

EXTRAORDINARY MEETING OF THE DEMOCRATICALLY ELECTED ASTO UNITS FOR THE TENURE 2005-07 – MEETING OF CEC MEMBERS HELD AT BARODA ON 03.01.2007 VIDE AGENDA CIRCULATED BY SHRI C.R. DAS, PRESIDENT, ASTO - MUMBAI.

Present elected body of the Association of Scientific and Technical Officers (ASTO), CWC for the term 2005-07 was constituted on 01.12.2005 in CEC meeting held on 29.11.2005 to 01.12.2005 at Surajkund. Election of the President-CWC was decided by vote in the CEC and as the candidates had received 34:34 votes each candidate was given a term of office for one year as unanimously resolved by CEC prior to voting. Accordingly Sri LK Mirchandani had held office during 01.12.2005 to 30.11.2006 and subsequently the charge stands handed over to Sri Sanjay Goel on 12.12.2006. It is pertinent to note here that there had been some litigation in a lower Court at Mumbai on the constitutional validity of the CEC resolution which created two Presidents of 1 year term for each President and the honorable High Court of Mumbai has upheld the CEC proceedings and CWC as existed on 01.12.2005 by its order dated 11.12.2006.

Sri Sanjay Goel who took over as President on 12.12.2006 on the basis of the CEC proceedings of 30.11.2005 has chosen to precipitate a crisis on the Association consisting of 20 Units and 23000 officers by unilaterally dissolving the CWC at the back of the CEC. Present President ASTO-CWC dissolved the CWC, which was nominated / ratified by CEC and signed by both the then Presidents. He reconstituted the same by nominating non-elected & non-CEC members without the mandate of the CEC, which is against all constitutional and democratic norms. As such this autocratic action was condemned by the great majority of Units representing nearly 75% of the executive population. ASTO Units as such have issued communications to both the President ASTO-CWC and the ONGC Management pointing out the non-representative nature of the adhoc body created by Sanjay Goel in violation of the CEC resolution dated 30.11.2005 based on which he came to assume office on 12.12.2006.

Repeated submissions by the Units and a majority of CEC members have failed to make the President ASTO-CWC amend the undemocratic ways and provide representation to the democratically and constitutionally elected Units which hold responsibility for the bilateral processes with the Management. As a result of undermining the elected Units with nominated people, alarming situations have arisen in the vast majority of operational areas coming under Mumbai, Ankleshwar, Ahmedabad, Jorhat, Dehradun, Karaikal, Rajahmundry, Nazira/Sibsagar, Baroda, Cambay, Mehsana, Hazira, Uran and Delhi which are the major work centers of ONGC. In view of the inaction and irresponsibility of Sri Sanjay Goel and his unwillingness to call CEC, various Units and majority of CEC members have withdrawn their support to the new CWC that Shri Sanjay Goel has constituted. Many of the issues that have been under bilateral proceedings have come to a standstill or stand impaired as a result of the collusion between the President Sri Sanjay Goel and ONGC Management.

Against the above background, the ASTO Units represented by the CEC members who have given signature viz., 24 CEC Members present and 8 Members given their written consent, the list of participants is given as under, met at Baroda on 03.01.2007 and resolved as here under.

No.	Name	Post Held
	Ahmedabad	
1	S K Chaturvedi	President
2	V V Patel	Vice President
3	S S Mayal	Secretary
4	Ashok Kelker	Jt Secretary
	Ankleswar	
5	A Arumugam	President
6	C S Nair	Secretary
	Baroda	
7	Rajan Pillai	President
	Cambay	
8	Rakesh Mohan	President
	Dehradun	
9	B M L Aswal	President
10	A Chakraborty	Treasurer
	Delhi	
11	Amit Kumar	President
	Hazira	
12	R A Soni	Vice President
13	A K Sinha	Secretary
	Jorhat	
14	L K Mirchandani	President
	Karaikal	
15	P R Kumar	President
16	Kalai Mani	Secretary
	Mehsana	
17	D K Srivastava	Vice President
	Mumbai	
18	C R Das	President
19	A A Solkar	Vice President
20	Rajesh C Pathare	Secretary
21	Amritraj	Jt Secretary
	Rajahmundry	
22	B V Sri Hari Rao	Secretary
	Uran	
23	Mahendra Mahtre	Vice President
	Ex-Officio Member	
24	K C Harikumar	Ex. Gen. Secretary-CWC
List of CEC Members who have given their consent letter on any decision taken in the said meeting agreeable to them.		
25	V Venkatramani	Secretary - Camay
26	Sanjay Varshney	Secretary - Dehradun
27	Somesh Ranjan	Vice President - Delhi
28	Ms Sanchita S Baraha	Secretary - Delhi
29	A S Nipun	Vice President -Jorhat
30	Sanjay D Wagh	Treasurer - Mumbai
31	Tapan Dutta	Vice President - Nazira
32	M K Bhagwati	Treasurer - Nazira

Besides above 32 CEC members, the written consent of Other CEC members who have orally communicated their support shall also be forwarded soon.

