



OIL SECTOR OFFICERS' ASSOCIATION

(ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL)

AMIT KUMAR
PRESIDENT

No.OSOA/Pres/MoP&NG/40
November 17, 2008

To,

SHRI MURLI DEORA

Hon'ble Minister of Petroleum & Natural Gas
Govt. of India
Ministry of Petroleum & Natural Gas
Shastri Bhavan
New Delhi

Subject: Direct Action Programme w.e.f. 0600 hrs of 18th November, 2008.

Respected Sir,

In continuation of our discussions held with you today i.e. on 17th November, 2008 and with Shri Santosh Mohan Dev, Hon'ble Minister of Heavy Industries as well as your Appeal to defer the strike w.e.f. 0600 hrs of 18th November, 2008. The OSOA constituents met on the evening of 17th November, 2008 and passed a resolution to defer the strike w.e.f. 0600 hrs of 2nd December, 2008 onwards. A copy of Resolution is placed at Annexure-I. At Annexure-II is also enclosed the note approved by you and sent to Secretary, DPE for finalizing the Cabinet for the meeting on 20th November, 2008.

Sir, we would like to bring out that this is an ongoing struggle of nearly 2½ years and let me reiterate on behalf of 50,000 officers of Oil Sector that we have deferred strike only because of the positive attitude of both the Ministers and their assurances. Hence, it is very important that all our demands should be approved in cabinet on 20th November, 2008. **If the demands are not met then OSOA is constrained to continue with our agitation w.e.f. 0600 hrs of 2nd December, 2008 as it shall tantamount to breach of trust and faith that has been reposed by 50,000 officers of oil sector across the world in you.**

With *regards*,

Yours sincerely,

Encl.As above.

Amit Kumar
17/11/2008
(Amit Kumar)

Copy to:

1. Hon'ble Prime Minister of India, 52 South Block, New Delhi-110 001, FAX No.23014255/23016857/23015603.
2. Hon'ble Minister of Heavy Industries and Public Enterprises, Govt of India, Udyog Bhavan, New Delhi
3. Secretary-DPE, CGO Complex, Block No.14, Lodhi Road, New Delhi
4. Secretary-MoP&NG, Govt. of India, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
5. Addl.Secretary, MoP&NG, Govt. of India, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
6. Addl. Secretary & Financial Advisor, Ministry of Petroleum & Natural Gas, Shastri Bhavan, New Delhi.
7. Chairman and Managing Director, ONGC, OIL, IOCL, HPCL, CPCL, KRL, IBP, BL, GAIL, BRPL, BPCL, EIL, NRL, MRPL.
8. All the OSOA constituents.



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Resolution of OSOA Dated 17/11/2008

The executive body of OSOA met on the afternoon of 17/11/2008 to deliberate the development subsequent to the meeting with Hon'ble Minister of Heavy Industries Shri. Santosh Mohan Deb along with Hon'ble Petroleum Minister Shri. Murli Deora at Udyog Bhawan, New Delhi. The above meeting was also attended by Secretaries of MOPNG & DPE and CMDs of all Oil PSUs.

In the said meeting the Hon'ble Minister of Heavy Industries assured OSOA that all the points in the charter of demand given by OSOA and recommended by MoPNG vide letter dated 17/11/2008 will be taken up with the cabinet for consideration and approval. Hon'ble Minister also informed OSOA that he has already spoken to Hon'ble Finance Minister who agreed to consider the demands including 5 year periodicity and special dispensation to Oil Sector.

The house appreciated the role of the Hon'ble Minister of Heavy Industries who endorsed all the recommendations of Petroleum Ministry on the charter of demands and assured that all these demands will be taken up with the cabinet positively for approval. As regards the major demands of OSOA on Open ended pay scales, retaining of 4% and 6% annual and promotion increment respectively, removal of 50% ceiling on the perks and allowances, 5 year periodicity and special dispensation for Boards to finalise fitment benefits, introduction of intermediate scales, implementation of all special dispensations given in the past pay revision and formulate PRP depending on capacity to pay and market dynamics etc he assured to steer these issues in the ensuing Cabinet Meeting on 20/11/2008 to the satisfaction of OSOA. The Ministers appealed to OSOA for deferment of the strike call given w.e.f. 0600 hrs. of 18/11/2008.

After analyzing the developments thread bare OSOA has resolved as follows:

- All the demands of OSOA have been recommended by Petroleum Ministry and endorsed in principle by DPE and an assurance has been given by Hon'ble Minister of Heavy Industries to take up them with the Cabinet on 20/11/2008. As responsible citizens of the country, OSOA representatives felt it reasonable to heed the appeal of the Hon'ble Minister for deferring of the strike based on the assurance of Hon'ble Minister of Heavy Industries in the presence of Hon'ble Petroleum Minister and the Chairmen of Oil PSUs, in order to give sufficient time to get the recommendations approved by Cabinet.
- OSOA representatives sincerely hoped that all the assurance given by the Hon'ble Ministers to get special dispensation for oil sector would be implemented in letter and spirit.

