



CENTRAL WORKING COMMITTEE

No. ASTO/CWC/COVID-19/2018-21/4

22.04.2020

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

Sub: Suggestions for Crew Change in view of COVID-19

Sir,

On behalf of all the employees we would like to thank EC for being always ahead in taking proactive decisions to face the growing pandemic of COVID-19. In fact ONGC would most probably be the only PSU where EC meets daily to take stock of the situation and keeps encouraging our officers working in field operations.

Despite lot of apprehensions the crew change for locally staying employees (within the state or nearby) in Onshore Assets could take place smoothly. This step taken by EC and executed by Key executives and teams of the concerned work centres under the present circumstances has been appreciated by all.

We are sure that EC must be finalizing SOPs for carrying out the crew change of employees post 3rd May 2020. We have got some suggestions from our employees posted in offshore and onshore (14 days ON/OFF) which forms the basis of our suggestions. The challenges before us are:

1. The on board employees at Offshore and employees at Onshore (14 days ON/OFF duty) shall be completing more than 50 days due to nationwide lock down of initially 21 days from 24th March to 14th April and extension of 19 days from 15th April to 3rd May (cumulatively 40 days). Despite this long duration they are continuing to carrying out physical jobs. But their physical conditions are also reaching the point of inflexion.
2. The pandemic is further spreading to newer zones including to one which can be considered as most safe and isolated i.e. INS Angre. The peculiarity of the recent cases is that they are asymptomatic. Out of the 20000 odd cases so far in India, nearly 69% are asymptomatic (*source ICMR bulletin*). In view of increasing trend of COVID-19, the possibility of further extension of lock down cannot be ruled out. As per our information Telangana has already extended up to 7th May 2020. We may have to keep on performing like this may be for next few months.
3. As per the available information, it seems restriction on Air/Rail/Interstate Road travel may continue beyond 3rd May, 2020 in some parts or states, when the present lock down ends.
4. We may have another lock down after a small gap.
5. Employees presently on duty have variable length of duties. Hence, the duration of off for those employees presently on duty and duration of subsequent crew change.
6. We are looking at nearly 2000-2500 people (including secondary workforce) to be shifted from different parts of country to our locations and vice versa.



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

7. Norms of social distancing as well as precautions as per GOI guidelines are also taken.

Based on the inputs received and above challenges in mind, we would like to make following suggestions for carrying our crew change at Offshore/Onshore Locations:

1. Different Airport Hubs may be created covering places within 500 Km radius like Ahmedabad, Delhi, Lucknow, Patna, Bhopal, Kolkata, Guwahati, Chennai (can be Hyderabad/Bengaluru also depending on factors like number of operating personnel, state conditions etc.), Kochi etc. based on employee's residential data for pickup and drop. The criteria for selection and number of hubs can be based on the home town geographical location and the number of employees operating from near that hub. This data is available with ONGC in ICE system.
2. All India permit for travel from duty point to employee's residence and vice versa may be required as it involves interstate permits. These administrative permission may have to be for all concerned employees both in and out.
3. All the employees who are to travel by air may be called in advance, picked up in sanitized ONGC vehicle, and kept in isolation in ONGC facility or identified hotel in vicinity. After 05 days their COVID 19 sample be collected and once declared negative they may be deployed in installation/rig. For those declared otherwise, the protocol defined by MOHFW or other appropriate authority may be followed.
4. For local employees (where only intrastate journey is involved), may be brought in ONGC vehicles 5 days in advance on self-declaration of having followed lock down and social distancing norms during their stay at home as well as of not having contacted any infected person. COVID 19 sample for such employees can be collected on arrival and they be kept in isolation at ONGC isolation facility or hotel and if the report comes negative, such persons can be deployed immediately on job.
5. For outgoing persons, from Offshore & Onshore duty points, since they are in a practical state of isolation for long time as they were on duty therefore this period to be treated as quarantine and they can be issued a certificate to this effect and transferred to airport/road in ONGC vehicle. Such certificate will ensure their smooth travel to their homes.
6. Air /Road transportation from Mumbai/Other work centers up to residence and vice versa should be arranged for outstation employees by hiring dedicated flight/ bus/car with requisite interstate/intrastate movement permission upto to the geographical area possible by Road else by Air.
7. Sanitized transport facility for employees staying in Mumbai and nearby areas should be arranged. Social distancing during transportation should be ensured.
8. Employees must carry quarantine certificate (clearly mentioning period) by Doctor and COVID -19 test report while going to Offshore/Onshore, it will be helpful in confidence building of on duty employees.
9. Dedicated sanitized vehicles should be provided for movement of the crew from airport to ONGC facility/hotel (meant for Quarantine) and hotel to Helibase/ DSA/PSAs and vice versa.



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CENTRAL WORKING COMMITTEE

10. Regular medical checkup should be carried out after crew change and record of all required parameters as per health ministry guidelines should be maintained at respective installations.
11. Crew change for Offshore should be planned and scheduled in such a way that large gathering at Helibase can be avoided. Helicopter, life jackets and baggage of passengers need to be disinfected on daily basis. Disposable ear plugs, masks, hand gloves and hand sanitizer must be provided to all incoming and outgoing passengers.
12. Availability of adequate quantity of masks, ear plugs, hand gloves and hand sanitizers at offshore installations and Helibase/DSA/PSAs must be ensured.
13. The off period for the present on duty employees may be restricted to 28 days and the remaining period of their duty may be converted to ODL. This is required as more or less two shifts of people are on duty with different days of duties carried out so far.
14. This is going to be a massive exercise therefore we may require a temporary 24 hour control room centrally to provide support and monitor the movement of our employees all across the country.
15. Team of ASTO office bearers at these locations and at Delhi & Dehradun are ready to volunteer to provide any backup service or support for this activity in addition to their official responsibility.

With warm Regards


(Amit Kumar)
President CWC

Encl.: Letters from Employees working in field Operations (ON/OFF)

Copy to:

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

To,

Date: 21/04/2020

ASTO-MUMBAI

Subject: Concerns on One-Off Special Crew Change & Compensations for Extended Offshore Duty due to Covid-19 Pandemic

Backdrop:

Nationwide Lockdown till May 3, 2020 due to Covid-19 Pandemic is currently underway. Offshore employees in ON duty are right now continuing extended ON/OFF duty based on Office Orders regarding extension of duty dated 21/03/2020 & 19/04/2020.

