



# 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)



AMIT KUMAR  
President - CWC

December 15, 2008

## **NEWSLETTER – 21**

**ON PATH TO VICTORY – STILL MILES TO GO.....**

*“Stop not till the goal is achieved”*

**Dear Friends,**

Your team completes six months and fourteen days, it is time to introspect and take stock of the situation. Today, your ASTO-CWC team functions with complete transparency, dedication and hard work. Our sole purpose is to work selflessly for the people.

Some of our colleagues have tried to malign the team's image recently. Needless to say that they have conveniently walked into the well laid trap of the management that too at the crucial time. However, we shall not be deterred by the ignorable diversions being created on behalf of the management by some of our friends. Our request to all of you is not to pay attention to any of these tactics as we have to tackle bigger issues and continue in our endeavors with the same spirit and dedication. In fact we do not want to waste our energies in negativities rather channelize the forces for positive development.

ASTO has rejected the DPE guidelines issued on 26<sup>th</sup> November, 2008 and have clearly resolved to continue with the existing pay scale structure till our demands are met. The resolution was passed in the core group of ASTO that met on 29<sup>th</sup> November, 2008. On the OSOA front also it has been rejected.

Unfortunately, we had to defer our direct action program of 2<sup>nd</sup> December, 2008 due to the tragic incident of Mumbai. There was unanimity amongst all the ASTO office bearers to defer the strike of 2<sup>nd</sup> December, 2008. Instead of our action program on 2<sup>nd</sup> December, we organized mass homage program at all the work centers and a program at Gateway of India where officers from other Oil PSUs also participated.

We have strived to sensitize the government and the management of Oil PSUs at each step of the pay revision. Friends, in the past i.e. for the 1997 pay revision the changes to the various provisions of the pay revision were made even after the issuance of presidential directive by the MOPNG. In present circumstances the presidential directive is still to be issued. So the fact is that the pay revision is not over and shall be not implemented in the present shape. Further, MOPNG had called for a meeting Chairmen and Director (HR)s of Oil PSUs on 26<sup>th</sup>/27<sup>th</sup> November, 2008 on the strike notice of OSOA w.e.f. 02.12..2008. It was decided in the meeting that the issues regarding Pay Revision may be deliberated by the Director (HR)s of Oil PSUs and their views may be submitted in the ministry for taking appropriate action and resolution. The first meeting took place on 5<sup>th</sup> December, 2008. The demands of ASTO/OSOA were discussed and all our concerns are being addressed in the note. **We stand by our commitment that this pay revision periodicity shall be five years, we shall get all our allowances with retrospective effect and we shall ensure that everybody gets increments during the complete periodicity of the pay revision. All the dispensation of the past has to continue – like increments, special dispensation to Oil Sector etc.**

Our management seems to be positive and our Director (HR) is playing a pivotal role in trying to meet the aspirations of the officer's community. CMD is also unhappy at the provisions not turning out as had been agreed in the tripartite meeting between Ministers of Heavy Industries, P&NG, Chairmen of Oil PSUs and OSOA on 17<sup>th</sup> November, 2008. Despite these positive developments we all know that Government shall not budge until and unless we apply pressure on them. None of us want to close down operations as we are the actual workers in the fields and we have a longer stake in this company. However, our honest and down to earth approach should not be taken lightly.

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Today, it is our existence which is being challenged. The role of MOPNG in our day to day working of the organization has increased to a very great extent. The most shocking news is that Secretary, MOPNG has floated the idea of handing over our Assam Operations to OIL. He is of the opinion that OIL is doing better than ONGC. Off course we can disprove it anytime, but it is our management who should be playing an active role in seeing that none of our assets is taken away from us. ASTO has always played a major role in nipping these ideas in the bud and this time also warns the government that such agendas of the govt. shall not be allowed to fructify.

Once there is a breach of trust than certainly we have to go for the ultimate weapon of the association and i.e. direct action program. On the issue of de-freezing the schemes for which the orders have already been issued and some officers have also availed the facility, like HBA for maintenance of own house, we have requested CMD to un-freeze the schemes which merely improvement in the existing schemes. The schemes of car and white goods were efforts and outcome of the bilateral meetings that we have had with the management. The minutes of bilateral meeting of 16<sup>th</sup> October, 2008 shall be put on the website - [www.astodelhi.com](http://www.astodelhi.com) which shall further clarify the issue.

During this seemingly short period of this tenure so far, we have been able to resolve nearly 27 issues, including improvement of CMRE, TTA, NE Policy, arrears on account of HRA/Self lease etc. However, we have not looked back as our motto has always been to keep moving forward with full courage and unity of purpose.

All of us are aware that the issue of pay revision has always been resolved under the umbrella of OSOA. We have strived to keep the unity of OSOA. But a major constituent always backs out at the last moment. This time in the OSOA meeting held at Mumbai on 12<sup>th</sup> December all the OSOA constituents requested IOC to coordinate the deferred action program. After detailed discussion everyone was of the opinion that we have to continue our direct action program after giving sufficient time to the MOPNG for taking action on the Director (HR)s report. The concept of combined responsibility has also been introduced by inculcating the concept of joint signing of all the letters pertaining to our program by all the major constituents. With this resolution OSOA has given time upto 31<sup>st</sup> December, 2008 for resolving all the issues related to pay revision failing which we shall be constrained to go on strike w.e.f. 07.01.2009. Detailed resolution has already been circulated.

Friends, this is the time to stay together rather than blame each other. This is the time to gather our force for final onslaught. Friends our philosophy is :

***"Jeetenge faaslon ko, jeetenge mushkilon ko,  
Haarna humne na sikha, jeet maksad zindagi ka."***

**United we progress**

**Long Live ASTO Unity**

**( Amit Kumar )**  
President-CWC

**( Rajan Pillai )**  
General Secretary-CWC