



K. Jaya Prakash

General Secretary

To
The Chairman & Managing Director
Bharat Sanchar Nigam Ltd.
 Bharat Sanchar Bhavan
 Janpath, New Delhi-110 001.

Lr. No.NUBSNLW(FNTU)/Agitations/2014/2

Date : 16.09.2014

Respected Sir,

Sub : Notice for agitational programme in front of Circle and SSA
 Offices - Reg.

- i. Lunch hour demonstration on 29.09.2014.
- ii. Day long dharna on 09.10.2014 .

The Central Working Committee meeting of NUBSNLW (FNTU) held at Bangalore on 15 & 16th of September, 2014 resolved the its anquish in the abnormal delay in segment of pending issues of BSNL Workers problems.

The Bonus Act of the country define that a loss making company shall also pay 8.33% of the salary as bonus every year to employees. Most of the loss making PSU's are making the bonus payment as incentive to its workers. The postal department under the same communication Minister is making heavy loss every years. However, they are also making bonus payment to its employees every year. This respecting the sentiments of the BSNL employees and their family members, owners they preferred wages is denied to the BSNL employees.

The transfers policy of BSNL is misused by the Field Officers and FNTU members are selectively picked-up and transferred to remote areas at the insistence of the representative unions. Our activists are transferred to remote areas without giving any immunity with a malafide intention or create a fear psycho among the FNTU members and destroy the FNTU union. Our representations to the corporate office and other various levels are either ignored or proper attention was not given.

It is fact our union has got 6.89 votes in the last verification. As per the new recognition rules of the BSNL, the unions having two and above percent of voted shall have to be given minimum trade union facilities but whereas, the Field Officers are denying our District Secretaries and Circle Secretary's interviews to discuss the staff problems and representations submitted by my Circle/ District Secretaries are thrown in the dust bin. It is highly painful to our organisation and top level management are keeping the eyes closed.

The large number of low paid employees such as Group-C & D including regular mazdoors and telecom mechanics are stagnating at maximum on their pay scales because of the faulty pay scales and promotion pay scales defined in the promotion policy. Repeated representations from the trade unions are also ignored by the BSNL Management and not cared to settle these pressing demand.

NEPP promotion is denied to the TTAs, the most productive cadre of BSNL by misinterpreting guidelines of the NEPP promotion. The clause upgraded scales can not be applicable to revision of pay scales as both the fixations are done on different rules of FR, upgradation of pay scales is supposed to be fixed under FR 22 1(a)(1) . The TTA pay scales were revised under the anomaly report of DOT and standing agreement between the unions DOT to implement the revision on the formation of BSNL. It was not fixed either point to point basis nor on application of FR 22 1(a)(1). Hence, it is not an upgradation defined in the FR Rules.

Considering the negative attitude of management towards the above problems and demanding the immediate settlement of below mentioned long pending staff problems/ grievances, the Central Working Committee decided the following agitational programme.

- i. Lunch hour demonstration on 29.09.2014.
- ii. Day long dharna on 09.10.2014.
Before the circle and SSA head quarters.

In the event of management not taking positive steps further form of trade union action will be chalked-out.

Demands :

- (i) Payment of Bonus to BSNL employees before Pooja.
- (ii) Cancel all the irregular transfers of FNTTO members.

- (iii) Suitable compensation to release the increment of stagnated employees in Group-C&D cadre (including RM & TM).
- (iv) Remove the injustice to TTA promotions.
- (v) Reject the deloitte constancy recommendations on HR issues.
- (vi) Remove the adverse clauses in the agreement on infrastructure sharing for providing towers.
- (vii) Settlement of the hardships created by the management, in the implementation of the NEPP.
- (viii) Relaxation in qualifying marks for SC/St employees in departmental/internal promotional exams, as per the DoP&T orders.
- (ix) Change of designations of the Non-Executives without further delay.
- (x) Implementation of 30% superannuation benefits to the directly recruited employees.
- (xi) Restoration of LTC, Leave encashment and Medical advance and revision of allowances.
- (xii) regular promotion of the officiating JTOs.
- (xiii) Abnormal delay in payment of GPF advance to the staff.
- (xiv) Review of the results of the JTO/JAO exams conducted last by granting grace marks.
- (xv) Permitting the Non-executives to appear Management trainee exam.
- (xvi) Fresh recruitment of staff in the Non-Executive cadres.
- (xvi) Personal upgradation of the officials who had completed Telecom Machanic training.
- (xvii) Revision of the payscales of the cadres of Sr. TOA, Telecom Mechanic, driver, etc., which are already referred to the promotions Committee. The Committee may be reconstituted.
- (xviii) Revision of pension to those who retired between 01.01.2007 and 10.06.2013, based on 78.2% IDA merger.

- (xix) Revision of the wages of the casual labour and TSMs, based on IDA pay scales.
- (xx) Revival of Telecom Factories.
- (xxi) Settlement of the anomalies that have arisen in the first wage revision.
- (xxii) Manning of Call centers by BSNL's Employees and stopping their outsourcing.
- (xxiii) Provision of Rs.200/- SIM to all the Non-Executives with access to other networks and Executives, CUG.
- (xxiv) Relaxation of conditions for considering the compassionate appointment.

The NUBSNLW (FNTU) always adopted a constructive approach to the management, however, because of the negative attitude of the management, we are compelled to adopt the trade union action in the interest of all workers. We hope that management will respond positively and settle the issues amicably.

With regards,

Yours sincerely,



(K. Jaya Prakash)
General Secretary

Copy to :

1. The Hon'ble Minister for Communication & IT, Govt. of India, New Delhi for information and sympathetic action.
2. The Chief Labour Commissioner, New Delhi for information and necessary action.
3. The President, INTUC, New Delhi for information and necessary action.
4. The Director (HR), O/o. CMD, BSNL, New Delhi for information and necessary action.
5. The General Manager (SR), O/o. CMD, BSNL, New Delhi for information and necessary action.