**Organization of BSNL Unions & Associations**

**T-16 Atul Grove Road, New Delhi-110001 Tel:-23358891**

11th Aug, 2016

To

To,

Smt. Sujata T. Ray,

Director (HR),

BSNL Corporate Office,

New Delhi.

Respected Madam,

**Sub:- Memorandum on long pending problems of the Non-Executives-reg.**

The Organization of BSNL Unions & Associations meeting held on 10-08-2016 at D-1 Quarter under the Chairmanship of Shri S. P. Sharma. The following issues were discussed and decided to approach the Management for early settlement of the following staff matters.

List of Staff Problems-

**1. Request for Constitution of Wage Revision Committee for Non Executive Employees in BSNL:**

Our Forum requests you madam kindly issue the necessary guidelines to process the 3rd PRC for Non-Executive Cadres at an early date.

**2. Niti Aayog recommended for sale of BSNL, MTNL for strategic disinvestment because of BSNL is suffering a loss of Rs. 8000 crores and MTNL Rs. 2000 crores:**

Our Forum’s concern is that the loss in the both Department are not in the loss just because of working culture of the workers. We also concern that the Policies are adopted in BSNL/MTNL are delay in procuring the Material for development of the Department. We request madam to make your good office at appropriate level to stop this proposal.

**3. Interference of recognized unions in each and every Posting & Transfer:**

 There is no ruling and norms followed in most of the offices for posting and transfer of non-executive employees. The guidelines issued by the Corporate Office to follow certain norms in posting and transfer are treated as mere ritual in the Circles/SSAs. Each and every posting & transfer order is issued only as per the terms and dictates of the two recognized unions. The members of the recognized unions are getting all sorts of transfers as they like. The other union members and non-members are allured by the recognized unions to get the transfer for them in the place they like even though there are no vacancy in such places. Now the posting & transfer has become a main area for the recognized unions to increase their membership or to collect money for getting the transfer/posting. Because of this not only the services of the BSNL badly affected as no/less work areas are dumped with more staff and the overloaded areas are suffering due to acute shortage of manpower but also the sincerely/loyal workers could not get any relief from the overloaded seat. They are not getting any transfer on their request even after completion of so many years in the tenure based posts. Even if the orders are issued such officials are not relieved on the plea by the concerned officers that the section cannot survive without them as they are best workers (but the same officers relieve the officials on the interference/pressure of the recognized unions). Thus a sincere worker could not get any relief from the overloaded area, even when he is suffering from severe domestic and health problems. This has resulted in the worst form of frustration among the sincere workers and the looser is the BSNL as the frustration is affecting the output.

Our Organization should insist on the administration to follow transparent method in posting and transfer of non-executive employees to keep the morale and ensure fair output in the day to day services.

**4. Grant Bonus to all BSNL Workers:**

The BSNL Staff are not getting Bonus for last six years causing irritation and resentment amongst them. The Dussehra festival and Durga Pooja are fast approaching before which the entire employees belonging to public, private and Govt. Sectors will get bonus. You will appreciate that in the present circumstances the largest and biggest PSU, BSNL should not disappoint the BSNL staff.

The BSNL Management has constituted a PLI Committee to finalise the formula for payment of PLI to the BSNL workers, but the Committee has not in a position to finalise it recommendations even after 2 years of Time.

Hence our Union request you to kindly consider at least minimum Adhoc Bonus to BSNL staff or ex-gratia of Rs. 3500-00 to all the BSNL workers before Pooja.

**5. Remove stagnation in grade of RMs and Group D officials and other cadres:**

**6. Stop victimization and harassment to the members of unrecognized unions:**

At present two Communist affiliated unions are recognised they are harassing the unrecognized union members by colluding with Management.

**7. Grant Trade Union facilities to all non-executive unions:**

Other than Communist affiliated unions are unrecognized unions. We request all the applicant unions should be given minimum trade union facilities.

**8. Restoration of payment of MRS without voucher on quarterly basis:**

**9. Restoration of All India LTC/Leave encashment:**

**10. To extend superannuation benefits to directly recruited employees as per PE guidelines:**

**11. Stop the process of formation of Tower Company:**

**12. Scrap the point system in respect of compassionate ground cases:**

**13. Change the designations of left over non-executive employees in BSNL i.e. Civil Wing**

**14. Provision of BSNL Customer Centres at Eastern Court and Corporate Office.**

 As the many of the Workers/ Employees from all over India visiting Delhi and stay are in search of Recharge, Top up etc services. Hence we request to start a BSNL Customer Service Centre in Delhi.

**15. Request for making arrangement for Medal received Sport mans in BSNL as it is due w.e.f.2007.**

**16. Restoration of Formal Meetings with Director (HR) to all applicant Unions.**

**17. Request for issue of necessary Procedural guidelines for utilizing CGHS facility to the retired Employees in BSNL.**

It is also bring to your kind notice that the local administration is harassing non-recognized union members by way of giving irregular transfers to satisfy the recognized unions. Communist affiliated unions.

We therefore request your kind attention to issue necessary instructions to concerned so that, they should be unbiased while issuing the Transfer orders.

We once again request to your good self on behalf of Organization of BSNL Non-Executive Unions to go through the memorandum and do justice. It is also request madam to conduct a meeting with us for detail discussions to the best interest of BSNL and Workers.

 With best regards

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