



# ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

Registered with the Registrar of Societies Uttarakhand Govt., Registration No. 172 (1967-68)

## OIL AND NATURAL GAS CORPORATION LTD.

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**AMIT KUMAR**  
PRESIDENT-CWC  
9868282105

No. ASTO/CWC/CWS-Timing/2018-20

05.12.2019

To,  
Director (HR)  
ONGC,  
5<sup>th</sup> Floor Deendayal Urja Bhawan  
New Delhi - 110070

### Sub: Working Hours of CWS, Vadodara


Madam,

Please find enclosed letter from President ASTO, Vadodara regarding parity in working hours at CWS, Vadodara. We have been requesting for this issue since last one year, where the local management, Head CWS, IR-Vadodara, ASTO and local unions have already agreed for rationalizing the working hours for CWS, Vadodara without hampering the productivity of Central Workshop.

The rationalizing of working hours of CWS, Vadodara do not violate any regulatory requirement as well as in fact shall result in enhancing the productivity of Central Workshop. Letter of President ASTO, Vadodara is self-explanatory. It seems that the proposal is with Corporate IR for last ten months and has not been resolved so far.

We therefore request kind intervention of your office to resolve this issue to ensure the parity of working hours at CWS, Vadodara.

With warm Regards

  
5/12/2019  
(Amit Kumar)  
President CWC

### Copy to:

1. GGM - Chief ER
2. President/Secretary - All ASTO units



# ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS



[Registration No.172 (1967-68) Registrar of Societies Uttarakhand]

**Oil & Natural Gas Corporation Ltd, Baroda**

**PUNEET SAXENA**  
**PRESIDENT**

**Dr. S VARSHNEY**  
**VICE PRESIDENT**

**AVANISH SHUKLA**  
**SECRETARY**

**PAWAN K SINGH**  
**JT. SECRETARY**

**S F VANKAR**  
**TREASURER**

No. ASTO/BDA/CWS Time/3/2018-20

07.11.2019

To,  
CGM-Head Central Workshop  
Vadodara

Ref: No. ASTO/BDA/CWS Time/1/2018-20

**Subject:** Parity in working hours at CWS.

Sir

ASTO has been requesting for parity in working hours of CWS Vadodara for more than an year. The file which was moved by CWS management on positive note from local IR is still pending at corporate IR. We believe that our Corporate IR is highly competent and professional. It is clear that corporate IR could not find sufficient reasons in past eleven months to reject our plea. If there were reasons to deny the change in working hours to 8 hours from present 9.5 hours they would have promptly rejected the case with proper noting on the file. In absence of any negative remarks from any higher official including erstwhile CTS, Director-(T&FS) and IR from Baroda it can be concluded that there is no reason to deny justice to any employee of CWS who is required to work additional 90 minutes every day without any compensation.

Here, I would like to point out that after recent merging of Finance of CWS with WON Basin, Vadodara the timing of employees of Finance discipline gets changed to 8 hours duty pattern automatically. This creates a situation of varying working hour amongst various disciplines looking after functioning of CWS.

You are kindly requested to take up the issue on priority at your level and resolve the long pending issue locally as recommended earlier by IR section Vadodara. You may with approval of L1 of CWS change the official working hours at par with that of WON Basin. The same can be started initially on experimental basis for one year with effect from 01/01/2020 to assess any impact on organisational productivity and further implemented post assessment.

Regards

Puneet Saxena

**Copy to**

1. ED-Chief Technical Services
2. President CWC- ASTO