



CENTRAL WORKING COMMITTEE

No. ASTO/CWC/Disaster-COVID-19/2018-21/6

17.06.2020

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

**Sub: Suggestions for Resolving issues being faced by Employees due to
Pandemic COVID-19**

Sir,

The novel corona viral disease COVID-19 has threatened the lives of millions of people across the globe. The world is trying to overcome this unprecedented challenge and so is India. A number of guidelines and advisories have been issued by Govt. of India and ONGC to contain the pandemic. ONGC has also carried out one of the biggest crew changes, during this challenging period of turmoil. We admire the leadership and decisiveness of EC for getting this transition done smoothly.

We would like to bring the following issues to your kind attention, which are either an outcome of crew change or continued lockdown period, for immediate resolution:

1. Since different states have different guidelines for home/institutional quarantine/sealing of building/society etc., ONGC may explore possibility to seek exemptions from authorities for ONGC offshore/field employees in the name of essential services. Period completed as home/institutional quarantine/sealing of building/society etc. period needs to be treated as a part of duty.
2. Wherever employees are asked for institutional/paid quarantine, before and after joining of duty and no facility is being provided by ONGC, expenditure towards the same may be borne by ONGC.
3. If any employee has to be quarantined before joining the duty, such period may be treated as duty.
4. Lockdown period, whether at work station before or after joining the duty or at home town of employees may be treated as duty period as they were forced by the abrupt announcement of Lockdown and ONGC's order not to move from their places till further orders.
5. Employees who have recovered from COVID shall be unable to travel by air due to DGCA guidelines in which an undertaking has to be given by traveller before issuance of boarding pass that he/ she has not come in contact with COVID positive person in last two months. Exemption is required to be obtained for such an undertaking and in case of no exemption, a vehicle from ONGC office may be provided to drop such persons at their family station.
6. Taking into consideration the grave situation at all work centres, pick and drop from airports and Helibase/ DSA/PSAs may be ensured in ONGC vehicles only.



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7. In view of shortage of taxis in many areas of country, Taxi charges are very high. Therefore, taxi charges at actuals should be paid until the situation normalizes rather than CPP charges fixed by ONGC for employees doing ON/OFF.
8. Uniform guidelines on duty pattern for field employees of onshore and offshore who are on 14 days ON/OFF duty. This is required as there is no clarity for the shift which is operating now after the crew change. Also it shall bring clarity for the crew that shall come in later.
9. Emergency response plan and detail guidelines to handle COVID positive cases at offshore/onshore installations in view of recent incidents of Rigs S/ Jyoti and S/ Kiran.
10. Extra duties performed by employees more than regular 14 days, should be converted into ODL. Balance offs, which employees couldn't avail should also be converted into ODL.
11. Minimum required manpower to run the installation may be mobilized at a time.
12. Insurance coverage for extended duty period needs to be considered especially in light of the recent sad demise of one of our colleagues working in offshore.

With warm Regards

(Amit Kumar)
President CWC

Copy to:

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