There were efforts by Management to hear from the offshore platforms, but this is limited to ensuring the basic supplies and functioning of offshore platforms without any disruptions.

Offshore employees in ON duty are collectively putting their endeavor towards sustained production of Oil & Gas. It was their responsibility to take up the challenge in difficult times in the interest of Organization which they have readily accepted.

Present Scenario:

As offshore employees in ON duty are continuing their duties at offshore locations since last 40+ days, while leaving their families on their own, it is very natural to look for the measures taken by Management in the context of ongoing extended nationwide lockdown.

Essential supplies like Food box, Medicines, etc. are being made available regularly by the Management on their part. Although all offshore employees in ON duty are physically strong, the same cannot be assured regarding their mental health & morale, with several domestic constraints, plights & woes which can only be addressed by their presence at home.

Working day and night, away from families and friends, offshore employees in ON duty have not gained a greater understanding of, and appreciation for, the hard work and sacrifice. Lack of communication of Management towards ground level employees' apprehensions & needs are only worsening the things.

It is pertinent to note that almost half of the offshore employees in ON duty would be completing 56 days as on May 3, 2020 [those who arrived offshore on 09/03/2020] and remaining offshore employees in ON duty would be completing 45+ days as on May 3, 2020 [those who arrived offshore before 22/03/2020].

Apprehension:

At this juncture, there is no visibility of end to this demanding journey of performing duty at offshore while respective families continue their struggle without their family head/ lead person/ only earner, considering the suddenness of the Lockdown & lack of preparation.

It is still unclear that Flights & Trains will be operational after May 3, 2020 and the possibility of further extension of Lockdown / Flights & Trains restrictions cannot be ruled out. By then, both the physical & mental conditions of majority of the offshore employees in ON duty, after completing 60+ days, would have deteriorated further as they are already exhausted and stressed out.

Proposal:

Offshore work is stressful, even in normal conditions, and the extra emotional strain of families struggle during COVID-19 has to be recognized by the Organization.

So, it is the responsibility of the Organization to plan pre-emptively, if not planned already, on humanity basis, for the scenario of further extension of Lockdown or normalcy not being restored beyond May 3, 2020. Extension of duty further will not be an ideal solution because of the physical & mental demands of unprecedented, unexpected & prolonged offshore stay.

A Consultant Firm / Management Agency may be asked for planning & execution of "One-Off Special Crew Change" for the entire offshore employees. [Bringing offshore employees in OFF duty for 60+ days right from their respective Homes & Relieving offshore employees in ON duty for 60+ days up to their respective Homes.]

The following in nutshell will be required for "One-Off Special Crew Change" for the entire offshore employees from different parts of the nation.

1. Setting up Quarantine Centers, Transit Accommodations, Covid-19 Tests, etc.,
2. Collection of Current Addresses of all Offshore employees, both ON and OFF, as on date,
3. Clubbing of Offshore employees, both ON and OFF – State wise / nearest Airport wise,
4. Planning of Flights, Choppers, Trains and Road Transports till & from each employee's Current Latest Address.

This would be a One-Off Exercise because the offshore employees in OFF duty for 60+ days would be able to handle further operations till normalcy is restored. This would give the offshore employees in ON duty for 60+ days the much needed time with their families, break from work, etc. to rejuvenate mind and to recuperate body.

This, although seem difficult, is definitely possible since our organization comes under essential services and have pan India presence through different Work Centers. Proper Planning & Necessary Approvals are the requisites for this "One-Off Special Crew Change" for the entire offshore employees. Arrangement of Road, Rail, Air Transport under essential services and Coordination of Hospitality Sections of different Work Centers are indeed pragmatic.

This "One-Off Special Crew Change" has to be initiated at the earliest as the whole process is expected to take at least 2-3 weeks of time. By then, majority of the offshore employees in ON duty, would have completed around 75 days.

If the present deadlock is not addressed, the extended duty will go beyond 75+ days resulting in potential degradation of physical & mental health of offshore employees in ON duty, requiring special medical attention like Psychiatry, at worst case, because of the sense of exhaustion,

despair, demotivation & uncertainties. Employees' physical & mental health must be the prime most asset for any Organization.

It is sincerely requested to the management to consider the proposals & suggestions for One-Off Special Crew Change & Compensations, to come out of the current difficult times.

It is easier said than done, but any further steps in this regard by the management will be a morale booster & glimpse of light at the end of the tunnel for the offshore employees.

Suggestions for "One-Off Special Crew Change" following Extended Offshore Duty

S/N	Applicability	Proposal	Description
1	ALL Employees – Offshore Going	Covid-19 Testing at Mumbai	Covid-19 Test for ALL personnel going to Offshore.
2		Travel to Helibase from Transit Accomodation	Transit to Helibase to be arranged. Vehicle Pooling. [<30 km]
3	Mumbai Residing Employees – Offshore Going	Travel from Employee residence to Quarantine Centre	Road Transport from Mumbai Residing Employee residence to be arranged. Area-wise Vehicle Pooling. [<50 km]
4a	All Other Employees – Offshore Going	For Residence(<500 km) Travel from Employee residence nearest common point to Transit Accommodation Mumbai	Road Transport from common point to Mumbai Transit Accommodation
4b		For Residence(>500 km) Scheduling Flights/Buses/Trains	Flights/Buses/Trains to be arranged. State/City-wise clubbing of Employees.
5	ALL Employees – Offshore Returning	Vice-Versa	Vice-Versa

In case of difficulties in setting up Quarantine Centers, Transit Accommodations, Covid-19 Tests, etc. in Mumbai, possibility of utilizing Suvali, Hazira Helibase to be considered.

All Transportation & Accommodation facilities must conform to Covid-19 SOP like disinfection, sanitization, etc.

