

Record of discussions of the meeting with Director (HRD) on 12.12.2008

The following attended the meeting :

Shri Gopal Das, Director (HRD), BSNL Board
Shri Shakeel Ahmad, GM (SR), BSNL C.O.

Shri N.T. Sajwani, SG, NFTE
Shri K. Vallinayagam, GS, NUBSNLW
[Shri S.P. Sharma, President, BSNL
WRU joined the meeting later.]

The meeting was held in response to letters dated 20th November, 2008 addressed to the SG, NFTE and GS, NUBSNLW (FNTO) with the appeal to withdraw the strike proposed on 19th December, 2008.

2. All the demands of the unions were discussed in the meeting and the position was explained to the union representatives to their full satisfaction, details of which are as follows:-

1. **Grant of Interim Relief of Rs.5,000/- w.e.f. 1.1.2007** - It was explained that as per decision already taken, the issue has been referred to DOT. Further action will be taken on receipt of DOT decision in this regard.
2. (a) **Grant of Five Promotions to Group C & D employees** - The management side informed that grant of promotion is a policy matter. Since an agreement has recently been signed on 30th October, 2008 with the recognised representative union, it appears logical to await its implementation and feedback from the employees as well as the field units.
(b) **Ensure reservation for SC/ST staff in all the promotions** - It was assured that all constitutional safeguards as applicable to promotion / upgradation of SC/ST candidates will be ensured. In response, the unions suggested that some sort of relaxation as was done in the case of OTBP/BCR is necessary. Finally, the Management side replied that relaxation in evaluation etc. as has been done in the case of Executives, can be considered.
3. **Drop the proposal of disinvestment of BSNL shares through IPO** - This is within the domain of the Government / DOT and BSNL has hardly any say in this regard. After deliberations, it was agreed that unions' view will be forwarded to the Government.
4. **Drop the proposal of merger of loss making manufacturing Company ITI with BSNL** - This also is within the domain of the Government / DOT and BSNL has hardly any say in this regard. However, BSNL management will suitably take up with DOT, as and when required.
5. **Withdraw DOT orders contained in letter dated 15.6.2006 on pension to DOT employees absorbed in BSNL** - BSNL has already taken up the matter with DOT and the last reminder at the level of CMD, BSNL was sent to DOT on 4.9.2008.
6. **Settle anomaly cases of wage agreement of year 2002** - The case has been referred to DOT. However, it was assured that the matter will be taken up at higher level in DOT.
7. **Allot 3-G spectrum to BSNL free of cost** - Although the demand of the unions directly relates to the Government, yet it was clarified that BSNL, being a commercial company, may not be allotted 3-G spectrum free of cost. However, BSNL has already been given a special consideration by allotment of 3-G spectrum ahead of others.

8. **Grant of Trade Union facilities to the Registered Unions in BSNL** - It was informed that the issue came up for discussion in the meetings held on 6th October, 2008 and 12th November, 2008 with all the unions, and it has been explained that administrative convenience and feasibility has to be seen before extending facilities beyond what is mutually agreed with all the unions before conduct of first membership verification.
3. At the end of the meeting, the Management side assured the union representatives of its commitment to resolve the staff problems and demands and requested the union representatives to withdraw their notice for full strike on 19.12.2008. The unions agreed to respond positively to the gesture shown by the Management.


(Shakel Ahmad)
GM (SR), BSNL C.O.

No. BSNL/7-5/SR/2008

Dated, the 16th December, 2008

Copy for information to :-

1. PPS to Director (HRD)
2. SG, NFTE / GS, NUBSNLW (FNTO)
3. GM (Estt.), BSNL C.O.
4. Guard file.