RESOLUTION - 1

1. President, ASTO-CWC is called upon to restore the CWC as of 30.11.2005 in accordance with the CEC proceedings and resolution upheld by the Hon'ble High Court of Mumbai.

2. We call upon the ONGC Management and ER authorities to direct the President CWC to maintain democratic functioning and representative nature of the ASTO and to desist from undemocratic superceding of elected Units with nominated Members and unconstitutional co-options. Further, the Management is called upon to examine the propriety of bilateral proceedings with a President CWC who does not hold a majority in the CEC. It may be noted that the ASTO-Management decisions come into force only when ratified by the CEC and thus the message of this meeting dated 03.01.2007 at Baroda has to be given due recognition under bilateral provisions. The Working Committee led by Shri C R Das, President ASTO Mumbai and Senior most CEC member, constituted and communicated as under may be given due cognizance.

No.	Name	Post Held
1	C R Das	President - Mumbai
2	A Arumugam	President - Ankleswar
3	Rajan Pillai	President - Baroda
4	Rakesh Mohan	President - Cambay
5	B M L Aswal	President- Dehradun
6	Amit Kumar	President - Delhi
7	R A Soni	Vice President - Hazira
8	L K Mirchandani	President - Jorhat
9	P R Kumar	President - Karaikal
10	D K Srivastava	Vice President - Mehsana
11	S K Chaturvedi	President - Ahmedabad
12	B V Sri Hari Rao	Secretary - Rajahmundry
13	Mahendra Mahtre	Vice President - Uran
14	Dr. R Debbarma	President - Agartala
15	A K Safaya	President - Goa
16	Bikas Chakraborty	Secretary - Silchar
17	Tapan Dutta	Vice President - Nazira
	Ex-Officio Member	
18	K C Harikumar	Ex. Gen. Secretary-CWC

Note : 1 The CEC members of the respective units will be contacted to act on behalf of this committee to implement and pursue the resolution, where the CEC members could not represent.

2 In absence of the CEC member in any unit, the member(s) will be nominated to act accordingly.

3. Under these circumstances, in wake of inaction by Sri Sanjay Goel to the submissions of the great majority of CEC Members, the house expressed anguish and resolved that the President –CWC holds office only under majority support of the CEC members. Meeting of CEC members at Baroda on 03.01.2007 therefore declares that Sri Sanjay Goel has lost the mandate of CEC and hence he cannot continue as President-CWC. As the democratic norm calls for testing strength on the floor of the House i.e. CEC and hence only CEC can decide further course of actions.

Resolution 2

1. Meeting of CEC members at Baroda expressed serious concern on the administrative and financial impropriety that has come to light in various aspects of ONGC Management.
2. We are aghast to note that non-transparent and dubious deals have been underway between Management and certain leaders and we are pained to see that all the norms on recruitment and promotions have been violated to favour the allegiance of certain people. We therefore demand that all such adhoc appointments may be revoked with immediate effect.
3. CEC members expressed their concern on the increasing impropriety in various projects where scientific, technical and financial expertise and judgment have been put on backseat to ensure adhoc and irrational nomination process in major investments.
4. The house also resolved to approach higher authorities like MoP&NG, CVO, CVC and other statutory bodies for necessary investigations and pursuant actions. We therefore call upon the Management to provide for effective bilateral interactions to ensure transparency and adherence to policies in the matters of (a) Recruitment and Promotions (b) Corporate Sports policy (c) Illegal and unscientific moderations of PARs etc.

Resolution 3

The issue of submission of the audited accounts of ASTO CWC for the term 2002-2005 was discussed in detail. The members pointed out that non submission of records/vouchers and adjustment of amount drawn from the ASTO-CWC fund by the then President-CWC, tantamount to misappropriation of public fund. Further, till date the accounts have not been accepted by CEC due to major audit observations by the auditors as well as misuse of public fund. The members also brought out that nearly Twenty lakh rupees was collected in the name of filing legal cases against perks etc. However, that fund was misutilized. In view of this financial impropriety, the house resolved the following:

- A. The house was informed that number of letters have already been written to Shri S.D. Vyas and also to the then Treasurer for the period 2002-05. However, they failed to respond to the written request. Hence, Sh. A. Chakraborty, Treasurer ASTO-CWC (First term of 2005-07) is authorized by CEC Members to initiate legal action against Sh. S.D.Vyas the then President-CWC for the period 2002-05.
- B. The House resolved that the Bank accounts of ASTO CWC at Dehradun and Delhi alongwith the Pass Books / Cheque Books be handed over only in CEC and be frozen till then. The password of ASTO CWC website be provided to Shri C R Das, President – Mumbai Unit for further communication in the interest of ASTO Community.
- C. The House was informed the accounts of the First term of 2005-07 for the period 13.12.2005 to 30.11.2006 have been prepared and are being audited. The Audit shall be completed by 08.01.2007. Further, the accounts have remained freezed since 30.11.2006 and no transaction has been done since then.

