



# 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

**No. ASTO/CWC/HR/2018-21/19**

**24.03.2021**

To  
Director (HR)  
ONGC, Deendayal Urja Bhawan  
5-A, Nelson Mandela Marg, Vasant Kunj,  
New Delhi - 110070

**Sub:** ASTO-CWC resolution dated 01.08.2020 submitted vide letter dated 07.08.2020

Respected Madam,

One year of pandemic period due to novel Corona virus have already been completed on 23<sup>rd</sup> of this month in our country. This was a testing time for all of us and especially our colleagues working in offshore and onshore fields, have performed extraordinarily during this crisis period. Officers working in Field operations have been performing longer duty period, getting reduced off period in order to comply with the applicable COVID protocols. They have also complied with quarantine requirement as applicable from their off period. In offshore and NE sector the quarantine period was 07 days or more. The field going officers and all the Ongcians have ensured that the hydrocarbon energy chain continues to power India without any shutdown. Even today all the work centres and departments are functioning with reduced strength but ensuring increased output.

There are multiple instances when on duty employees of some of installations or field accommodations, both Offshore & Onshore, got infected with the virus. But the bare minimum employees took the call with courage & dedication and continued the operation despite additional safety hazard.

This excessive additional period of duty for one year is taking toll and our colleagues in field are facing health (physical & psychological) related issues. A meeting of Working Presidents, Vice Presidents of ASTO-CWC was held on VC on 23.03.2021 and deliberated the present state of affairs.

Overall COVID protocols have been relaxed, VIP visits to offshore/onshore sans COVID protocols are happening regularly. All across the country people are moving freely, whereas our officers are undergoing quarantine at hotels, which also have been unlocked and general public are moving at the same hotel freely.

Madam, you will appreciate that ASTO as a representative body of officers has extended all the support required to handle this critical situation. We have regularly brought issues before the management and based on feedback received from field officers suggested ways to handle it. Even now, ASTO at all work centres is actively involved in the fight against COVID and also counselling the officer's community to maintain the production levels.

We also bring out that the extended tenure of officers at North East and continued curtailment of QTF is against the tripartite MOU as well as the Order of Hon'ble Guwahati High Court in this regard.

However, we submit that despite regular communication and pursuance to concerned authorities, the issues related to the welfare and justified compensation, our efforts have gone in vain and nothing has come out from the management side despite repeated promises and affirmations. It is really unfortunate that the discussion and bilateral process has come to a standstill. On the contrary, mutual trust between management and employees have been destroyed by unilaterally deciding to reduce employer's contribution to PRBS by 1.46% without



# 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

any transparency, shrouded in mystery and without any discussion with the collectives. This 1.46% is a huge amount for any individual employee ranging from Rs. 10,000 to 70,000.00 per annum. Now number of employees are complaining that the money has been withdrawn out of their PRBS fund without their knowledge and completely against the clauses of the scheme. The trustees are also not aware of such withdrawal. It has also come to notice that the decision to review the same was taken in 2019 and was not implemented till now. This unilateral action of ONGC is a "breach of trust" against the employees of ONGC.

We are bringing again following long pending issues of especially field going employees which were raised on regular basis and are pending for long time and need to be resolved immediately to maintain industrial harmony:

1. Immediate restoration of employer contribution to 15%.
2. Payment of statutory allowances to officers working in offshore and onshore w.e.f. 01.01.2017.
3. Clarification/ Guidelines of duty pattern, treatment of balance off period and quarantine period and due compensation of extra duty performed in ongoing pandemic situation, presently officers are performing duty without any regular on off order and without knowing treatment of balance off period.
4. Restoration of 14 days on off duty in Offshore & Onshore and curtailment of quarantine period for ON/Off duty.
5. Compensation for the extra duty in field performed by the officers during the pandemic.
6. Grant of C-Off to the field going executives, working general shifts at Onshore Installations and performing extra duties on working/rest/closed holidays.
7. Immediate release of NE transfers, own interest transfers and immediate restart of QTF facility.
8. Revision of TA expense payment order issued vide OO No 02/2021.

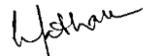
In our effort to draw your attention and in line with ASTO-CWC's resolution, all the officers shall observe One Day Fast (0930 to 1730 hrs) on 07.04.2021 as a first action for getting justifiable resolution to our issues and simultaneously continue to carry out our office duties also.

With warm Regards

  
(Amit Kumar)  
President-CWC

  
(S K Chaturvedi)  
Gen. Secretary-CWC

  
(A K Sinha)  
Working President

  
(P N Pathak)  
Working President

  
(Ajay S Rawat)  
Working President

  
(S S Mayal)  
Vice-President

  
(Sanjay Varshney)  
Vice President

### Copy to:

1. Chief ER, New Delhi
2. President/Secretary All ASTO Units