



Association of Scientific & Technical Officers
Oil and Natural Gas Corporation Limited
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News Letter 30
STOP NOT TILL THE GOAL IS ACHIEVED

Dear Members,

We have been from time to time going for direct action and mostly we have achieved success despite not getting support from certain quarters. We have always believed in following philosophy – “**All the power of ASTO is bestowed on us by the people and... all the power belongs to the people. Everything we do should be for the people; we must rely on the people in all our endeavours and we owe all our achievements to the people**” and so shall we continue in our life till death. Unfortunately, our prayer to President-CWC went unnoticed. The only outcome has been unconstitutional expulsion of Sh. C.R. Das on 11th August CWC meeting. However, we have not accepted it and we shall continue our agitation as announced on 1st August, 2007.

Friends, most of us are aware that the track record of OSOA has been very shady and has always resulted in harming our association and they always leave midway. Further, most of the **operational units** like Mumbai, Ahmedabad, Ankleshwar, Baroda, Hazira, Karaikal, and Cambay etc. have shown their ire against the actions of CWC and unilaterally combining with OSOA instead of taking cognizance of the views of elected ASTO units. All these units and their members have agreed for following action program:

Action Plan

20.08.2007 to 21.08.2007	36 Hours hunger strike at Delhi starting from 1000 hrs onwards of 20 th August, 2007– with the participation of one or more representatives from the units.
22.08.2007	Work without food by the ASTO members at all operational areas and work centres (0600 hrs of 22.08.2007 to 0600 hrs of 23.08.2007)
23.08.2007	Indefinite Strike w.e.f 0600 hrs at all work centres.

Friends, strike in ONGC is totally dependant on the operational areas. Hence we have decided to follow the same action plan as we have lost faith in the leadership of ASTO as well as OSOA and the entire gamut of issues related to welfare of the officers of ONGC are not covered in the issues of OSOA.. Moreover, companies like HPCL are already discussing their internal issues with their management and there is news that they shall shortly be getting 15% performance incentive (on basic and DA) shortly.

The issues were discussed with Director (HR) on 24th April, 2007 at Mumbai but sadly some of them have remained unresolved so far. The status of issues is as follows:

1. Immediate publication of reports relating to prevailing safety conditions at work centres, Rigs & Installations. Immediate replacement of obsolete equipment and rigs – **Not Resolved**
2. Release of adhoc payment w.e.f. January, 2007 on monthly basis ranging from Rs.15000/- to Rs.55000/- per month against pending Pay Revision. - **Not Resolved**
3. 50% DA merger w.e.f. 01.01.2005. - **Not Resolved**
4. Payment of arrears of additional incentive (Profit sharing for the year 2002-03, 2003-04, 2004-05). Additional payment for the year 2005-06 and part payment of 2006-07 as per the proposed review of incentive scheme already submitted by ASTO. - **Partially Resolved**
5. Review of PRBS as per the unanimous resolution of CWC on 21st July, 2006. - **Not Resolved.**

Despite agreeing for review of the issue, in the meeting of 24.04.2007, management preferred to implement the policy unilaterally without the consent of the individual contributing employee, transferred the Hundreds of Crores from distributable profit sharing without the consent of individual employee though it is due for payment as part of wage settlement effective from 01.01.1997 and is in violation of DPE guidelines. House also opined to allow an exit option if management intends to run the scheme without standing guarantor as PRBS can not be a compulsion in view of statutory compliance by implementation of EPS 95. **House opined that no one has the power to surrender or transfer any part of wages arising out of a wage settlement without the consent of the individual employee.**

