

(Amit Kumar)
President-CWC

(Rajan Pillai)
General Secretary-CWC



OIL SECTOR OFFICERS' ASSOCIATION

(ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL)

Resolution of OSOA Dated 17/11/2008

The executive body of OSOA met on the afternoon of 17/11/2008 to deliberate the development subsequent to the meeting with Hon'ble Minister of Heavy Industries Shri. Santosh Mohan Deb along with Hon'ble Petroleum Minister Shri. Murli Deora at Udyog Bhawan, New Delhi. The above meeting was also attended by Secretaries of MOPNG & DPE and CMDs of all Oil PSUs.

In the said meeting the Hon'ble Minister of Heavy Industries assured OSOA that all the points in the charter of demand given by OSOA and recommended by MoPNG vide letter dated 17/11/2008 will be taken up with the cabinet for consideration and approval. Hon'ble Minister also informed OSOA that he has already spoken to Hon'ble Finance Minister who agreed to consider the demands including 5 year periodicity and special dispensation to Oil Sector.

The house appreciated the role of the Hon'ble Minister of Heavy Industries who endorsed all the recommendations of Petroleum Ministry on the charter of demands and assured that all these demands will be taken up with the cabinet positively for approval. As regards the major demands of OSOA on Open ended pay scales, retaining of 4% and 6% annual and promotion increment respectively, removal of 50% ceiling on the perks and allowances, 5 year periodicity and special dispensation for Boards to finalise fitment benefits, introduction of intermediate scales, implementation of all special dispensations given in the past pay revision and formulate PRP depending on capacity to pay and market dynamics etc he assured to steer these issues in the ensuing Cabinet Meeting on 20/11/2008 to the satisfaction of OSOA. The Ministers appealed to OSOA for deferment of the strike call given w.e.f. 0600 hrs. of 18/11/2008.

After analyzing the developments thread bare OSOA has resolved as follows:

- All the demands of OSOA have been recommended by Petroleum Ministry and endorsed in principle by DPE and an assurance has been given by Hon'ble Minister of Heavy Industries to take up them with the Cabinet on 20/11/2008. As responsible citizens of the country, OSOA representatives felt it reasonable to heed the appeal of the Hon'ble Minister for deferring of the strike based on the assurance of Hon'ble Minister of Heavy Industries in the presence of Hon'ble Petroleum Minister and the Chairmen of Oil PSUs, in order to give sufficient time to get the recommendations approved by Cabinet.
- OSOA representatives sincerely hoped that all the assurance given by the Hon'ble Ministers to get special dispensation for oil sector would be implemented in letter and spirit.

Handwritten signature: Ashish
IOOA

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(Oil India Ltd)

Handwritten signature: [unclear]
D.DAS
BPCL

Handwritten signature: [unclear]
IOCL

Handwritten signature: [unclear]
ONGC
B. Rathod

Handwritten signature: [unclear]
17/11/08
ONGC
M.S. Sharma

Handwritten signature: [unclear]
17/11/08
G.S. BLAGH
GAIL

Handwritten signature: [unclear]
CK. P. SINGH
RS - BL
P. K. RAY - EIL

Handwritten signature: [unclear]
17/11/08

Handwritten signature: [unclear]
EIL-0A
EKSINGH

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EIL-0A

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NRL-0A

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AP Singh
IOCL



OIL SECTOR OFFICERS' ASSOCIATION

(ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL)

4. Accordingly, OSOA has resolved that in view of the assurance of the Cabinet Ministers, the indefinite strike of OSOA be deferred from 0600 Hrs of 18th November, 2008 to 0600 Hrs of 2nd December, 2008.
5. OSOA also resolved unanimously to go on indefinite strike w.e.f. 0600 Hrs of 2nd December, 2008 if all our demands are not met by this deadline.
6. House resolved that revocation of the suspension of Shri Ashok Singh, Ex-Convener of OSOA is to be taken on priority and make it an issue for strike.

Shri
17/11/08
OMEL

Omendra
17-11-08
OMTC

Rajan
RANAN PILLAI
ONGC

Ankur
S. K. TILAK
GAIL

Sanjay
BPCL

A. K. SINGH
17/11/08
17.11.08
G.B. 32944

M-S Sharma

B. Rathod
GAIL.

A. Singh
17.11.08
IOCL

K. P. SINGH
RS - BL GAA

D. D. S.
D.D.S.
BPCL

17-11-08
IOC

F. K. RAY - EIL OA.

Sharma
NRL OA

17/11/08
IOOA
IOOA

IOZ

IOZ

IOOA

(OIL INDIA LTD)

S. K. Singh
EIL OA - President.

EIL - OA

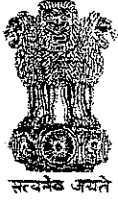
IOOA

IOOA

17/11

IOOA

K. V. Anand
17/11
OMTC



सत्यमेव जयते

S. SUNDARESHAN
Additional Secretary

भारत सरकार
पेट्रोलियम एवं प्राकृतिक गैस मंत्रालय
शास्त्री भवन, नई दिल्ली - ११०००१

Government of India
Ministry of Petroleum & Natural Gas
Shastri Bhawan, New Delhi-110 001

NOTE

November 17, 2008

The Minister, officials of MoP&NG and the Chairmen of Oil PSUs had discussions with the representatives of Oil Sector Officers' Association (OSOA) at Mumbai on 15.11.2008. After the discussions which remained inconclusive, the representatives of OSOA handed over a list of their demands.

2. Placed below are the demands of the OSOA for consideration of the Department of Public Enterprises.


(S. Sundareshan)

Secretary
Department of Public Enterprises

Encl.:a/a

Honourable Petroleum Minister's letter to DPE 15th Nov 2008

1. The periodicity of pay revision should be 5 years.
2. All the constituents of OSOA should be categorised under A+ category.
3. The pay scale should be made open ended with the minimum of scales as recommended by Justice Rao Committee for A+ category with out ceiling. For the CMD and Directors the scale should be Rs.2,00,000 and Rs. 1,50,000 excluding Car and housing.
The proposed pay scales of the other levels are given in the following table.

Level	Scales
E0	24000- Open ended
E1	29000 - Open ended
E2	33500 - Open ended
E3	37000 - Open ended
E4	41000 - Open ended
E5	45000 - Open ended
E6	50000 - Open ended
E7	55000 - Open ended
E8	55000 - Open ended
E9	65000 - Open ended

4. In oil sector certain intermediate scales have been introduced during the 1997 pay revision. Boards should be empowered to devise corresponding scales in the revised scales.
5. Risk Pay should be kept separate at all levels. Further the Board may be empowered to enhance the same.
6. Boards of Oil PSUs should be empowered to finalise the fitment benefit, introduction of appropriate intermediate scales to fit the pre revised slabs introduced in 1997 pay revision, implementation of all special dispensations given in the past pay revision and finalization of PRP depending on their capacity to pay and market dynamics.
7. 50% ceiling on perks and allowances should be removed.
8. The present level of Increment should be maintained i.e. 4% for annual increment and 6% on promotion.
9. Full Protection should be given for all the increments, stagnation increments and stagnation relief drawn in the pre-revised scales while fixing the revised pay.
10. 78.2% DA should be merged with the basic as on 01-01-2007 giving cognizance to 50% DA merger w.e.f. 01-01-2007.
11. Existing slabs of HRA should be continued.