

## **The 'Farce' of wage parity with executives:**

In recent times both the management and recognized union are talking about parity with executives in pay scales etc. This is nothing but a ploy to deceive our employees. The executives have organized themselves in associations because they don't have the trade union rights which is only available to the non executive employees. For the executives the wage revision was finalized with out holding any bilateral negotiations with any association. The govt appointed a committee under the chairmanship of Mr.Rao and the report given by the committee was accepted by the govt and implemented by the management. For the non executives a wage review committee was formed and series of negotiations were held between the management and unions. Hence accepting the theory of "Parity with executives" is wrong and against the interests of our employees.

The following questions will have to be answered by the recognized union and the management.

1. If the parity with executives must be maintained on pay revision why the management delayed the wage revision for its employees till this day? Why the recognized union is holding negotiations for wage revision from Jan -2008?.
2. If the parity of pay with executives should be maintained, a simpler order could have been issued by the management extending the same wage revision formula as of the executives to the employees immediately after the pay revision was given to the executives. Why both the management and recognized union enacted drama so far and delayed the wage revision for our employees?.
3. When the executives were given five promotions after every five years, the employees were not given the same promotions till this day. The management and the recognized union have signed an agreement on promotions to our employees in Oct-2008 in which only 3 promotions will be granted to employees at every 8 years of service. Why this discrimination? Why there is no parity on promotions policy for executives and employees?.

For the executives pay revision was ordered when the govt issued instructions for the merger of 68.8% of IDA only. Accordingly the executives were given a wage revision after the merger of 68.8% IDA. But soon after this due to the heroic struggle of officers working in ONGC and other oil PSU's, the govt and the Prime Minister accepted the demand for merger of 78.2% IDA for wage revision. Recently the Port Trust employees and FCI employees signed wage agreement with 78.2% IDA merger. However in BSNL the recognized union has surrendered to the management and meekly accepted for 68.8% IDA merger on the plea of maintaining parity with executives. This is atrocious and abject surrender. We should not buy arguments of the management on maintaining parity with the executives since it will harm the interests of our employees.

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