



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)



No. ASTO/CMD/01/05-07

Date : 01.08.2007

The Chairman and Managing Director,
ONGC Ltd.
6th Floor, Jeevan Bharati Building
Delhi – 110001

Sub: **Resolutions of the third Meeting of ASTO CEC Members.**

Sir,

Enclosed is the resolutions passed during the meeting at Mumbai held on 1st august, 2007. This is the third meeting that the elected CEC members of ASTO have attended by spending our own money; whereas defeated and co-opted members are going round the country without having any accountability and reasonability though they do not have any public mandate. Recent visit of the CWC members to MUMBAI AND visit at Offshore at the behest of the Management and causing overstaying of the off shore crew members is a glaring example in itself. Even the ASTO, Mumbai unit was not aware about this sort of act of CWC, ASTO as well as management.

We would like to bring out that major issues have remained unresolved despite bilateral agreement dated 24th April, 2007. In fact, majority of the issues raised and agreed by Management in April, 2007 have not been implemented so far.

The issues could be brought out in two categories (a) organizational (b) welfare. We advice you that issues like laptop facility, mobile facility to E0 level executives and final payment of profit sharing upto year 2005-06, and past profit sharing money that was approved by the board in the meeting held on 6th September, 2006 be released immediately as per our discussion and suggestions. In spite of completion of another financial year, job incentive did not find the light of the day. The reserve accretion and special incentive thereupon, even agreed by C&MD on 1st December, 2005 has not been implemented. Why we are shedding crocodile tears in the name of BRAIN DRAIN? Is the Management at all interested for the growth of the company? If so, how the contracts are being done for outsourcing the services and non recruitment in drilling discipline in particular at the working level.

Further, I would like to share the sentiments of the officer's community regarding the much talked about transparent policy of the Management by not displaying the transfer list of AT-2007 on the or.net. The much touted transparency of the Management has been discolored by this action. Any reaction on the or.net should be taken in healthy spirit rather than suspending their logins.

I may also state that despite the positive approach from our side, the Management did not respond to resolve the issues rather hobnobbed with the unconstitutional and undemocratic CWC. Attitude of the Management has forced us to adopt the path of agitation in the true Gandhian way and we shall proceed on hunger strike w.e.f 20th August, 2007 and followed by indefinite strike as per resolution no 5 based on the charter of demand of resolution no 3. We feel that you and the other members of the

Board have failed to fulfill the aspirations of the officers and we are left with no other alternative but to sacrifice ourselves for cause of organization and officer's community.

This may kindly be considered as notice

Yours faithfully
C. R. DAS
PRESIDENT
ASTO- MUMBAI

Copy to:

1. Director (HR), New Delhi
2. Director (Onshore), New Delhi
3. Director (Offshore), New Delhi
4. Director (T&FS), New Delhi
5. Director (Exploration), New Delhi
6. ED – Chief ER, Dehradun/Delhi

**Sub : THIRD MEETING OF THE DEMOCRATICALLY ELECTED MEMBERS OF
ASTO UNITS FOR THE TENURE 2005-07 –EXTRA ORDINARY MEETING OF CEC
MEMBERS HELD AT Mumbai ON 01.08.2007**

The third meeting of the CEC members of ASTO for the term 2005-07 held at Mumbai under the leadership of Sh. C.R. Das, President ASTO - Mumbai. The participants took stock of the situation and reviewed the minutes of the last meeting on the charter of demands dated 27.03.2007 and subsequent discussion held with Director (HR) on 24th April, 2007 at Mumbai. The members brought out that there has been very slow progress on the issues and the officer's community is feeling that there has been a sudden impasse in the implementation of the agreed issues on the part of the Management for the last three months. Members were also agitated that despite the proactive approach of members we find that orders on agreed issues have not been released so far. Hence the following resolutions were passed:

Non Implementation of Established HR Policies: It is observed by the house that there are frequent instances when established HR policies are violated with intentions to favour a few, who are close to the management. This was established by the examples of ending transparency in transfers. At one hand committed officers are being transferred even in mid session and on the other hand individuals who lost ASTO elections and are stationed at one station for more than 17 years are being retained on flimsy grounds or by nomination to the ASTO CWC. Also the elected office bearers and those who have immunity under the existing norms for the collectives are being transferred. Practice to transfer of elected office bearers even one year in advance is a clear indication of vindictive attitude. Recent corporate promotions, number of senior officers have been left out to favor a few who are near to the powers that be. Some other instances of high handedness and violation of established HR policies were quoted as under:

1. One CWC member is favoured with regular job for his relative, though many more suitable cases have been denied job despite the death of the lone bread earner.
2. Waiver of bond money in case of a CWC member though in similar cases under Unnatiprayas/SUP even TA/DA was recovered by the order of the Head, IMD.
3. Implementing half cooked and ill designed PRBS without notifying to the individual members in any proper way. House opined so because the revised scheme has not been notified so far though increased deductions have been started.
4. Members expressed their anguish and dissent to actions of the management for not taking cognizance of the communication of statutory body about illegality of present CWC. Despite being brought to the notice several times the management prefers to promote the team in their undemocratic working, despite being responsible to function as neutral facilitator for collective bargaining. By such attitude the management became party to illegal and unconstitutional expulsion of former ASTO-CWC President Mr.L.K.Mirchandani and impending expulsion of Sh. C.R. Das, President, ASTO, Mumbai.
5. Management failed in providing proper living conditions, drinking water, lodging facilities to the employees in operational areas of Eastern region.

The ASTO members observe how selectively the candidates being accommodated by way of changing from one discipline to another for corporate promotion issued recently in violation of procedure of change of cadre.