Other Important Suggestions following Extended Offshore Duty

S/N	Applicability	Scenario	Proposal Description
1	Employee in OFF period	Employee after completion 14 days OFF period unable to reach duty point due Lockdown.	This period is to be treated as "Work from Home" and to be treated as duty for all purposes, provided employee joins duty immediately whenever Organization calls for duty.
2		Employee does not join duty at his own will due to any presumptions even after arrangements by Organization for duty.	Employee need to apply for applicable leave, either from start of lockdown period wef 23.03.2020 or as continuation of the entitled OFF period. The leave should be in EL or HPL.
3			Corresponding "Reliever" should be allowed to avail OFF duty. It is the responsibility of the Organization to arrange suitable replacement. Base Office Manpower may be deployed.
4		Employee joins duty.	Employee should be required to perform a minimum 35 days Offshore duty considering the 7 days Quarantine period for the next shift & minimum 28 days OFF duty for the relieved shift. 35 days Offshore duty shall exclude the 7 days Quarantine period of self.
5	Employee under Quarantine	Employee reported duty point & put under quarantine to follow protocols.	This period is to be treated as duty for all purposes, provided employee joins duty immediately whenever Organization calls for duty.
6	Employee stranded in Transit	Employee after completion of On Period unable to reach declared family operating station.	This period is to be treated as "Work from Home" and to be treated as duty for all purposes.
7	Employee Returning from Offshore	Covid-2019 Test facility for the employees proceeding towards their residence after relieved from offshore.	ONGC should coordinate with Central/ State Govt Local Authorities to conduct Covid 2019 test on reaching Operating station (declared Home station) to avoid quarantine stay period.

8	Documents/ Passes / Special Id card if any, for smooth hassle free travel.	Necessary documents for travel under essential services (ESMA) to be provided for smooth travel from duty place /residence to residence/duty place.
9	PPE	Basic Mandatory PPE (Face Mask N-95, Hand Sanitizer 100 ml and Hand Gloves) to be provided to all outgoing crew members as per DGCA revised guidelines & different state govt's for personnel travelling by air/road transport.

Suggestions for Compensations against Extended Offshore Duty beyond 14 Days



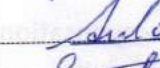




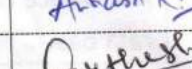

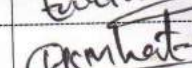
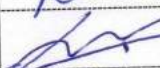
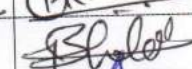


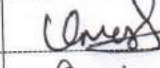

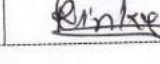


S/N	Head	Description	Proposed Compensations
1	OFF duty, After Extended Offshore ON duty.	Employees after completion of 14 days ON duty are further retained to continue extended duty in Offshore.	Employees be given a minimum 28 days OFF duty after the extended duty in Offshore to rejuvenate mind & recuperate body. (OFF duty to exclude any mandatory quarantine period spent as per Central / State Govt / ONGC regulations during the On-Off trip, if any.)
2	Compensation for lesser OFF duty, After Extended Offshore ON duty.	Employees rendered "x" days ON duty but availed only "y" days OFF duty in the interest of Organization's operational requirements.	(x-y) to be calculated. ("y" to exclude any mandatory quarantine period spent as per Govt / ONGC regulations) Employee to get [2*(x-y)] Earned Leave along with One Month Hardship Duty Allowance for each [(x-y)/14] cycle on Pro rata basis.

3	<p>Extended Duty Incentive,</p> <p>For facing offshore hardships, challenges & mental agony by employees & their families during difficult times of unexpected & unprecedented continuous extra duty performed at offshore.</p>	<p>Employees rendered "x" days ON duty beyond the regular cycle of 14 days ON duty in the interest of Organization's operational requirements.</p>	<p>Executives to get (x-14) Special Offshore Compensatory Off.</p> <p>It is to be valid for two years, with no restrictions on availing, and convertible to Offshore Duty Leave after two years.</p> <p>Non-Executives to get either (x-14) Special Offshore Compensatory Off Or (x-14) Overtime Allowance as per admissibility.</p> <p>Employee to get One Special Offshore ON/OFF TA Bill Short Duty Condonations for each [(x-14)/14] cycle rounded off to nearest whole number.</p> <p>Employee to be allowed to avail One-time change in ON/OFF Operating Station during this time of distress.</p> <p>(Employee in OFF might be stranded in a place other than ON/OFF Station.</p> <p>Employee in ON might want to reach a place other than ON/OFF Station.)</p>
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It is once again sincerely requested to the management to consider the above proposals & suggestions for One-Off Special Crew Change & Compensations, to come out of the current difficult times, on humanitarian ground.

These proposals & suggestions are in consensus at platform level and hope that the same will be true for all offshore employees. Thanks & regards, truly,

Team BPA.

S/N	NAME	SIGN	S/N	NAME	SIGN
1	RAHUL PANDEY		11	NEHA SURYAWANSHI	
2	Ajay Sule		12	Ankit kumar	
3	Sukhdeep Singh		13	Rahul More	
4	Subhrajit Sarkar		14	Jimmit Shah	
5	Avinash Kumar		15	Prasanth Peayil	
6	Tirthesh Jenu		16	D.B. TAPVI	
7	Pravin Mhatre		17	Amis Jayaram	
8	Vaibhav Bhale		18	Debasish Majumder	
9	Fredrik Lakm		19	Umesh Mishra	
10	Priyanka Paru		20	Rinku Vadar	

S/N	NAME	SIGN	S/N	NAME	SIGN
21.	J. Santhosh Reddy		46.	Vamsinadh Ede.	
22.	L.M. BUMTARIA		47.	Arun Kumar K.	
23.	Demna Babu		48.	Abhishek Kr. Singh	
24.	Animaddho Banod		49.	Arish Aggarwal	
25.	Abhay Seku		50.	Deepak Kr. Saini	
26.	Surbhat Rajput		51.	Rishabh Saxena	
27.	Sandeep Hattalli		52.	Prabhat Singh	
28.	Rajeev Kumar Nisals		53.	Tapan Kumar	
29.	Mahesh K. Jangam		54.	Rupesh Bhoir	
30.	Bhagwat Gogad		55.	Rajesh Tiwari	
31.	Vishwaraj Singh Bhat		56.	ANURAG SONKER	
32.	Pranab Kumar Konde		57.	Amit Kumar	
33.	Sourabh Adhikari		58.	pranod choudhary	
34.	Snehal Gaikwad		59.	ONKAR SHIVADIKAR	
35.	Saurabh Kumar		60.	Kuljeet Kaur	
36.	S.M. Tanke				
37.	GIRISH KUMAR				
38.	Piyush Mehta				
39.	Dilip Kr.				
40.	Zameer Ahmed				
41.	Axay Tralshen				
42.	S.SUBRAMANIAN				
43.	P. Murugesan				
44.	SURESH R. JOSHI				
45.	V. SIVA KUMAR				

