

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/102 (Circular No.12)

26th December, 2010

To,

All Circle Secretaries & District Secretaries,

Conduct massive Dharna on 11-01-2011

Dear comrades,

The National Steering Committee of the United Forum which met under the Chairmanship Com. Suresh Kumar, GS, BSNLMS, on 24th and 25th December'2010, reviewed the progress in the settlement of some of the burning issues of the BSNL Employees. It noted with discontent, that even after repeated discussions with the BSNL Management, certain burning issues remain unsettled which cause hardship to the employees. Hence, it has been unanimously decided to observe one day nationwide massive dharnas on the following burning issues.

1. 78.2% IDA merger.

This issue has already been repeatedly discussed with the BSNL management a number of times. We have been told by the CMD that the Board of Directors has taken decision to consider this issue only when the company makes profit again. This issue cannot be linked with the loss of the company and as per the DPE orders, employees are fully eligible for 78.2% IDA merger. Moreover, the ITS officers, who are not yet absorbed in BSNL, are already given 100% neutralization in their wage revision. But the same is being denied to the employees, which can not be accepted. If this issue is not settled, workers will face loss in the future wage revisions as well as in fixation of pension. This issue has to be settled immediately.

2. Payment of PLI for 2010-11.

Management has denied payment of PLI on the plea that the company did not earn profit and has incurred a loss of Rs.1800 crore. The United Forum does not accept this argument. Because, while payment of PLI has been denied on the ground that company has made loss, the top management continues to make lavish expenditures, unmindful of the financial condition of the company. For example all the ITS officers have recently been provided with Black Berry mobile phones. Is this not a wasteful expenditure? Another classic example for the irresponsible way in which the Corporate Management spends money lavishly is the encashment of 10 days EL on LTC. BSNLEU or no other union has made the demand for this. Then how the order was issued? **The top officers want to enjoy, so the order is issued. All the top officers, including the CMD BSNL have availed this encashment and gone on LTC.** Our question is, when money can be spent for leave encashment why can't PLI be paid to the employees?

3. Implementation of modification to NEPP, as demanded by the Union.

In the order issued for implementation of the Non-Executive Promotion Policy, the Management has inserted many provisions which were not agreed to by the union and which will cause loss to the workers. For instance, the post based promotions of Telecom Mechanics, TTA and Senior TOA are treated as part of the NEPP. Similar unacceptable provisions are there. The Recognized Union has already demanded certain modifications. These modifications were discussed in a high level meeting

held on 09.08.2010 as well as in the National council meeting held on 31-08-2010. However, the lethargic manner in which Management is handing this issue cannot be allowed. Management should issue order accepting our modifications immediately.

4. Reduction in salary for those who are appointed on or after 01-01-2007.

A good number of the employees, especially the TTAs, who are appointed on or after 01.01.2007 are suffering reduction in salary, consequent to the wage revision order issued on 07.05.2010. To overcome this problem, BSNLEU and the United Forum has demanded that 30% fitment should be given to all those who are appointed on or after 01.01.2007 and upto 07.05.2010.

This was one of the important demands on which the United Forum gave call for demonstrations on 05.08.2010 and dharna on 12.08.2010. Due to the intervention of Shri Gopal Das, CMD BSNL, a meeting was held with the management on 09.08.2010 and the details were fully explained. Again this issue was taken up in the National Council meeting held on 31.08.2010, wherein detailed discussions took place. It was decided in the meeting that the issue could be discussed separately. Again a high level meeting took place on 26.11.2010. We hoped for a break through after this meeting. However, it still remains unsettled. We want this burning issue to be settled immediately by granting 30% fitment.

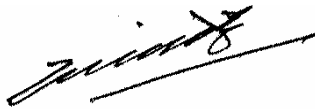
5. Introduction of NE 12 Scale.

When BSNLEU and the United Forum demanded 5 promotions for the Non-Executive employees, naturally the necessity arose for the BSNL management to introduce one more pay scale, in addition to the existing 11 pay scales. However, this issue was sent for the approval of the DPE. There was much delay in the approval of the NE 12 pay scale by DPE. Hence, pending approval for NE 12 pay scale by the DPE, it was demanded that the remaining four promotions could be implemented. Accordingly it was done. Thereafter, the DPE has given it's clearance for the NE 12 payscale. Based on the guidelines of the DPE, the Recognised Union has demanded 16390-40490 as the NE 12 pay scale and also the immediate implementation of the 5th promotion to the Non-Executive employees. As usual, BSNL management is sleeping over this demand also. Hence we demand that the NE 12 pay scale should be immediately introduced and the 5th promotion should also be implemented immediately.

The Circle and District Secretaries are requested to immediately plan the conducting of the Dharna in the Steering Committee meetings of the United Forum and organize the programme successfully. Since the time available is very less and also the 5th verification campaign is going on, due attention should be paid to conduct the programme effectively.

Thanking you,

Yours fraternally



(P.Abhimanyu)
GENERAL SECRETARY