Resolution 1

In view of the above, the house resolved to seek the intervention of highest authority to ensure proper implementation of HR policies to ensure justice for those officers who relentlessly work for the Organisation and the Nation from being harassed by partisan attitude of the management. The house in no equivocal words condemned the acts of the management, especially those of the HR, that encourage the unconstitutional and illegal ways of functioning of the unconstitutional present ASTO-CWC.

Resolution 2

Safety status of various installations, rigs, platforms and logistics facilities alongwith PPE were analyzed by the members and concluded that management is only paying lip service to the safety of assets and employees. Many incidents were brought to the notice of the house by the members. Incidents and shortfall quoted are accidents of vessel CPSrivastava, Samudrika 10, black out at WIN platform, fire in cooling tower at Uran Plant and few more were cited as the glaring examples. Members took strong exception to non implementation of the agreement that has been reached on 24th April, 2007. Accordingly, it was resolved to bring out the various incidents and shortcomings in front of the management and carry on the agitation to enhance the safety practices at ONGC installations.

Resolution 3

All the members brought out the sad state of affairs as well as non resolution of the twenty eight issues raised by them and agreed by the Management through Director (HR) in the bilateral meeting of 24.04.2007. The status of the issues is as follows:

1. Immediate publication of reports relating to prevailing safety conditions at work centers, Rigs & Installations as well as previous accidents. Immediate replacement of obsolete equipment and rigs with strict adherence to HSE norms. - **Not Resolved**
2. Release of adhoc payment w.e.f. January, 2006 on monthly basis ranging from Rs.15000/- to Rs.55000/- per month against pending Pay Revision to arrest the brain drain / attrition. - **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 and payment to Officers on deputation to other organization in the interest of ONGC. Further, final payment for the year 2005-06 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 for Goa, Surat, Karaikal, Rajahmundry, Dehradun.–**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 onland 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.**

Further, the following points also need immediate action on the part of management:

A. Improvement in Working and Living Conditions: Keeping the extreme harsh conditions in the areas of our on land operations, all the shift vehicles should be air conditioned.

B. The policy of improving the living conditions at installations, guest houses, residences, bachelor accommodation has been approved long time ago but remained only on paper at many of the work centers. Food quality and living condition in the operational areas of the North eastern Region is horrible, which needs immediate improvement. Mumbai has saved crores of rupees by establishing the guest house. It was agreed that adjacent accommodation will also be converted to Transit Accommodation by July 2007 to avoid the constraint of the accommodation as well as saving the cost but till date there is no visible action. Hence, it needs immediate action.

C. Income tax on Housing perks: As per income tax rules proposed in finance bill 2007, a PSU employee staying in the company provided accommodation has to bear 15% of salary as perks and is proposed to be taxed accordingly. Same is exempted for central Govt. and State Govt. employees. PSUs like BSNL have already approved that accommodation to its employees bears no concession and hence the employees are free from addition of perks. In case of ONGC also employees are forced to stay in operational areas or nearby areas of their place of work as per the operational requirement and hence can not be covered for adding of perks on company provided housing. **The Income Tax on perks should be borne by the Organization.**

D. Opening of Promotion avenues beyond E-4 for the Marine Radio Officers and Library discipline etc.

Resolution 4

The members were agitated on the way the ASTO-CWC is functioning especially when the term is coming to an end. Hence the house unanimously resolved that call for election for fresh CEC is given so that new CEC can be finalized and new CWC can take charge by the end of the tenure of the present unconstitutional CWC by 10th December, 2007.

Resolution 5

The members unanimously agreed to serve notice the Management for immediate implementation of bilaterally agreed issues and for resolution of issues pending by **06.08.2007** failing which we the members shall be free to go on the agitation path as per the action plan given hereunder and the management shall be responsible for any of the unforeseen consequences:

Action Plan

20.08.2007 21.08.2007	to	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.

Meeting Held ON 01.08.2007 at Vasudhara Bhavan, Mumbai

ATTENDANCE

Sr No.	Name	Desig.	Unit
1	C. R. DAS	President	Mumbai
2.	A. A. Solkar	V. President	Mumbai
3.	R. C. Pathare	Secretary	Mumbai
4.	Amritraj	Jt. Secretary	Mumbai
5.	P. N. Pathak	J.S. (Offshore)	Mumbai
6.	S. K. Chaturvedi	President	A'bad
7.	S. S. Mayal	Secretary	A'bad
8.	Rajesh Argawal	Treasurer	A'bad
9.	Ashok Kelkar	Jt. Secretary	A'bad
10.	V. V. Patel	V. President	A'bad
11.	Amit Kumar	President	Delhi
12.	Rajan Pillai	President	Baroda
13.	C. P. Biniwala	Treasurer	Baroda
14.	D. K. Srivastava	V. President	Mehsana

15.	P. R. Kumar	President	Karaikal
16.	S. Kalaimani	Secretary	Karaikal
17.	A. Arumugam	President	Ankleshwar
18.	C. S. Nair	Secretary	Ankleshwar
19.	Bharat N. Chawda	Treasurer	Ankleshwar
20.	A. K. Sinha	Secretary	Hazira
21.	R. A. Soni	Act. President	Hazira
22.	Rajeev Kumar	Jt. Secretary	Hazira
23.	Mahendra Mhatre	V. President	Uran
24.	B. V. S. Rao	Secretary	R'mundry

Shri B. M. L. Aswal, Shri Sanjay Varshney and Shri A. Chakraborty of Dehradun Unit have conveyed their support of the resolutions.

Shri Tapan Dutta and Shri Manoj Bhagwati of Nazira unit have conveyed their support of the resolutions.

Shri Barial Majhi of Jorhat has conveyed his support of the resolutions.