Copy to,

1. Karmchari Sangathana, Mumbai
2. Petroleum Employee's Union, Mumbai

ICP

MH Asset

Mumbai

April 20, 2020

To

The President

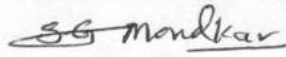
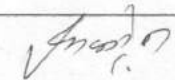

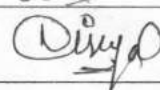
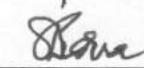
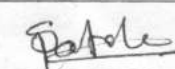
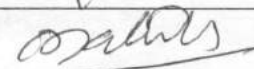
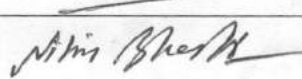
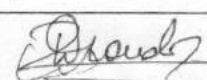

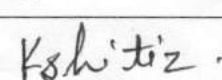
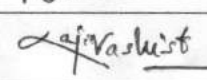
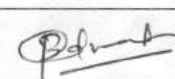
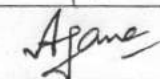
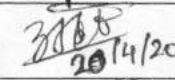
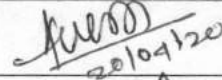
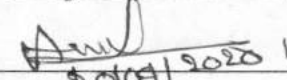

ASTO, MUMBAI

Sub: Suggestions for conducting crew change and compensation for performing additional duty period at offshore installation

Kindly find below the suggestions formulated at the platform level for your information and necessary action. These suggestions were formulated in lieu of the various difficulties and hardships faced by the offshore personnel working over and above their shifts, staying away from their families and maintaining the same level of production as well operational activities during the time of such nation-wide crisis.

1. Complete crew change on 4th May 2020 irrespective of lock down condition.
2. All on-board crew to be replaced with their reliving shift on a single day.
3. Formulation of testing and quarantine protocol, universally followed and accepted by offshore crew.
4. To and fro hassle free travel arrangement for incoming and outgoing crews from their respective operating location. Two nos. N-95 face mask, hand-gloves and 100 ml hand sanitizer for travelling to be provided at platform and Juhu Helibase for chopper and onwards journey.
5. Additional life insurance of minimum Rs 1 Cr/per employee with COVID-19 cover for all the offshore employees -"OIL SEWAKS".
6. All on-board employees shall be called back for duty only after availing presently accumulated duty off.
7. Formulation of an appropriate compensation package:
 - a) Two ELs to be credited for every extra day's duty performed beyond 14 days shift (this accumulation shall be over and above the accumulated off-period).
 - b) Double hard duty allowance (i.e. 24 % of basic pay) for the extended offshore duty period beyond 14 days regular shift. Necessary modifications to be done in WEBICE/SAP to incorporate the required changes.
 - c) For operational exigency/requirement at installation, if an individual is called back for duty before availing complete off period and if the individual is willing to forfeit his/her remaining duty off; an equal amount of ODL to be granted.
 - d) For transferees, individual to be allowed to join new place of posting after availing complete off period or if due to operational requirements the individual is compelled to join duty before availing the complete off period, his/her remaining duty off shall be converted to an equal amount of ODL.
 - e) For the on-board employees, superannuating during lock down period, equivalent financial benefit to be provided on pro-rata basis.

These suggestions are in consensus at the platform level and hope that necessary actions/steps are initiated by ASTO to ensure the implementation and fulfilment of these bare minimum facilities; as an attempt to compensate the physical and mental hardships faced by the offshore personnel during this difficult period.

Sl. No.	Name	CPF No.	Signature
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5	D. BORA	81641	
6	S.Y. PATOLE	56352	
7	M.K. PATEL	67839	
8	NITIN BHARTI	124507	
9	Prince Dhanda	135600	
10	C.D. SHARMA	58087	
11	Kshitiz Kedia	137014	
12	Rajiv Varshist	131653	
13	Bedwant Verma	105190	
14	Anik Jana	131329	
15	Amrit Raj	124479	
16	Ankesh Kumar	131362	
17	Anil Kumar. G.	126057	
18	A. Balasubramaniam.	71435	

19	P. SAMBA MURTHY	68604	P. Samba
20	Ranj Shankar Patel	93190	Ranjankar
21	Tushar Gaur	137015	Tushar
22	G.D. MHAPSEKAR	57267	G.D.M
23	N. SARGA	95805	N.S
24	B. RAJIKHAWA	91966	Raj
25	Nikhil Sinha	136399	Nikhil
26	Vaibhav Kumar	123336	Vaibhav
27	Shyamjit Gupta	123549	Shyam
28	Santosh K. Jaiswal	123318	Santosh
29	VENKAT PRUDH MAREDDY	125835	V.V. Prudh
30	J. Mohan	81496	J. Mohan
31	TANISUKH	135566	Tanisukh
32	Bikas Kumar Behara	125138	Bikas
33	Ankit K. Tiwari	123248	Ankit
34	BHAGAT SINGH	121736	Bhagat
35	Sabhadip Kula	124398	Sabhadip
36	N.K. Yadav	106690	N.K.
37	AKUM Jamir	106010	AKUM
38	Deepak Kumar	95874	Deepak Kumar
39	Alamjit Singh	12453	Alamjit
40	Manoj.C	76396	Manoj

Thanks Sincerely

ICP-MH

ICP-MH

14th April, 2020

Respected Sir,

We the Employee of ONGC presently working at NQO platform MH-Asset have completed 28 days and above at Offshore as per Order No-ONGC/ER/CP/COVID-19/2020/CP in Extension of 14 Days Duty.

Our Family are suffering our absence as the situation of COVID-19 is worsening day by day, Thereafter we would like to know what will be the Crew Change Plan are, as we presently want to go for a change over in view of our Family requirements at this critical situation of COVID-19.

