



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

No.ASTO/CWC/Pres/2008-10/CMD-65

Date 25.06.2009

To

Chairman and Managing Director
ONGC
Jeevan Bharti Tower-II
New Delhi

Sub: De-recognition of ASTO – Letter No. 3

Sir,

This is with reference to the letter no. 21(1)/2008-10/IR dated 13th June, 2009 issued by ED-Chief-ER conveying the decision to de-recognize the representative body of all ONGC executive i.e. ASTO and also reference may be made to our earlier letters no. ASTO/CWC/Pres/2008-10/CMD-63 and 64 dated 16.06.2009 and 24.06.2009.

Since its inception, ASTO has been functioning with the aim and objective of safe guarding and promoting the individual and collective interest of the officers of ONGC Ltd., promote the scientific, technical, managerial, social and welfare activities and suggest ways and means to increase production and productivity of ONGC. The actions of ASTO and its leaders have always been in this direction right from 1961.

The Association has been formed primarily with the objective of promoting the common service interests of its members, promoting welfare schemes for the members and working for improving the morale and efficiency of the officer community.

Sir, we would like you to refer to the IR Manual released by Director (HR) on 14th June, 2007 with the sole aim for both, for reference and also as a means to reinforce the strong commitment of the management towards its employees. On page 41 and 42 the IR manual states the DPE guidelines related to the Association of Officers. The clause IV of these DPE guidelines states that:

“If, in the opinion of the management, a recognized association fails to comply with the conditions mentioned in (iii) above, the management may withdraw the recognition accorded to the association, after giving a reasonable opportunity to the Association to show cause against such withdrawal.”

The letter of ED-Chief-ER is in gross violation of the existing provisions of the IR manual.



Even now we have taken utmost care in maintaining the decorum and have not carried out any activities that are in contravention of any provisions of ONGC CDA Rules. ASTO as a body is legally registered under the Society's Act and has its own bye laws and constitution duly registered and also available with ONGC.

Sir, we would like to bring out that ASTO has always worked in the interest of the organisation. Further, the order clearly shows that de-recognition is in complete contravention of the existing rules, Article 14 and 19 of the constitution of India and the principle of natural justice. Hence we would again request you to withdraw the letter of de-recognition immediately.

With regards,

(Amit Kumar)

Copy to:

1. Director (HR). ONGC, New Delhi.
2. Director (Onshore), ONGC, New Delhi.
3. Director (Exploration), ONGC, New Delhi
4. Director (T&FS), ONGC, New Delhi.
5. Director (Finance). ONGC, New Delhi.
6. Director (Offshore), ONGC, New Delhi.
7. **ED-Chief ER, ONGC, Dehradun. – With a request to kindly withdraw your letter related to office space and stopping of deduction of membership fees etc. in light of the above facts.**
8. President/ Secretary of all ASTO Units.