



ASSOCIATION OF SCIENTIFIC & TECHNICAL OFFICERS

OIL AND NATURAL GAS CORPORATION LIMITED, NEW DELHI

Registered with the Registrar of Societies U.P., Lucknow, Registration No. 172 (1967-68)



AMIT KUMAR
President - CWC

No.ASTO/CWC/Pres/2008-10/CMD-66

Date 29.06.2009

To

Chairman and Managing Director
ONGC
Jeevan Bharti Tower-II
New Delhi

Sub: Issues related to De-recognition of ASTO – Resolutions of CEC

Sir,

The 3rd meeting of CEC of ASTO tenure was held at Baroda on 28th June, 2009. The CEC members carried out an in depth analysis of the situation of last six months and the unfortunate incident of de-recognition of ASTO.

The members shared that the events of last six months has left the officer's community thoroughly demoralized, dejected and worried about the future of the organisation. The overall impact has been on the performance of ONGC and has also resulted in the officer's community feeling very sad. Sir, CEC has realized that this situation is not at all conducive for developing a positive environment. The de-recognition of ASTO has totally saddened the members and further victimization in form of immediate vacation of ASTO offices without even giving opportunity for properly settling our papers has further resulted in fading trust in the role of management.

Since its inception, ASTO has been functioning with the aim and objective of safe guarding and promoting the individual and collective interest of the officers of ONGC Ltd., promote the scientific, technical, managerial, social and welfare activities and suggest ways and means to increase production and productivity of ONGC. The actions of ASTO and its leaders have always been in this direction right from 1961. There have been direct action programs leading to strikes in past also and have always been settled amicably.

The Association has been formed primarily with the objective of promoting the common service interests of its members, promoting welfare schemes for the members and working for improving the morale and efficiency of the officer community.



Sir, today you are in a position from where we can only seek justice as per the rules and regulations. In order to create an environment to initiate a dialogue in positive direction the CEC resolved as under:

RESOLUTION

An ASTO CEC meeting was held on 28.06.2009 at Baroda. A thread bare discussion was held on happenings that took place during the last six months. It was also deliberated that the decision of the management to de-recognize the ASTO is very unfortunate.

ASTO CEC members introspected the entire scenario and house was dismayed and shocked about the way the mutual trust between the ASTO and management is fading. The house was concerned about various actions of the management during the past six months has led to a major demoralization of the entire officer's community. The house of the opinion that the action of de-recognition of ASTO could have been avoided by a process of dialogue especially keeping the existing laws and provisions in view. There has been a major loss in the productivity of the company. Such a situation may further hamper the performance of the organisation as well the safety of our installations and work centers. It was felt that the mutual trust has to be built upon. To achieve this goal, the following has been resolved:

- To appeal the management to withdraw the de-recognition order; restore the recognition of ASTO and to open the process of participative management immediately.
- To request the management to cancel the transfer orders of ASTO office bearers as per Job rotation and transfer policy.
- Proposed to reconstitute the CWC, simultaneously reducing the number of CWC members.
- Establish a ASTO CEC co-ordination committee of the following members to initiate the dialogue with the management to diffuse the situation of distrust and to reach an amicable solution on various issues like cancellation of transfer orders of ASTO CEC office bearers(as per Job Rotation and Transfer Policy), withdrawal of charge sheets against 64 CEC members etc.:

1.	C.C. NARAYAN	PRESIDENT- ASTO MUMBAI
2.	D.M. DAFDA	PRESIDENT-ASTO, HAZIRA
3.	RANJEET SINGH ASWAL	PRESIDENT-ASTO, MEHSANA
4.	MAHIPAL SINGH	PRESIDENT- ASTO, JODHPUR
5.	SURESH S. MAYAL	SECRETARY-ASTO, AHMEDABAD
6.	PRADEEP KUMAR GOEL	VICE-PRESIDENT,ASTO DEHRADUN



- To appeal the management to immediately withdraw the orders of vacating the ASTO offices and restore the facilities provided in the different units including withdrawing the orders of stopping the ASTO membership deductions.

Sir, we would like to bring out that ASTO has always worked in the interest of the organisation. On behalf of 23000 officer's community I would again request you to kindly create a positive environment and look ahead in future in order to brighten the future and improve the sagging morale of the officer's community.

With regards,

(Amit Kumar)

Copy to:

1. Director (HR), ONGC, New Delhi.
2. Director (Onshore), ONGC, New Delhi.
3. Director (Exploration), ONGC, New Delhi
4. Director (T&FS), ONGC, New Delhi.
5. Director (Finance), ONGC, New Delhi.
6. Director (Offshore), ONGC, New Delhi.
7. **ED-Chief ER, ONGC, Dehradun. – With a request to kindly withdraw your letter related to office space and stopping of deduction of membership fees etc. in light of the above facts.**
8. **President/ Secretary of all ASTO Units. – With a request to kindly circulate amongst all the members.**