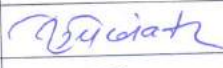
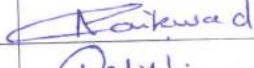
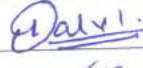
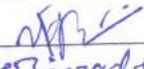
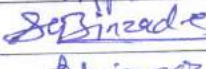

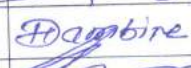

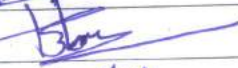

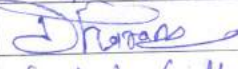
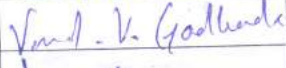
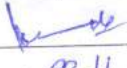
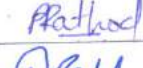

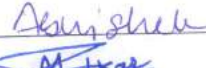



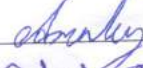

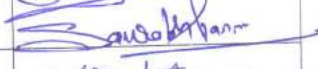
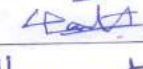
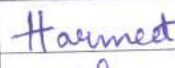
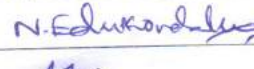

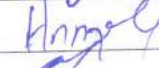
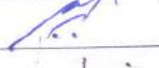

Henceforth we expect fruitful efforts from senior management regards to this so that we can reach our Family safely and securely.

Hoping for your kind cooperation. Kindly do the needful.

Thanking you.

Regards,

NQO Family

Sr No	Name	Signature
1	RESHAM-SHIRGAONKAR-96629	
2	Ashish P. Gaikwad - 121141	
3	ONKAR. A. DALVI - 92783	
4	Vishnu Pawar - 93117	
5	SACHIN C. BINZADE - 126657	
6	Suyash L. Khairnar - 126612	
7	Devendra M. Hambire - 122846	
8	RAHUL J. MALI - 126808	
9	Tushar S. Bharmore - 127594	
10	Kapil S. Vinkulkar - 126449	
11	D. G. Anandole - 12174	
12	VINOD N. GADHADE - 126658	
13	Rajesh Chandra Sagar	
14	P M RATHOD - 127842	
15	P. S. Patil - 126451	
16	Abhishek Gupta - 134989	
17	Prasad Vinayak Patkar - 126540	
18	Kartik Haridas Bambole - 130563	
19	Ajit Arun Shirske - 126467	
20	Amol D. Muley (124834)	
21	Rohit J. Parmar	
22	Saurabh Sonu (125777)	
23	Chaitanya N. Patil - 130569	
24	Harmeet Singh - 137115	
25	Edu Kondalu Namepalli - 131959	
26	AJAY YADAV - 131537	
27	ANMOL RATNA - 123592	
28	Maresh K. Gaud	
29	KIRAN KHANDARE - 122792	

To

Date:- 17.04.2020

The President,
ASTO, Mumbai

Sub:- Suggestions for carrying out crew-change for Offshore Employees from MHN

Please find below our suggestions for carrying out crew-change for offshore employees from MHN Complex, which may be kindly forwarded to top management of ONGC :-

1. Offshore duty extension order No ONGC/ER/CP/COVID19/202/CP Dated 21.03.2020 which states Duty extension of 14 + 14 Days.
NB: Presently all our personnel on board has already completed more than 14+14 days in fact 40 days by some and more to follow.
2. Presently Video Conferencing from Local Management is being conducted in a close loop with Top Management and interested to listen about reaching of essentials viz: food box, medicines etc.
NB: It is an earnest appeal to the management to reach out to the root level workers on board and give them a fair chance to address their issues. Here it is pertinent to note employees on board is compelled to stay back with several domestic constraints, which again can only be resolved by their presence at home.
3. As it is well known our organization comes under essential services and a letter from DGH vide ref: DGH/ONGC/Petroleum_Operations/2020/1, dated 27th March 2020 which clearly states

"DGH under MoPNG, Government of India enjoins upon the concerned State/local authorities to permit and facilitate uninterrupted Petroleum Operations and movement of Employees/ Equipment/Materials of M/s ONGC Ltd and associated third parties contractors, service providers, suppliers etc. based on identity cards."

N.B: From the above it is very much relevant that manpower movement & crew change issues is very much possible and our sincere request to the management to initiate action from now onwards to resolve our issue to come out of the current impasse.

Here some simple procedure is suggested which may hold good :-

1. To hire a complete hotel near to Airport/Helibase. Sanitize complete hotel including all staff members and quarantine facility for all our incoming employees.
2. Call our all Mumbai personnel at home and ask them to keep themselves ready to move to their respective installations. Here a 48 hrs. leeway time needs to be given to them for arranging essentials at their home.
3. Send our sanitized vehicles along with drivers who is already tested for Covid-19 with necessary curfew pass. Here help from local government machinery shall resolve the issue.
4. **Test for Covid-19 to be undertaken and the employees shall remain in quarantine in the hotel till he is send to respective installations w.r.t. Govt. of India and WHO guidelines.**
5. All Out going personnel from offshore installations irrespective of outstation employees based on their reliever shall be permitted to move out.
6. Now simultaneously road transportation need to be arranged for incoming personnel from the vicinity of Mumbai viz: Nashik/Pune/Alibaug/Surat/Ankleswar etc... and the same above process as mentioned from 1 to 5 shall hold good.
7. Along with the above we can stretch our network further to Vadodara/Ahemdabad/Nagpur/Hyderabad/Indore etc...
8. For the all outstation employees, ONGC can either hire charter a flight or take the help of Army/Airforce as deemed necessary.
9. The Point No. 8 mentioned above shall hold good for personnel operating from Delhi/Kolkata/Chennai/Assam/Bengaluru/Kerala etc...

Contd.....2.....

10. Also PPE (Face Mask N-95, Hand Sanitizer 100 ml and Hand Gloves) to be given to all out going crew members as per DGCA revised guidelines & different state govt's for personnel travelling by air and road transport.

