



Association of Scientific & Technical Officers
Oil and Natural Gas Corporation Limited
Registered with *the* Registrar of Societies, U.P. Govt., Lucknow. Regd No. 172 (1967 -1968)



2005-07/NEWSLETTER/X

05.08.2006

News Update – 08

STOP NOT TILL THE GOAL IS ACHIEVED

Dear ASTO Members,

In continuation to our news update of 28th July, 2006, as per the program circulated, OSOA organized the dharna and marched to the Prime Minister's Office on 04th August, 2006 and submitted a memorandum in PM's Office. The members of ASTO, Delhi unit participated overwhelmingly in the demonstration under the aegis of OSOA. Again, the success of the demonstration was mainly due the overwhelming participation of the members from Delhi. **ASTO, Delhi is thankful to all the members for their support and turning out in big numbers to participate in the dharna. This has been acknowledged by the ASTO-CWC also in their News Letter no. 15 as under –**

“ASTO-CWC also wishes to put on record its sincere gratitude to all those ASTO members in Delhi who actively participated in the OSOA demonstrations on 28-07-2006 and 04-08-2006 and thank ASTO Delhi unit for effective coordination.”

After that in an emergency meeting of OSOA constituents held subsequently, the following resolution was made and the same has been conveyed to the MOP&NG and ONGC Management.

Quote:

OSOA RESOLUTION dated 04-08-2006

An emergency meeting of the OSOA constituents was held on 04-08-06 at Delhi after the demonstration in front of the PMO, to take stock of the developments in the wake of the agitation call of OSOA. All the member associations unanimously felt that there was no seriousness either on the part of MOP&NG which is merely doing lip service to the very critical issues raised by OSOA, or on the part of Government of India which has turned a deaf ear towards the genuine demands of oil sector executives.

Further the constituents expressed their strong sentiment that the issues could not be resolved without resorting to a total strike by all the constituent organizations of OSOA.

While the OSOA members understand fully their responsibility towards the citizens of India in keeping the blood line of Indian Economy flowing, but the continuous apathy and ignorance on part of the GOI in settling the issues on top priority has forced us to resort to this extreme step of indefinite strike till all our following demands are met:

1. Implementation of 5 years Periodicity of pay revision with effect from 1.1.2002.
2. Removal of stagnation and assured increment to all Officers and making pay scales open ended.
3. 100% DA neutralization w.e.f. 01-01-1996 instead of 01-01-1997
4. 50% merger of DA with Basic Pay in line with Central Government employees
5. Delinking of Oil sector PSUs pay scale from DPE to design a competitive Pay package for oil sector PSU executives in line with Private sector counterparts and MNCs.

In view of the inordinate delay in settling the above issues and the indifferent attitude of the Ministry it has been unanimously resolved to resort to direct action as follows:

1. **One day Mass hunger strike by OSOA constituents commencing from 0600hrs of 25-08-2006**
2. **Indefinite strike by all OSOA constituents in all work centres throughout the country commencing from 0600hrs of 05-09-2006.**

Unquote

A review meeting of ASTO-CWC representatives with C&MD and Dir (HR) was held on 05-08-06 at Delhi to review the status of progress on various pending bilateral issues including the MOU points as follows:

1. Golden Jubilee memorabilia:

The issue was discussed with C&MD, who shared the proposal of the Board that in addition to a commemorative gold medallion of 15 grams, Rs.50, 000 cash reward would be distributed in 5 yearly installments starting from golden jubilee year. ASTO out rightly rejected the proposal and suggested following two alternatives to be considered:

a. Rs.50,000/= Cash reward in one single installment along with the salary for the month of August,2006 **Or**

b. 50 grams of gold medallion in addition to the 15 grams already declared.

C&MD assured that the proposal of ASTO would be taken up to the Board for positive consideration on 08-08-2006.

2. Removal of anomaly in pay scale E2 to E5

Dir (HR) informed the house that the issue has to be appraised to the Ministry before taking up the issue in the subsequent Board meeting. He once again assured that he would positively steer the issue for early settlement.

3. Corporate promotions due from 01-01-2006

C&MD observed that there is a standstill in this matter and asked Head (HRD) to put up the status in the forthcoming EC meeting on 12th August,2006 at Dehradun. He assured that the process would be completed within October, 2006.

4. DPC promotions due from 01-01-2006 and predating of promotions upto E4 for the year 2002 and 2003.

Process has already been initiated for the DPC promotions due from 01.01.2006 and orders will be issued from the month of September, 2006. Regarding the predating of promotions, the house was informed that processing of 2001 predating cases has already started and after uniformly completing this exercise for all disciplines the process for 2002 and 2003 will be taken up.

5. Review of incentive scheme

ASTO committee's recommendations would be submitted in this regard after which Management would take a holistic view on this issue for revising the policy.

6. Issuance of orders for Onshore Duty Leave(ODL)

Order will be issued shortly.