6. Implementation of Removal of anomaly in pay scales of E-2 to E-5 generated during pay revision of 1992. - **Resolved.**
7. Release of Office Order for Onshore Duty Leave. – **Resolved.**
8. Industry practice to be followed for the Laptop scheme. - **Not Resolved.**
9. Immediate release of corporate level promotions w.e.f. 01.01.2006 and 01.01.2007 separately including additional 100 posts as agreed in MOU signed with ASTO. - **Partly Resolved.**
10. Review of R&P and existing MOU as per the report submitted by ASTO. Further, restoration of promotion for the cases that have been reverted to Supervisor cadre. Immediate review of faceless moderation carried out in 2001 to 2003 at Hqrs. and recognition of MA in Public Administration as Q-2 w.e.f. 01.01.1997. Release of long pending promotion orders for E0 to E1 in the Drilling Discipline w.e.f. 1.1.2006 & 1.1.2007. - **Not Resolved.**
11. Release of pending merit promotions up to E-4 for the year 2001, 2002 and 2003. - **Resolved.**
12. Implementation of policy for Residential building, Bachelor Accommodation and Guest House constructions / maintenance as per the Building policy approved by EC. - **Not Resolved.**
13. Special facilities for North East including QTF, Tenure of posting, improvement of health care facilities, reference of critically ill patients to the best available hospitals, self lease facility in North East and 20 days CL for North East employees posted in other regions - **Not Resolved.**
14. Implementation of recommendation of ASTO on Transfer policy including treating Karaikal and Cambay as Tenure base posting. Minimizing / Choice posting and 'U' turn transfer of Lady Employees. - **Not Resolved**
15. Immediate enhancement of HRA **Partly resolved – Karaikal and Rajahmundry un resolved.**
16. Career Growth (1/3rd relaxation) for P&A discipline - **Not Resolved.**
17. Immediate enhancement of Lease and Self lease rates, the Lease and Self Lease facility at Ahmedabad should also be on the same lines as in Metro cities and restoration of Lease & Self Lease facility to E-0 - E-2. Further, enhancement of Maintenance charges from Two months to Three months. - **Partially Resolved.**
18. Employees performing 12 hrs. Duty pattern are to be paid Operational allowance @12.5% instead of 10% and Operation Allowance for Helibase. - **Not Resolved.**
19. Environment Protection allowance at Hazira, Uran and all H2s Hazardous Fields. - **Not Resolved.**
20. Remote Locality Allowance for Cambay and Karaikal. - **Not Resolved.**
21. Extension of medical facility to dependent who retired from PSUs / Government services irrespective of their amount of pension drawn. - **Not Resolved.**
22. Review of Circular on Check Fare especially for employees working on ON/OFF pattern. – **Partly**

Resolved. In case of on land ON/OFF pattern employees, same has not been implemented.

23. Review of Mobile phones scheme and Mobile Phones to be provided to all the officers. - **Not Resolved.**
24. Payment of job incentive to P&A personnel posted in Field Parties, at Rigs and release of incentive for H1 and H2 for the year 2003-04 & 2004-05 for personnel posted in Joint Venture Group at Chennai, Mumbai & Services of Baroda, Marketing and SMP. - **Not Resolved.**
25. Major investments in Mumbai High viz. MNW, PROMISE and hiring of Low Technology on UCG needs to be brought under scrutiny by bipartite committee. - **Not Resolved.**
26. C-off in lieu of duty on National Holidays for the officers performing duties in Shift / ON-OFF pattern. - **Not Resolved.**
27. Recruitment of Ex. ONGCians needs to be stopped- **Not Resolved.**
28. Award of one mark of field experience to the officers working in operations and engineering discipline at Hazira and Uran plant. – **Not Resolved.**

We have a major task on our hand but we are sure the Power of the People shall triumph. And no matter what we shall face all the obstacles and struggle to achieve victory. Through this news letter we once again request President – ASTO, CWC to listen to the voice of the people and work in tandem with the voice of our members from the operational areas.

LONG LIVE ASTO UNITY

(Amit Kumar)
President

(Somesh Ranjan)
Vice President

(Sanchita Shyam Barah)
Secretary

(S. C. Jha)
Jt. Secretary

(Gaurishanker)
Treasurer