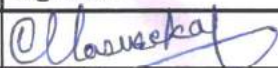
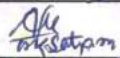
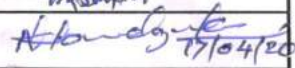
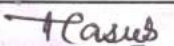
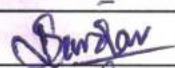
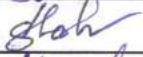
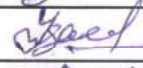
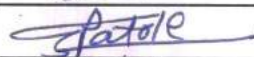
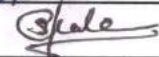
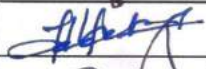
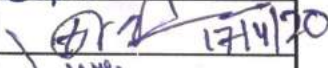


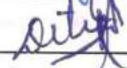

Here it is appropriate to mention commencing all the above starts with a hotel booking the first and foremost priority which if attempted today by our local management shall take 2-3 days, here any refusal by hotel owner can be dealt with the help of existing local government machinery.

Further steps as mentioned from point 2 may follow.

Here it is disturbing to note, first an order from our ONGC for 14+14 days followed by complete silence as soon as 21 days lock down till 14.04.2020 initiated by Gol. Here all our Energy soldiers were expecting our management might have been geared up for shuffling our employees systematically from offshore installations, but alas we got a simple token of apprehension as "OIL SEVAK" which we at installation are feeling proud to hear, but at the same time with half of the casualties of INDIA is from Maharashtra and Mumbai figure in particular skewing skywards, may result in extension of further lock down for Mumbai & Maharashtra.

Here it is pertinent to consider the plight of our employees who are expected to complete 50 days and more and arrive at a favorable solution with a suitable compensation package viz: We be allowed to avail the entitled duty off at home before we resume duty for next cycle. Also crediting EL for each additional day of duty performed during the lockdown period. This at least may keep the moral value high for our "OIL SEVAK".

Under the above circumstances, it is once again reiterated to our management to start the crew change at the earliest as the whole process is expected to take at least 2-3 week time period.

Sl. No.	Name	Design.	Signature
1	U. C. MASUREKAR	SE(M)	
2	A. K. SATYAM	SE(I)	
3	N. K. NANDGAONKAR	AEECI	 15/04/20
4	Haseeb Shah	EE(E)	
5	Totam Sardar	EE(I)	
6	DEBESH GHOSH	EE(CI)	
7	Y. U. SAYED	SE(P)	
8	C-S. Patole	SE(P)	
9	S-G. Kale	SOP/A (E-2)	
10	H S SHARPURE	GM(E&T)	
11	Harish J. J.	DGM (M)	 17/4/20
12	MOND. HAKEER	SUPDT	
13	SANDIP R. DARANGE	AT (ELX3)	
14	DILIP S CHOUHAN	EE(M)	
15	P. P. KOTKAR	AEE(M)	

Sub.-: Suggestions for carrying out crew-change for Offshore Employees from MHN

Sl. No.	Name	Design.	Signature
16.	RAJ S. RATHOD	AEE (R)	R. Rathod
17	N M Bori Kar	AEE (P)	N M Bori Kar
18.	Sanjay S. Pisudkar	ST (P)	Sanjay S. Pisudkar
19	B.S. CHAUDHAN	CE (M)	B.S. Chaudhan
20	Chander Dubey	EE (M)	Chander Dubey
21	SACHIN TYAGI	SE (P)	Sachin Tyagi
22	Amol Gavhane	AEE (P)	Amol Gavhane
23	M. D. Varshnav	SE (P)	M. D. Varshnav
24	P. V. KHADE	S.E (P)	P. V. Khade
25	ROBIN LOHMOR	AEE (P)	Robin Lohmor
26	BAVLIK PRAJAPATI	AEE (P)	Bavlik Prajapati
27.	JANARDAN MALAV	AEE (P)	Janardan Malav
28	KUNAL RANSON	AEE (P)	Kunal Ranson
29.	Atul Gaitwade	ST (P)	Atul Gaitwade
30	M.S. BABU	Sr MRO	M.S. Babu
31	ABHISITHAS	EE (P)	Abhisithas
32	Sandesh Bhardwaj	EE (P)	Sandesh Bhardwaj
33	HARISH SIYAG	AEE (P)	Harish Siyag
34	PRABHJOT SINGH	EE (P)	Prabhjot Singh
35	D.L. KADU	SR. R/A CE-2	D.L. Kadu
36	MD HUSSAMUDDIN	EE (P)	MD Hussamuddin
37	Ram D. Nimbalakar	AEE (P)	Ram D. Nimbalakar
38	Sr. Md. Tanik Hussain	CE (P)	Sr. Md. Tanik Hussain
39.	Nandu Kumar Das	SE (P)	Nandu Kumar Das
40.	Vipul Kumar Jha	EE (P)	Vipul Kumar Jha
41	Himanshu Jha	SE (P)	Himanshu Jha
42	P. RAMESH	GM (P.H.)	P. Ramesh
43	ARYIND	EE (P)	Aryind
44	Kishore Wakchaure	ATCP	Kishore Wakchaure
45	Siddesh Raut	TAO (HE)	Siddesh Raut
46.	Deepak Gupta	Chemist	Deepak Gupta
47	Ankit Raj Jaiswal	EE (P)	Ankit Raj Jaiswal
48	GIRISH Y. GORDE	DGM (L)	Girish Y. Gorde

[illegible]

Date: - 20.04.2020

To, ✎

The President / General Secretary / General Secretary,
ASTO, Mumbai / Karmachari Sanghatana / PEU, Mumbai

Subject: **Situation at Sagar Uday rig and suggestion for crew change.**

Respected Sirs,

Sagar Uday has 50-51 ONGC persons on-board. Most of the Ongicians on-board have completed **40-45 days** in offshore. We have performed our job with full sincerity till date and cooperated with management to accomplish the targets given to us. We are aware of the situation in the mainland regarding coronavirus and appreciate the government lockdown decisions regarding it. We have fully cooperated with ONGC duty extension order of 14+14 days in national and company interest even though the job at offshore is physically and mentally excruciating.

We have reached the point where our physical and mental strength have broken and we can no longer bear this ordeal. Our Government has extended the lockdown till 3rd of May and with the coronavirus cases increasing in the country, there seems no hope of the lockdown getting lifted and airlines and trains getting started even after 3rd of May. As ONGC comes under essential services, we fully recognise the importance of providing the Energy services to the nation but the same essential services clause also make the organisation very competent to inform the government about our situation and make necessary, efficient and safe arrangements to conduct man power shifting.

