

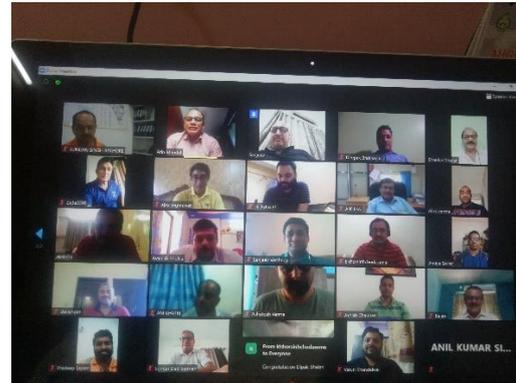


CENTRAL WORKING COMMITTEE

Minutes of Meeting of 3rd CWC Meeting of ASTO (Term 2018-2021) held on 01.08.2020

The third meeting of ASTO Central Working Committee was conducted through Video Conferencing on 1st August 2020 at 1100 hrs. The meeting had been requisitioned by President CWC under clause 10.2 of ASTO constitution to discuss the situation of COVID-19 pandemic and its impact on ONGC's field operations.

The meeting started by observing two minutes silence in the memory of ONGC oil warriors, who laid down their lives due to COVID-19. Shri S K Chaturvedi, General Secretary- CWC presented his report on the activities of CWC. He highlighted the changed dynamics of ASTO functioning in view of COVID. He brought out that the Management has appreciated the efforts and support of ASTO during these trying times. He briefed the house about the number of issues which are unresolved such as quarantine rules, regularisation of leave period, extra duty compensation, regulation of uniform On/Off period etc. He informed that ASTO has sought enhancing compensation for accidental deaths in field through CSSS. He emphasized that this meeting's main purpose is to discuss the way forward in light of the circumstances created by the pandemic COVID-19.



In the inaugural address Shri Amit Kumar, President- CWC welcomed the CWC members to the new normal of having virtual meetings. He emphasized that ASTO is the sole representative of officers' community, working tirelessly for ONGC, officers' community and country at large and conveyed his heartfelt gratitude to all the ONGC officers, especially those working in field operations. The field going officers, who, in spite of facing various hardships, have displayed grit and determination in line of work during these tough times. He applauded the role of ASTO representatives across the ONGC for their contribution in their assigned work along with ensuring the welfare of their members. He informed the house that till date we have lost 9 active employees to this pandemic. He emphasized that ASTO have been very positive so far but there are dark clouds ahead and a lot of perseverance is required considering the situation.

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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

Telefax : 011-26129070 Email : amitkumar@ongc.co.in



CENTRAL WORKING COMMITTEE

President CWC announced that constitution & by-laws of ASTO, as resolved by CEC, are now amended and it is duly registered by the Registrar of Societies, Uttarakhand and the registered copy has been received by President CWC. He complimented the Team for making all efforts in getting the amended constitution registered especially Sh. Ajay Rawat, Sh. Sanjay Varshney, Sh. Ashish Chauhan, Sh. Ashutosh Verma and Sh. Anuj Goyal. He informed that mask distributed by ASTO is one of the best masks distributed in ONGC and it has been appreciated across the length and breadth of ONGC. He informed the house that NPS has been done and it is now with Chief Commissioner of Income tax for approval and soon the facility to avail the option for NPS shall be available.

Shri Sanjay Varshney, Vice President-CWC & Shri Ajay Singh Rawat, Working President-CWC briefed the house on 1st agenda point "Information sharing regarding the amended Constitution and by-laws of ASTO". They informed the house that it is a big achievement of ASTO, as the amended constitution & by-laws of ASTO passed unanimously by the CEC on 26/27.04.2019, is registered by the Registrar. Shri Sanjay Varshney informed the house about major changes in constitution i.e. redefining of aims and objectives; all the elected officer bearers to be CEC members; term of office of 3 years; defined nomination in CWC etc. Shri Ajay Singh Rawat thanked President CWC for his vision to have a legal document as constitution.