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(OIL INDIA LTD)

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D.DAS
BPCL

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D.DAS
BPCL

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ONGC
B. Rathod

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17/11/08
M.S. Sharma
ONGC

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17/11/08
G.S. BLAGAN
GAIL

[Handwritten signature]
CK.P. SINGH
RS: BL
P.K. RAY - EIL
IOCL

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17/11/08
EIL-0A

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EIL-0A
S.K. Singh

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EIL-0A

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NARORA

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APMCL

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IOCL



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4. Accordingly, OSOA has resolved that in view of the assurance of the Cabinet Ministers, the indefinite strike of OSOA be deferred from 0600 Hrs of 18th November, 2008 to 0600 Hrs of 2nd December, 2008.
5. OSOA also resolved unanimously to go on indefinite strike w.e.f. 0600 Hrs of 2nd December, 2008 if all our demands are not met by this deadline.
6. House resolved that revocation of the suspension of Shri Ashok Singh, Ex-Convener of OSOA is to be taken on priority and make it an issue for strike.

17/11/08
OMCL

17-11-08
OMTC

RAGAN PILLAI
ONGC

S. K. TILAK
GAIL

12/11/08
H. P. SINGH
G. S. B. P. A.

M. S. Sharma

B. R. RATHOD
GAIL

17-11-08
IOCL

K. P. SINGH
RS - BLGAA

D. OPS
BPCL

17-11-08
IOC

F. K. RAY - EIL-0A

17/11/08
EIL-0A

17/11/08
IOOA
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IOZ
IOOA

IOZ
(OIL INDIA LTD)

S. K. SINGH
EIL-0A - President

EIL-0A

IOOA

IOOA

IOOA

IOOA

K. V. HANU
IOOA



S. SUNDARESHAN
Additional Secretary

भारत सरकार
पेट्रोलियम एवं प्राकृतिक गैस मंत्रालय
शास्त्री भवन, नई दिल्ली - ११००१

Government of India
Ministry of Petroleum & Natural Gas
Shastri Bhawan, New Delhi-110 001

NOTE

November 17, 2008

The Minister, officials of MoP&NG and the Chairmen of Oil PSUs had discussions with the representatives of Oil Sector Officers' Association (OSOA) at Mumbai on 15.11.2008. After the discussions which remained inconclusive, the representatives of OSOA handed over a list of their demands.

2. Placed below are the demands of the OSOA for consideration of the Department of Public Enterprises.


(S. Sundareshan)

Secretary
Department of Public Enterprises

Encl.:a/a

Honourable Petroleum Minister's letter to DPE 15th Nov 2008

1. The periodicity of pay revision should be 5 years.
2. All the constituents of OSOA should be categorised under A+ category.
3. The pay scale should be made open ended with the minimum of scales as recommended by Justice Rao Committee for A+ category with out ceiling. For the CMD and Directors the scale should be Rs.2,00,000 and Rs. 1,50,000 excluding Car and housing.
The proposed pay scales of the other levels are given in the following table.

Level	Scales
E0	24000- Open ended
E1	29000 - Open ended
E2	33500 - Open ended
E3	37000 - Open ended
E4	41000 - Open ended
E5	45000 - Open ended
E6	50000 - Open ended
E7	55000 - Open ended
E8	55000 - Open ended
E9	65000 - Open ended

4. In oil sector certain intermediate scales have been introduced during the 1997 pay revision. Boards should be empowered to devise corresponding scales in the revised scales.
5. Risk Pay should be kept separate at all levels. Further the Board may be empowered to enhance the same.
6. Boards of Oil PSUs should be empowered to finalise the fitment benefit, introduction of appropriate intermediate scales to fit the pre revised slabs introduced in 1997 pay revision, implementation of all special dispensations given in the past pay revision and finalization of PRP depending on their capacity to pay and market dynamics.
7. 50% ceiling on perks and allowances should be removed.
8. The present level of Increment should be maintained i.e. 4% for annual increment and 6% on promotion.
9. Full Protection should be given for all the increments, stagnation increments and stagnation relief drawn in the pre-revised scales while fixing the revised pay.
10. 78.2% DA should be merged with the basic as on 01-01-2007 giving cognizance to 50% DA merger w.e.f. 01-01-2007.
11. Existing slabs of HRA should be continued.