Other essential services such as police, doctors and health workers are working with proper shift arrangements and with one day weekly off. In comparison we are working at the offshore rig for last 45days without any break. Offshore job worldwide follows 14days or 28 days on-off duty pattern to help the on-board manpower recover themselves. The duty at offshore is completely different from that of office and can't be compared. Offshore duty requires complete off of 14-28 days and that too away from sea.

Now the situation is that man power at the rig has lost their patience and are emotionally and mentally broke. Even the relations between the workforces are deteriorating with frequent altercations and squabbles. The persons are worried about their loved and dear ones at home and can't set their mind and attention on work. This half-hearted approach towards job will surely lead to accident on the rig any day.

In this scenario we at Sagar Uday demands complete crew change of rig manpower and we have following suggestions regarding it:

1) All Out going personnel from offshore installations irrespective of outstation shall be permitted to move out with government authorised duty pass and medical certificate.

2) Road transportation need to be arranged for outgoing personnel operating from Mumbai and nearby areas such as Nashik/Pune/Alibaug/Surat/Ankleswar.

3) For the all other outstation employees,

- ONGC can bundle the persons according to operating stations and prepare 3-4 routes to cover whole of country for man power mobilization. Here the organisation can use its different center logistics or state /private buses to ferry and pick the persons to and from the state borders.
- ONGC can either hire charter flight or take the help of Army/Airforce as deemed necessary.
- ONGC can provide taxi to each individual to reach their respective operating station.
- In case above three means aren't feasible then a safe and hygienic hotel should be arranged in or outside Mumbai and outstation employees be kept there till viable means of transportation becomes available.

4) PPE (Face Mask N-95, Hand Sanitizer 100 ml and Hand Gloves) to be given to all outgoing crew members as per DGCA revised guidelines & different state governments for personnel travelling by air and road transport.

5) For incoming persons,

- Test for Covid-19 to be undertaken and the employees shall remain in quarantine in the hotel till he is send to respective installations w.r.t. Govt. of India and WHO guidelines.
- Hire a complete hotel near the Airport/Helibase. Sanitize complete hotel including all staff members and quarantine facility for all our incoming employees till the coronavirus situation normalizes in the country.
- Fully sanitized ONGC vehicles should be provided to carry the incoming persons from home/airport/helibase to hotel and vis a vis

6) ONGC Territorial Army can be mobilized to short out temporary shortage of manpower at offshore location.

7) ONGC employees in office duty can be sorted and identified for posting at offshore installation till virus situation normalises.

8) Duty for all incoming and outgoing ONGC persons staying in hotel during quarantine or other reasons should be treated as office duty.

Regards,

Sagar Uday Employees

Sl.No	Name	CPF	Signature
1	S.P. GOVIL	47709	
2	T.P. RAI	124415	
3	M.D. JOSHI	71965	
4	N.J. Vaghela	135954	
5	S.K. Sudhanshu	135187	
6	Dr. Dipesh Wankhade		
7	Abhishek Agarwal	131508	
8	S.M. Thakur	128248	
9	M.M. PATIL	71908	
10	J.L. BASWAT	71778	
11	Dhananjay S. Hake	126393	
12	Sunil R. Sawant	71966	
13	Wasif J. Ansari	136359	
14	Jugesh Kumar	125390	
15	S.S. Shirsalkar	71977	
16	S.M. Jethi	124211	
17	P.D. Bandekar	71923	
18	C.M. Masare	126396	
19	Manikandar Devadoss	127418	
20	Nitesh H. Dungi	126518	
21	B.V. WAZIR	71948	
22	Deepak C. Pagar	136746	
23	Tushar T. More	124789	
24	Gajendra N. Bheir	48758	
25	Sunil M. Eunkar	71975	
26	E.H. Jeevanapurkar	71919	
27	Pradip T. Revankar	57620	
28	Vishal H. Worbhe	126365	
29	Pratullakumar S. Shetye	126120	
30	Jamal Siddiqui	126583	
31	P.K. PANDE	128020	
32	Tayesh V. Shisode	125097	
33	Gautam Saikia	81998	
34	R.C. Maurya	106304	
35	V.D. Jethwani	72714	
36	P.N. Ghasat	57762	
37	R.D. Thali	49747	
38	Sandip	131890	
39	G.R. Koli	71882	
40	B.C. DASS	128018	
41	KUNAL KISHOR	125339	
42	Dnyesh Gupta	126690	
43	Shri dayal meena	135549	
44	PASCAL R. FERNANDEZ	71909	

Date: 19/04/2020

To

The President,
ASTO, Mumbai

Sub:- Suggestions for carrying out crew-change for Offshore Employees from SHP

Please find below our suggestions for carrying out crew-change for offshore employees from SHP Complex, which may be kindly forwarded to top management of ONGC:-

1. Offshore duty extension order No ONGC/ER/CP/COVID19/202/CP Dated 21.03.2020 which states

Duty extension of 14 + 14 Days.

NB: Presently all our personnel on board have already completed more than 14+14 days, in fact 40 days by some and would be completing 54 days till the end of lockdown on 03.05.2020. No guideline has been issued for this extended duty, beyond 14 +14 days.

2. In the Video conferences conducted so far with offshore and other onshore ongc stations across India, there have been discussions and feedbacks mostly confined to availability of rations, medicines. The issue of Modality of crew change if lockdown ends or if further extends is not at all touched upon.

NB: It is an earnest appeal to the management to reach out to the root level workers on board and give them a fair chance to address their issues. Here it is pertinent to note employees on board is compelled to stay back with several domestic constraints, which again can only be resolved by their presence at home.

3. As it is well known our organization comes under essential services and a letter from DGH vide ref: DGH/ONGC/Petroleum Operations/2020/1, dated 27th March 2020 which clearly states

"DGH under MoPNG, Government of India enjoins upon the concerned State/local authorities to permit and facilitate uninterrupted Petroleum Operations and movement of Employees/ Equipment/Materials of M/s ONGC Ltd and associated third parties contractors, service providers, suppliers etc. Based on identity cards."

N.B: From the above it is very much relevant that manpower movement & crew change issues is very much possible and our sincere request to the management to initiate action from now onwards to resolve our issue to come out of the current impasse.

