

## **Victory for the Management!**

**Com. C.K. Mathivanan, Secretary, NFTE—BSNL.**

The Second Wage revision for BSNL employees was signed on 15/01/2010 has nothing to cheer about. But the recognized union had celebrated “**Victory Day**” to fool the employees. Actually the management is the real victor in the second wage agreement since it achieved whatever it wanted and forced the BSNLEU to surrender before it.

The recognized union squarely failed on the following counts:

1. Could not sign 5 year wage agreement.
2. Could not merge 78.2% IDA with pay.
3. Could not increase 13 allowances including the transport allowance.
4. Agreed to abolish city compensatory allowance and food allowance.
5. Agreed to dispense the uniforms and allowance given for it.

If comparison is made with wage agreements signed in other PSEs like BHEL, FCI, Port trust and MTNL the wage agreement inked by BSNLEU is the lowest in every respect. In other PSEs the unions jointly negotiated and agitated for the wage revision and hence emerged victorious. But the BSNLEU was intoxicated with the status of recognized union failed to unify all unions as was done by NFTE-BSNL during the first wage revision. The management utilized this disunity among the unions and imposed its conditions on the employees.

Even though BSNLEU demanded Rs.14000/- as basic pay for the lowest grade official (Grade ‘D’ Category) it meekly accepted Rs.8700/- as the lowest pay. It demanded 5 year periodicity but finally accepted 10 year periodicity. It also demanded as per government of India’s instructions merger of 78.2% IDA but surrendered at the end and agreed for only 68.8% IDA merger, which alone caused huge loss to the employees.

Recently wage agreement was signed in MTNL. We compare below the agreements of both the MTNL and BSNL since the employees working in both the companies are performing the same duties.

S.NO.	CADRE	REVISED PAY IN BSNL	REVISED PAY IN MTNL
1.	Gr. 'D'	Rs.8700/- Rs.16840/-	to Rs.10500/ Rs.22830/-
2.	Telecom Mechanic	Rs.9020/- Rs.17430/-	to Rs. 11500/- Rs.24970/-
3.	Senior TOA	Rs.10900/- Rs.20400/-	to Rs. 12500/- Rs.27170/-
4.	TTA	Rs.13600/- Rs.25420/-	to Rs. 14500/- Rs.31500/-

MTNL unions achieved a better wage revision for their employees, whereas Com. Namboodri, who promised MTNL Pay for our employee's way back in 2004, signed the worst wage agreement betraying the 2.5 lakh employees.

More than 13 allowances where not at all increased in the second wage revision. However the management sugar coated the wage agreement by agreeing to review some of the allowances in 2012. But the financial position of BSNL is in very bad condition ever since 2007-2008. Eventhough the management falsely declaring "profits" year after year. Actually BSNL had net loss of Rs.787.56 crore in 2007-2008 and Rs.4085.64 crore in 2008-2009. The dwindling revenue and falling market share of BSNL is already worrying everybody. In this background agreeing for a review of some allowances in 2012 is a ploy to cheat the employees now. After having marathon negotiations for more than a year, the failure of BSNLEU to increase 13 allowances is unjustified and this will be punished by the employees.

After the wage agreement thousands of employees walked out of BSNLEU and joined NFTE-BSNL throughout the country protesting the betrayal of the recognized union. This trend will further be strengthened in the days to come. The NFTE-BSNL and worker's alliance will mobilize the workers against the management to rectify the mistakes committed in the second wage agreement so that the employees interests are protected and their future is safeguarded and also expose the betrayal and surrender of the recognized union.