7. Issuance of order for enhancement of CSSS (Rs. 20 lacs coverage)

Order for the modified scheme would be issued shortly. ASTO's demand of retrospective implementation of the revised scheme w.e.f. July 2003 is being considered.

8. Issuance of QTF orders from July 2006 onwards

Order for the period July to September & October to December, 2006 (2 quarters) would be issued after approval in the ensuing EC meeting at Dehra Dun on 12th August, 2006.

9. Payment of profit sharing for the year 2005-06

ASTO demanded that at least 25% as an adhoc payment should be made before Durga Puja. C&MD agreed that the payment has to be made well before the ensuing festival season and directed ED (ER) to do the needful to make the payment in time.

10. Recruitment of working level manpower

D(HR) informed the house that the process has already been initiated and recruitment will start from September,2006 phased manner.

11. Enhancement of transfer grant

C&MD agreed with ASTO's view that a substantial enhancement is long due and directed ED(ER) to put up a proposal for early issuance of the order. President CWC informed C&MD that a detailed proposal in this regard has already been submitted by ASTO and the same may be considered for issuance of necessary order.

12. Enhancement of CEA

C&MD agreed that in view of the increase in education cost the CEA needs a substantial increase consistent with market reality and directed ED(ER) to put up a proposal immediately.

13. Enhancement of CMRE for E0 officers &

14. Enhancement of CMRE maintenance charges/fuel charges

These issues are under consideration and approval will be accorded shortly.

15. Enhancement of Lease/ Self lease maintenance from 2 to 3 months

C&MD expressed his reservation in agreeing for this issue. However ASTO requested the Management to consider the proposal positively keeping in view the overall escalation in maintenance charges.

16. Removal of Car insurance ceiling and payment at actual

Proposal agreed and order will be issued shortly.

17. Rates of HRA of all work centres to be reviewed

Matter is under review as per the Govt guidelines on this issue.

18. Retirement package at par with the Industry & Review of PRBS

C&MD shared the same view that the scheme is in serious trouble and directed Dir (HR) to constitute a joint committee to resolve the issue immediately without any further delay.

19. Issuance of orders for reducing medical reimbursement periodicity to one month.

ED(ER) agreed to put up an agenda point in the EC meeting to be held on 12.08.2006.

20. Status of implementation of EPS-95

ED(ER) assured that the process would be expedited at the earliest.

21. Immediate settlement of all D&A cases

Pending cases are being taken up for early settlement.

22. Improvement of living conditions of all operational areas and offices.

ASTO took up the issue very strongly and expressed that the living conditions in many operational areas is pathetic. It also highlighted the indifferent attitude of some local management in this issue. Management assured that directives for uniform living and office condition would be issued to all key executives immediately.

23. Immediate implementation of 21days on / 14days off pattern in geophysical field parties

ASTO informed that Pilot implementation report from all the regions have been sent and the 21days on / 14days off pattern should be rolled out immediately. Management agreed to issue the order shortly.

24. Introduction of desert allowance at Rajasthan forward base

Management asked Jodhpur ASTO unit to provide the relevant documents/ Govt directives in this regard for processing the case.

25. Introduction of 20 days CL for employees of NE posted outside

The issue would be deliberated in detail along with the NE package.

26. Issuance of orders for Reregistration charges for Vehicle on transfer.

EC has approved this proposal and orders will be issued shortly.

27. Medical dependency of children/parents in case of death of employee. Removal of ceiling of income for declaration of dependency for availing medical facility.

Management has agreed in principle and the issue would be taken up for necessary approval.

28. Revocation of office order regarding acquiring of additional qualification through distance education.

Management is examining the case and ASTO insisted that the scheme should be reintroduced in the original format.

29. Status of issues related to MOP&NG i.e. 5 year periodicity, 50% DA merger, Immediate release of additional stagnation increments, DA neutralization w.e.f 01-01-1996, competitive pay package for Oil sector executives

ASTO conveyed the OSOA resolution to the Management and impressed upon it to steer the issue positively at the Ministry level.

Further, out pocket allowance scheme is being suitably enhanced to compensate late sitting hours at office. The proposal is being taken up in the EC on 12th August, 2006.

Dear Members, your unrelenting support and encouragement to ASTO has been a tremendous source of strength to us and we value your contribution towards the effective and positive functioning of ASTO. We seek all ASTO members' indulgence in the issue and exhort all that members to be prepared for the agitation phase in case the issue is not settled amicably before 5th September, 2006. We will be communicating to you periodically all the developments in this front. *We will keep you posted with all the developments. Keep in touch with our website www.astodelhi.com*

LONG LIVE ASTO UNITY

(Amit Kumar)
President

(Somesh Ranjan)
Vice President

(Sanchita Shyam Barah)
Secretary

(S. C. Jha)
Jt. Secretary

(Gaurishanker)
Treasurer