

## **Discrimination Galore In promotion policy...**

It is understood that the BSNLEU has surrendered before the management and agreed to all its discriminatory conditions. Formal agreement was signed on 31/10/2008. NFTE(BSNL)records its objections on the said promotion policy for the following reasons.

- 1) The promotion policy is discriminating between the Executives and the Employees. It also discriminating between the DOT absorbed Employees and BSNL recruited Employees.
- 2) While Executives were given 5 Promotions at the interval of every 5 years. The employees are given only 4 promotions at the interval of 8 years.
- 3) The Executives were given arrears on promotion with effect from 01/10/2004 where as the Employees will get the arrears only from 01/04/2008. Because of this discrimination alone an Employee will loose Rs 26690/- in arrears payment. However the management saves a sum of Rs 285 crores due to this discrimination.
- 4) The Executives were given promotion even after the retirement if they have served during that particular period of promotion. However this benefit is denied to the employees. No retired Employees will get any one of these promotions even though he was in service till 2007.
- 5) Unlike in OTBP/BCR there is no reservation for SC/ST employees in the new promotion policy.
- 6) Even though 4 promotions are assured in the scheme. In practice only two promotions can be availed by 95% our Employees .Since 95% our employees will retire before 2019 when 3<sup>rd</sup> promotion will be considered.
- 7) Even though the absorbed Employees are assured 4promotions in the year 2004, 2011, 2019 & 2027. The BSNL recruited Employees will get the same 4 promotions in the year 2008, 2016, 2024 & 2032. This is nothing but a discrimination towards on the BSNL recruited Employees.
- 8) Those who got OTBP/BCR promotions during the period from 1/10/2000 to 30/10/2008 will not be eligible for the first promotion.

Although the electoral process for the 4<sup>th</sup> Membership verification in BSNL has started on 6<sup>th</sup> Oct 2008 itself the Management of the BSNL is signing an agreement with the BSNLEU on a major policy issue such as promotion to the Employees despite strong objection from many unions

including NFTE, FNTD & BSNLEC. This is nothing but violation of moral ethics and code of conduct of Membership verification. It is learnt the Management was forced by the Minister of Communication to do this favor for his "**Obedient**" union ie BSNLEU.

It is also widely rumoured that BSNLEU has accepted all the conditions of the Management on the promotion policy and expressed its willingness to keep quiet when the controversial ITI merger and 10% disinvestment are announced by the government of India. The recognized union is very much jittery and desperate since the strongest union in its alliance has walked out of the united forum and signed agreement with NFTE for facing the 4<sup>th</sup> Membership verification jointly.

The Employees see through this betrayal and surrendering of BSNLEU before the Management and the Government for the sake of facing the 4<sup>th</sup> Membership verification. The alliance led by NFTE will renegotiate the promotion scheme if it wins the election and get recognition. NFTE assures all employees that it will not rest until this discriminatory promotion scheme is modified so that all our employees get 5 promotions in every five years as in the case of promotion policy for the Executives. Support and vote NFTE to have a fair and non discriminatory promotion policy.

NFTE CHENNAI TELEPHONES  
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