Here some simple procedure is suggested which may hold good:-

1. To hire a complete hotel near to Airport/Helibase. Sanitize complete hotel including all staff members and quarantine facility for all our incoming employees.
2. Call our all Mumbai personnel at home and ask them to keep themselves ready to move to their respective installations. Here a 48 hrs leeway time needs to be given to them for arranging essentials at their home.
3. Send our sanitized vehicles along with drivers who is already tested for Covid-19 with necessary curfew pass. Here help from local government machinery shall resolve the issue.
4. **Test for Covid-19 to be undertaken and the employees shall remain in quarantine in the hotel till he is send to respective installations w.r.t. Govt. of India and WHO guidelines.**
5. Only Essential manpower to be maintained at platform. Option for deputing office employees with experience of offshore to be deputed at platform in order to relieve employees doing offshore duty more than 28 days. Man to man relieving shall not be sought.
6. Now simultaneously road transportation need to be arranged for incoming personnel from the vicinity of Mumbai viz: Nasik/Pune/Alibaug/Surat/Ankleswar etc. and the same above process as mentioned from 1 to 5 shall hold good. Passes / Permission may be arranged at appropriate

authority level to allow movement of personnel across districts & states Borders (making use of the same context of Essential Services Clause)

7. Along with the above we can stretch our network further to inter-state road movement Vadodara/Ahmedabad/Nagpur/Hyderabad/Indore etc...

8. For the all outstation employees, beyond the possibility of Road travel, ONGC can either hire charter a flight or take the help of Army/Air force as deemed necessary.

9. The Point No. 8 mentioned above shall hold good for personnel operating from Delhi/Kolkata/Chennai/Assam/Bengaluru/Kerala etc...

10. Also PPE (Face Mask N-95, Hand Sanitizer 100 ml and Hand Gloves) to be given to all out going crew members as per DGCA revised guidelines & different state govt's for personnel travelling by air and road transport.

Here it is appropriate to mention commencing all the above, some steps needs to begin immediately like hiring a hotel and to set up quarantine facilities. If the same is initiated by our local management shall take 2-3 days, here any refusal by hotel owner can be dealt with the help of existing local government machinery.

Further steps as mentioned from point 2 may follow.

Here it is disturbing to note that, after a prompt office order for 14+14 days duty there is absolutely no efforts made to make use of Essential Services clause for effecting the crew change or urgent movement of personnel stuck in offshore / onshore.

Some personnel with medical emergency at homes are not able to reach their homes, in same state, because of lack of permissions required.

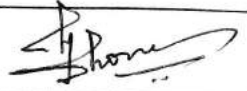



Here all our Energy soldiers were expecting our management might have been geared up for shuffling our employees systematically from offshore installations, but alas we got a simple token of appreciation as "OIL SEVAK" which we at installation are feeling proud to hear, but at the same time with half of the casualties of INDIA is from Maharashtra and Mumbai figure in particular skewing skywards, may result in extension of further lock down for Mumbai & Maharashtra.

Here it is pertinent to consider the plight of our employees who are expected to complete 50 days and more and arrive at a favourable solution with a *suitable compensation package* viz: We be allowed to avail the entitled duty off at home before we resume duty for next cycle. Also crediting EL for each additional day of duty performed during the lockdown period. Further if an employee is ordered by state authorities to quarantine himself for specific period that period shall not be considered as *duty off period*. This at least may keep the moral value high for our "OIL SEVAK".

Under the above circumstances, it is once again reiterated to our management to start the crew change at the earliest as the whole process is expected to take at least 2-3 week time period.

SL NO.	NAME	DESIGNATION	SIGNATURE
1	SALESH KUMAR	CE(P)	(SaleshKumar)
2	Mr. R. D. WADKAR	CE(P)	R. D. Wadkar
3	V.A.M. RAIES	SE F.O	V.A.M. Raies
4	S.K. Natekar	C.E.(M)	S.K. Natekar
5	Bidur T.N	SE(I)	Bidur T.N
6	Rupesh Singh (RUPESH SINGH)	SE(I)	Rupesh Singh
7	NEERAJ	SE(I)	Neeraj

SL NO.	NAME	DESIGNATION	SIGNATURE
8	Mr. B. B. Mali	Sr. PIA 1st 2	B. B. Mali
9	R. K. Chaudhary	CE(P)	R. K. Chaudhary
10	MONTI RASKHOWA	EE (P)	M. Raskhowa
11	DINESH VERMA	EE(P)	D. Verma
12	Ram Rajan	Pr. M MO	R. Rajan
13	XAVIER RONY	Sr. Chemist	X. Rony
14	Sangay Wankar	DY S.E (M)	S. Wankar
15	N. K. Tupe	SERIA	N. K. Tupe
16	Samir Chhabra	GM(E)	S. Chhabra
17	K. ANBARASAM	DGM CR)	K. Anbarasam
18	P. SHAFI WOLIA KHAN	Sr. MRO	P. Shafi Wolia Khan
19	S. K. Agasra	SECM)	S. K. Agasra
20	ASHOK KUMAR PRADHAN.	EE(P)	A. K. Pradhan
21	RONNY P. PEREIRA.	DY. S.E (P)	R. Pereira
22	MUKESH KUMAR	EE (M)	M. Kumar
23	B. H. MHATRE	SE(P)	B. H. Mhatre
24	PANKAJ BAMBHU	AEE (P)	P. Bambhu
25	FASIL P. M	EE(P)	F. P. M
26	N. Chakrabarti	GM(G)	N. Chakrabarti
27	M. R. DUN	CE (EAT)	M. R. Dun
28	A K Mazumdar	DGM (S)	A. K. Mazumdar
29	A. CHANDA	EE(R)	A. Chanda
30	RONAK JAIN	AEE (R)	R. Jain
31	Shashwat Raghuramshi	AEE(R)	S. Raghuramshi
32	Rishikesh Vaishnav	AEE (P)	R. Vaishnav
33	Piyush Raj	AEE (P)	P. Raj
34	Dhresh Rajan	AEE (P)	D. Rajan
35	ASHOK G	EECP)	A. G

SL NO.	NAME	DESIGNATION	SIGNATURE
36	Prashant M. Dhoore	CE(P)	
37	Raghuram Yabaluri	EE(P)	
38	ANJNAY SODD	ASCE(P)	
39	A.D. Phadtare	CE(P)	
40			
41			