Resolution 4

The House also discussed threadbare all the major pending issues with the management and resolved that a Notice for direct action program be given to the Management on the following issues.

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.
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.
3. 50% DA merger w.e.f. 01.01.2005.
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.
5. Review of PRBS as per the unanimous resolution of CWC on 21st July, 2006.
6. Immediate implementation of Removal of anomaly in pay scales of E-2 to E-5 generated during pay revision of 1992.
7. Release of Office Order for Onshore Duty Leave.
8. Industry practice to be followed for the Laptop advance.
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.
10. Review of R&P and existing MOU as per the report submitted by ASTO. Further, restoration of promotion for the cases who 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.
11. Release of pending merit promotions up to E-4 for the year 2001, 2002 and 2003.
12. Implementation of policy for Residential building, Bachelor Accommodation and Guest House constructions / maintenance as per the Building policy approved by EC.
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
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. Minimizing transfer of employees having above 50 years of age & Q-3 qualification.
15. Immediate enhancement of HRA for Goa, Surat, Karaikal, Rajahmundry, Dehradun.
16. Career Growth (1/3rd relaxation) for P&A discipline.
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 for E-0 to E-2. Further, enhancement of Maintenance charges from Two months to Three months.
18. Employees performing 12 hrs. duty pattern are to be paid Operational allowance @12.5% instead of 10% and Operation Allowance for Helibase..

19. Environment Protection allowance at Hazira, Uran and all H2s Hazardous Fields.
20. Remote Locality Allowance for Cambay and Karaikal..
21. Extention of medical facility to dependent who retired from PSUs / Government services irrespective of their amount of pension drawn.
22. Review of Circular on Check Fare especially for employees working on ON/OFF pattern.
23. Review of Mobile phones scheme and Mobile Phones to be provided to all the officers.
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.
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.
26. C-off in lieu of duty on National Holidays for the officers performing duties in Shift / ON-OFF pattern.
27. Cambay should be reverted back to the original status of reporting directly to the Basin Manager.
28. Recruitment of Ex. ONGCians needs to be stopped.

Resolution 5

The House discussed the poor plight of the bilateral process wherein the ASTO Committees have done immense homework and had submitted their reports for necessary discussion and implementation. It is important to note here that the Management failed to take note of the damage that is being contemplated to the bilateral process by the unilateral action of Sri Sanjay Goel in respect of

1. Review of R&P,
2. Review of Transfer & Job rotation policy
3. Incentives committee
4. PRBS Committee
5. Corporate Sports policy

etc where mutual understanding *as per the MOU dated 01.07.2006 demanded time bound action and rectification of anomalies*. Improperly representative CWC body of Sri Sanjay Goel which attempts to supercede the CWC of 30.11.2005 has come to play joke with the officer's community by hobnobbing with the Management for issue of promotions w.e.f 01.01.2007 and annual transfers AT-07 *without the necessary amendments to the policies as demanded by the CEC*. We call upon the Management to awaken and be prudent enough to understand the implications of the present crisis precipitated by the nominated improperly-representative body of Sri Sanjay Goel.

We take this opportunity to convey the Management that any dilution of the Committee reports, approved by CWC, shall lead to perpetual conflicts and we are vowed to set right any decision taken without the consent of CEC under which the process had been initiated and recommendations forwarded. It may be noted that –

1. Any denial of promotions w.e.f 01.01.2007 without the review approved by the CWC as enshrined in the R&P committee report shall be contested.
2. In respect of annual transfer 2007 also we demand that the orders may be issued only after the necessary amendments to the policy as per the report of the committee.

Resolution 6 : Action Plan

03.01.07	Serving of formal notice of action plan to the Management
08.01.07 to 10.01.07	Conducting GBMs at work centers by the respective ASTO units for appraisal, show of strength and unity.
11.01.07 & 12.01.07	Relay fast (Also Wearing of Black Badges at all work centers by the Executives). Relay fast for 12 hours from 0600 hrs. to 1800 hrs. on both days
16.01.07 onwards	Work to rule at the Operational areas & Offices.

The Action plan of work to rule continues till the issues are resolved. However, the CEC Members will again meet on 31.01.2007 to take stock of the situation and may decide to go for indefinite Hunger strike / Complete strike. The leader of the working committee Shri C R Das, President ASTO Mumbai is authorized to co-ordinate.

The above resolutions is agreed to be forwarded by Shri C R Das to the Management and circulate to the Officers community through ASTO CWC Website, OR.Net and by FAX.

Sd/-

By CEC Members attended the meeting.