



CENTRAL WORKING COMMITTEE

ASTO CWC NEWSLETTER -9

26th June 2021

Arise Awake Stop Not Till the Goal Is Achieved

Dear Friends,

It has been nearly one year and three months for the pandemic Covid-19 which continues to rage in our country and across the world. During these critical and difficult periods, all of you have gone beyond the call of duty and kept the operations running despite getting infected. Number of us lost our dear ones and some of our colleagues. We pray for peace to the departed souls. Team ASTO extended all the required support to employees and management with the motto – Employees First, then Organization and then self. Despite so much of efforts from the officer's community, unfortunately management discontinued the bilateral process, and did not pay heed to their legitimate and justified demands related to health, safety and welfare. As all of you are aware that ASTO since June 2018 has taken up the issue of E1-E2 pay anomaly of young executives who joined post 01.01.2007 and pay scale anomaly between executives and S-3/S-4 level (Class-III) on **priority**. ASTO CWC wrote several letters to the management giving the merits and citing relevant rules and regulations. The series of events to resolve this issue are as under:

1. First report on Pay Anomaly was submitted to ONGC Management by the ASTO-CWC in the month of August 2018.
2. A Joint working Group (JWG) group was formed at the direction of Director (HR) after the issue was raised prominently by core group members of ASTO-CWC in a meeting with Key Executives of HR at Mumbai in the month of November 2018.
3. The JWG consisting of representatives of ASTO and ONGC management met twice at Dehradun in the months of December 2018 and January 2019.
4. JWG report concluding the findings was submitted to the Office of Chief-ER in February 2019. JWG unanimously agreed that there is a disparity and needs to be addressed.
5. After that ASTO has written five letters requesting and vehemently reminding management to resolve this genuine and legitimate issue.
6. The then, ED-Chief Corporate Finance, on advice of CMD (Sh. Shashi Shanker) examined the issue and gave a positive report to CMD in early 2018.

Despite our aim to try and resolve the issues amicably within organization through bilateral process which management kept avoiding and with no light at the end of the tunnel, ASTO was forced to look for solutions outside. Therefore, after examining the merit of issue, seeking legal opinion from senior advocates by different ASTO units and finding favorable opinion from legal experts, ASTO filed a case in Honorable High court of Gujarat at Ahmedabad on 15.04.2021, Special Civil Application No. 7535 of 2021. The case was heard on 21.06.2021 and the Hon'ble Gujarat High Court was pleased to issue notice returnable on 20.07.2021 and oral orders which are attached. We never wanted to take this course of action, however, our continuous request to management were not heeded and our efforts to keep on the process of discussion were ignored. Same thing is happening with review of R&P of Officers. All of us know that the R&P policy for Officers is guided by MOU of 2004 between ASTO and ONGC. The same had some anomalies and was required to be reviewed. The process of review was started and again stopped abruptly. The issue of field allowances for officers is already held up, additional compensation for extra duty during Covid-19 is held up for officers, Staff has been paid OT and compensation in lakhs for the same period.

Dear Friends, we are at a cross roads where we have to think whether the Officer's community will continue to face these atrocities or decide to rise and take what is legally our right. Friends, pursuing such legal battles are always a very costly affair and therefore we shall need all your support in the form of finances to fight this just battle. ASTO CWC requests all of you especially our young friends to participate in this campaign by financial



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



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contribution, **which is voluntary** and up to Rs 5000/- per head through local ASTO units, providing all the details (Name, CPF No, Mobile No, place of posting). All of you can contribute directly to ASTO CWC account Account Name: ASTO Account number: 10392857167 IFSC code: SBIN001576 Bank & Branch: SBI & Tel Bhawan Dehradun-248003 and can forward their details to Treasurer ASTO CWC- Mr. Ashish Chauhan, CPF No: 121561, Mob No.: 9410397060. The details of contribution received and payments made to lawyers shall be uploaded on ASTO-CWC website on regular basis.

Friends, members are the strength of any association and our esteemed members have always supported the call given by ASTO. History is witness of many such battles where ASTO has come out a winner with your support. We are sure that with your unstinted support, we will be successful in resolving many more in future also.

Long Live ASTO Unity

S K Chaturvedi
General Secretary –CWC

Amit Kumar
President – CWC

C/SCA/7535/2021

ORDER DATED: 21/06/2021

IN THE HIGH COURT OF GUJARAT AT AHMEDABAD

R/SPECIAL CIVIL APPLICATION NO. 7535 of 2021

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ASSOCIATION OF SCIENTIFIC AND TECHNICAL OFFICERS
Versus
OIL AND NATURAL GAS CORPORATION LIMITED THROUGH CHAIRMAN
AND MANAGING DIRECTOR

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Appearance:
MR SHALIN MEHTA, SENIOR ADVOCATE assisted by MS SHIKHA D
PANCHAL(10764) for the Petitioner(s) No. 1
for the Respondent(s) No. 1,2,3,4,5

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CORAM: **HONOURABLE MR. JUSTICE A.Y. KOGJE**

Date : 21/06/2021

ORAL ORDER

Learned Senior Advocate for the petitioner submitted that there is anomaly in the pay scale of Graduate Trainees who were appointed pre 2007 and post 2007. The petitioners are appointees post 2007 and the respondent-Corporation has accepted anomaly and in principle, has already decided to resolve it. However, till date, no decision has been taken by the respondent-Corporation on several representations made.

Issue **NOTICE** returnable on **20.07.2021**.

Direct service is permitted.

SHITOLE

(A.Y. KOGJE, J)