



# ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

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

## OIL AND NATURAL GAS CORPORATION LTD.

Room No. 2016, 2nd Floor, Tower-A, Vasant Kunj, New Delhi-110070

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### CENTRAL WORKING COMMITTEE

**No. ASTO/CWC/Disaster-COVID-19/2018-21/10**

**07.08.2020**

To,  
Chairman and Managing Director  
ONGC  
5<sup>th</sup> Floor Deendayal Urja Bhawan  
New Delhi - 110070

### **Sub: ASTO CWC's Resolution on various Issues related to COVID-19**

Sir,

Kindly refer to ASTO's earlier letters vide which we had requested some confidence building measures to be taken in light of the grave situation in the country due to COVID-19. ASTO had requested measures related to compensation for additional duty being performed by our officers in field, guidelines on leave rules during quarantine period, uniformity in practices and period of On/Off, compensation to the families of employees who have laid down their lives due the ever increasing COVID-19 pandemic.

Sir, you would definitely agree that Ongcians especially field going employees have displayed exemplary courage to keep ONGC flag flying high and ensuring uninterrupted field operations by remaining unfazed against several hardships arising out of unprecedented containment measures such as lockdowns, severe restrictions on movement and mandatory quarantines etc. imposed by Central and State governments to stop the spread of COVID-19 pandemic.

Sir, the 3<sup>rd</sup> meeting of ASTO CWC was held on 1<sup>st</sup> August 2020 through VC. All the members were deeply anguished that earlier also CWC in its 2<sup>nd</sup> meeting held on 15<sup>th</sup> July 2019 had passed a resolution related to field allowances and other issues bringing out the legal framework for the same but nothing concrete was done by Chief ER in this regard despite several reminders. CWC members also shared the challenging circumstances in which our officers are carrying out field operations. However, their justified requests have not seen positive conclusion so far.

In view of above, house unanimously passed resolution in the 3<sup>rd</sup> CWC meeting which is in continuation to the resolution passed in 2<sup>nd</sup> CWC meeting dated 15<sup>th</sup> July 2019. The resolution dated 1<sup>st</sup> August 2020 (pages 2-4) is enclosed for your perusal.

Sir, it is requested that concerned department may be advised to take concrete and immediate action on the Resolutions.

With warm Regards

(Amit Kumar)  
**President CWC**

### **Copy to:**

1. Dir(Fin)/Dir (HR)/Dir(Off)/ Dir(Expl)/Dir(T&FS)/Dir(On)
2. ED - Chief ER
3. President/Secretary - All ASTO units



**CENTRAL WORKING COMMITTEE**

**RESOLUTION**

A meeting of the Central Working Committee (CWC) of Association of Scientific & Technical Officers (ASTO) was held on 1<sup>st</sup> August 2020 through video conferencing.

The meeting started with observing two minutes silence for all the employees who had laid down their lives during this period due to COVID-19. ASTO-CWC prayed for peace to the departed souls and requested all to extend support to the bereaved families of deceased.

ASTO-CWC also placed on record its appreciation to all the field going employees for displaying exemplary courage to keep ONGC flag flying high and ensuring uninterrupted field operations by remaining unfazed against several hardships arising out of unprecedented containment measures such as lockdowns, severe restrictions on movement and mandatory quarantines etc. imposed by Central and State governments to stop the spread of COVID-19 pandemic. The heart and soul of ONGC lies in the field operations, various hardships faced by the field going crew in these ever-changing times of COVID-19 pandemic were discussed at length. With deep dismay, ASTO-CWC noted that while ONGC oil warriors working in field operations and offices have not shied away from duties, ONGC Management till date has not considered various confidence building measures proposed for field going employees by majority of the units of ASTO and CWC on various occasions. ASTO-CWC, after detailed deliberations, unanimously adopted following resolutions and urges the Management to take positive decisions on top most priority:

1. There has been inordinate delay in finalizing the compensation for the extra duty in field during this pandemic, performed by the executives and this needs to be resolved. ASTO-CWC has been suggesting additional compensation for our officers doing extra duty in field. The compensation needs to be there as the legal framework allows for the same. ASTO-CWC suggests that the duty performed (> 14 days) should be converted into ODL and the balance admissible off (if any) should also be converted to ODL.
2. In this COVID 19 crisis, in order to implement social distancing norms and mitigate associated risks and also to curtail manpower as a preventive measures to contain spread of Covid-19, many officers who are working in general shifts at onshore installations at places like Ahmedabad, Mehsana, Ankleshwar, Cambay, Cauvery, Rajahmundry etc. are performing extra duties on working/rest /closed days but they are not given any C-Off. In view of this, C-Off & OPA must be granted to these field going executives, who are working in the fields and performing extra duties on working/rest/closed days, without impacting normal functioning of the shifts/duty pattern.



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3. Due to widespread outbreak of Covid-19, several situations have emerged where employee have to self-isolate or quarantine himself/herself or having forced unavailability at work centre due to lockdown, as per the guidelines of GOI/ONGC from time to time or may have to undergo treatment for Covid-19 for self. In absence of any guidelines to address such situations in various scenarios, it is causing a lot of confusion and inconvenience to the employees. ASTO CWC suggests that a detailed guidelines on quarantine period vis-à-vis duty period and regularisation of leave period should be immediately issued. Some work centres are already treating such employees on duty whereas some are harassing the employees. Such situation has to be treated as on duty. GOI including other Oil PSUs companies' have already clarified this aspect.
4. In the absence of any guidelines on above scenarios, different sections have adopted different methodologies to regulate their On-Off pattern. One work centre is following a pattern of 7 days ON/OFF, then 21 days duty and then 21 days off. One work centre is following 42 days, another is following 28 days, and another is following 35 days. ASTO-CWC demands that a uniform criterion may be framed and adopted to regulate the On-Off pattern across sections.
5. When this highly contagious and dangerous pandemic is spreading day by day and affecting our employees both medically and psychologically, it is requested that existing office order issued by ED-Chief ER vide order no. ONGC/ER/COVID-19/2020/CP dated 22.05.2020 on staggered attendance and Work from Home to be followed strictly.
6. ASTO-CWC demands that any expenses on quarantine of ONGC executives should be reimbursed and also suggests that in the places where ONGC establishment is available, quarantine facilities may be set up by ONGC itself.
7. After the recent revision, the taxi charges have been capped at Rs. 16/- KM for distance up to 150 KMs (and no CPP charges payable at both ends). Owing to less number of taxis plying in the road, the taxi charges have become very exorbitant and the present taxi charge being paid in ONGC (Rs 16/ KM) is proving to be insufficient. ASTO-CWC suggests that to the extent possible, ONGC should provide taxi facilities to the field going executives. In places where the above is not feasible the taxi fares should be paid as per actuals to the field going executives till the situation normalizes.
8. ASTO has raised the issue of enhancing compensation through CSSS which has been discussed in the CSSS Trust and is due now. Despite several request this has not been done. ASTO demands that this be done immediately and employees who have lost



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their lives due to COVID-19 while on duty needs to be compensated separately including jobs for their next of kin.

9. QTF facility for NE needs to be restarted immediately, removing the ceiling of 18 days off period considering quarantine guidelines of different State Govt.

It was unanimously agreed that issues highlighted above are pending since long and are adversely affecting the morale of ONGC executives. Considering the necessity of keeping the morale and spirit of the ONGC oil warriors high, ASTO-CWC resolves that concrete steps towards resolving all the above issues must be taken up by Management on topmost priority.

*[A collection of approximately 40 handwritten signatures in various colors (blue, black, red) and styles, representing the members of the Central Working Committee.]*