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BHARAT SANCHAR NIGAM LTD.

(A GOVERNMENT OF INDIA ENTERPRISE)
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No. BSNL/7-7/SR/2009

Dated, the 6th July, 2009

Record of discussions of the meetings held in the 1st week of July, 2009 between the BSNL management and the representatives of BSNL Workers Alliance

In pursuance of the notice for trade union action programme given by the BSNL Workers Alliance, initially a meeting was held in the chamber of GM (SR) at 1430 hrs. on 1st July, 2009 between the BSNL management and the representatives of BSNL Workers Alliance. The following were present –

From Management side	From BSNL Workers Alliance
1. Shri D.P. De, GM (Estt.)	1. Shri N.T. Sajwani
2. Shri Shakeel Ahmad, GM (SR)	2. Shri K. Vallinayagam
	3. Shri S.P. Sharma
	4. Shri Islam Ahmed
	5. Shri R.K. Kohli
	6. Shri M.R. Vashisht
	7. Shri N.K. Srivastav.

2. The demands raised by the Alliance were discussed in the meeting, which are as follows -

2.1 **Early wage settlement for Group 'C' and 'D' employees** - The union members emphasized the need for early settlement of wage revision so that the employees are given the benefit of wage revision which has got considerably delayed. The unions further submitted that the recognised union does not represent the entire non-executives of BSNL since it has secured just 50% of the votes in the last membership verification. As such, other non-recognised unions should also be associated in the wage revision negotiations on the premise that some of the very small unions are being represented in the wage negotiation process, viz. TEPU, BSNLMS, BTU etc.

In response to the demand of the unions, the management side clarified that on a number of occasions in the past, it has been made clear that the management is obliged to hold dialogue and enter into an agreement only with the majority representative union of non-executive employees. However, the management had assured in the past too that the suggestions and proposals made by other unions will be duly taken note of by the management while holding negotiations with the recognised representative unions. This stand was re-iterated and re-affirmed by the management. Thereafter, the unions demanded that a meeting of the BSNL Workers Alliance be arranged with the Wage Revision Committee.

Reacting to the demand of Staff side, the management side advised the unions to submit their view-point on the wage revision first and thereafter the unions will be given a meeting by the Wage Revision Committee. This was agreed to by the unions.

2.2 Cancellation of all transfers issued in partisan and violation of transfer policy - The unions submitted that in most of the Circles, viz. Andhra, MP, Gujarat, Karnataka, A&N, Maharashtra etc., the members of their unions are being transferred in gross violation of the Transfer Policy issued by the Corporate Office. The policy envisages rotational transfers in the months of March/April, i.e. before commencement of new academic session, but members of their unions are being transferred deliberately in the months of May and June. This is causing a lot of hardships to their members and requested for cancellation of all transfer orders issued after April 30, 2009. Responding to the demand raised, they were informed that on account of Parliamentary elections in the months of March and April, the transfers got spilled over upto the month of June 2009. However, field units have already been advised to follow the provisions of Transfer Policy vide do letter no. 250-7/2007-Pers.III dated 4.5.2009.

The unions expressed their dis-satisfaction with the above stand of the management. However, to sort out the issue, further discussions took place in the chamber of Director (HR) on 2nd July, 2009. During the course of discussions, Director (HR) offered that all unimplemented transfer orders can be kept in abeyance for a period of one month and will be reviewed by the concerned CGM keeping in mind the transfers ordered vis-à-vis the transfer policy. The unions still dis-satisfied with the offer, proceeded with their programme and resorted to hunger strike from 1100 hrs. on 6th July, 2009.

Another round of discussions took place between Director (HR) and the striking union leaders in the after-noon of 6th July, 2009. After prolonged discussions, an agreement took place to the effect that -


- All mass transfers of non-executive employees of BSNL, issued during May 2009 or later, except those where transferred employees have already joined their new place of posting will be kept in abeyance for a period of 15 days w.e.f. 7.7.2009.
- After review, transfer orders found in violation of transfer policy will be cancelled, and those in order, will be implemented by the field units.
- While issuing any further transfer orders, field units will ensure that these are strictly in accordance with the transfer policy.
- Circles would be advised to submit a compliance of having carried out the review and implement/cancel transfer orders accordingly, positively by 25th July, 2009.

2.3 Grant of limited trade union facilities to all the unions - The unions pointed out that before the conduct of 4th membership verification, a consensus emerged amongst all the unions in the preliminary meeting held on 6th October, 2008 for grant of limited trade union facilities to all the unions, but so far the management has not issued any instructions in this regard. In the absence of these facilities, the unrecognized unions are not in a position to take up the grievances of their members. Reacting to the demand of the unions, it was informed that a well-established mechanism already exists in the organization to take up the grievances of the employees including the employees (members) of non-recognised unions and in the recent past, these instructions were re-iterated on 2nd August, 2007. These instructions envisage that the recognised representative union has been given the right to take up the issues / grievances of its members, a facility which is not available to the non-recognised unions. Even this does not prevent the non-recognised unions from making any

references to the management and the management, if in its opinion the issue is of vital importance can take cognizance and initiate appropriate action.

2.4 Ensure more trade union amenities and facilities in Circles where majority votes are achieved - The unions submitted that any union, other than the majority union, which secures 50% or more votes in a Circle, that union is given limited trade union facilities in that Circle. The unions feel that these limited trade union facilities are not sufficient and demand more facilities. Referring to the instructions issued by the management on the number of union members etc., the Alliance demanded that the number of union representatives may be increased from 5 to 7 and minutes of the meetings may also be released. The management side agreed to examine the demands of the Workers Alliance.

3. Director (HR), while concluding the meeting, appealed to the unions to withdraw their on-going agitation / indefinite hunger strike, to which the unions agreed to.


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

Copy to :

All participants.