With this ASTO has also achieved the great milestone of amending the Constitution in light of the MOU signed with ONGC as per Hon'ble Delhi High Court's order. President CWC wished that now management shall also follow up on the various clauses of MOU for which the responsibility lies with management.

2nd agenda point of the meeting was "Information regarding the Change of Auditors of ASTO". Shri Ashish Chauhan, Treasurer, CWC ASTO informed the house that as per ICAI guidelines, auditors need to be changed at regular interval to maintain transparency. In line with this guideline a reputed firm viz. UD Associates, Dehradun who are currently carrying out audits for number of reputed companies, has been shortlisted. The cost of auditing charges of the shortlisted firm is lesser as compared to what ASTO paid last year. The house agreed to the proposal.

3rd agenda point of the meeting was discussion on way forward and suggestions for facing the challenges arisen due to pandemic COIVD-19.



CENTRAL WORKING COMMITTEE

The house in one voice (unanimously) raised the challenges being faced by officers doing field duty. They have been regularly travelling and doing extra duty much beyond the permissible limits to reduce the risk as well as ensure continuous operations. In line of their duty number of them are getting infected but have continued to strive hard for ONGC in particular and country in general. Everyone felt that they need to be compensated for their efforts.

Shri Vivek Kumar Singh, Jt. Secretary-CWC raised the issue of C-Off/OPA for officers working in 12 hrs general shifts in this period of pandemic at Ahmedabad and performing extra duties on working/rest/closed days. There is no provision of such leaves in WEBICE for employees working in general shifts which needs to be looked into. Shri AK Jha, Jt. Secretary-CWC also endorsed the issue and reiterated that similar concern is there at Cambay and other Onshore Assets.

Shri D K Baral, Executive Member-CWC opined that the field operations of ONGC have not been impacted despite the various hardships in this pandemic, we should have "payment of field allowance" as the first resolution.

Shri Shankar Saran, Addl. GS-CWC raised the issue of additional benefits shall be very minuscule as per the proposal of ODL. Shri Pradeep E Mathew, Reg. Secretary raised the issue of uniformity in ON-OFF pattern.

Shri K Bhaskaran, Reg. VP-CWC & Shri AK Shukla, Addl.GS-CWC raised the issue of field party DA beyond 30 days for seismic field parties. Shri Avanish Shukla informed that the proposal for field party DA of the seismic field parties is already pending with Corporate Policy section. It is a one-time measure, so needs to be taken up separately with Director (Exploration).

Sh. Shiv Kumar, Executive Member-CWC, Sh. KS Rathore Jt. Secretary-CWC and Sh. AG Gavaskar, Org. Secretary-CWC raised the issuance of guidelines on Quarantine leave/regularisation of leave period.

Shri Alok Verma, Reg. Jt. Secretary-CWC informed that since the fields of Rajahmundry are at far areas (>150 km), the food DA payable to the field going executives have been stopped which is causing a lot of inconvenience. The issue of employees, working in Logging Section and Fishing Section not getting any compensation, was also raised. The issue of employees working in fields' services but are being shown as office duty in the WEBICE was also raised in meeting.

President-CWC concluded the point that field allowances need a long term solution for which a resolution has already been submitted to management. Joint Working Group



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meeting on this issue could not further take place due to COVID. On the issue of compensation to employees doing all kind of field duties and performing extra duties, President CWC agreed that though all kind of field duties have their share of hardships but the hardships of people doing 14 days on/ off are incomparable.

Shri Sanjay Varshney, Vice President, CWC ASTO proposed the resolution to be passed by the CWC. The resolution was discussed in detail and after deliberations in the meeting, ASTO CWC members passed the resolution on various issues related to COVID-19.

Shri A K Sinha, Working President -CWC proposed the vote of thanks. He quoted that "it is said that an opportunity lies with in every problem". COVID-19 has forced us to adopt innovative techniques and thus this virtual meeting. He submitted that ASTO has been consistently striving for welfare of ONGC executives and shall always continue to do so in future. He thanked everyone for their time and participation and also expressed gratitude for the detailed discussion on the critical issues and coming up with a very nice resolution.

S K Chaturvedi
General Secretary-CWC