



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
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Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

F. No. BSNL/39-6/SR/2014

Dated, the 05th May, 2015

To

The Regional Labour Commissioner (Central),
Office of the Dy. Chief Labour Commissioner (Central),
Ministry of Labour,
4th floor, Jeevan Deep Building, Parliament Street,
New Delhi.

Sub: Industrial dispute between the management of BSNL and their workmen represented by the JAC of the Unions & Associations of Non-executives of BSNL - Notice for one day All India Strike on 27th November, 2014 - regarding

Ref: RLC (C), New Delhi office Letter No. ND.8(15)14-PA.RLC dated 8.4.2015

Sir,

This is with reference to RLC(C)'s above referred letter and the letter No. JAC/154 dtd. 23.03.2015 from the Convener of Joint Action Committee of Unions & Associations of the Non-Executives, addressed to RLC(C), New Delhi with an endorsement to G.M.(Estt.), BSNL, giving thereby a revised list of nine important demands in response to Conciliation Proceedings held on 5.1.2015.

In this connection, it is stated that all the issues raised in the above mentioned JAC's letter are being examined/deliberated and necessary action being taken. The current status on all the issues is given in the annexure enclosed. It may not be out of place to mention that bilateral discussions will continue between the BSNL management and the representatives of the JAC for logical resolution of these issues. Hence, it is requested to consider closing of the conciliation proceedings.

Yours faithfully,


(Shameem Akhtar)

Sr. GM (SR), BSNL C.O.

Enc. As above

Demands of Joint Action Committee of Unions & Associations of the Non-Executives

Sl. No.	Demand	Status/comments
1.	Stagnation in the cadres of RM, Group 'D', Industrial cadres etc.	The matter was referred again to the same Committee which had earlier examined this issue. Recommendations of the Committee have since been received and necessary instructions/orders will be issued in due course.
2.	Removal of wage disparity between the Non-Executives who are appointed before 01.01.2007 and on or after 01.01.2007	A proposal for grant of one advance increment to the TTAs who joined between 1.1.2007 and 7.5.2010 is under consideration of BSNL Board. In a recent meeting, the Board desired that the proposal may be re-submitted after the approval of HR Plan.
3.	Settlement of the hardships created by the Management in the implementation of the NEPP	The issue is being examined.
4.	Implementing DoP&T orders in respect of implementing lessen standards of evaluation for SC/ST candidates in the Departmental Promotions Examinations	BSNL is following the guidelines in this regard issued by DoP&T. It is, therefore, not clear as to which DoP&T order on the subject referred to by the Union are not being implemented by BSNL.
5.	Implementation of 30% superannuation benefits to the directly recruited employees	In the last Board meeting, it was decided to refer the matter to the remuneration Committee of the Board. Decision of the Remuneration Committee is awaited.
6.	Payment of PLI by introducing a new PLI formula	Meeting of the joint committee looking into formulation scheme of performance linked PLI was held on 23.7.14 in which the Unions members were provided with a list of certain(KPIs) which may be used to measure the contribution of non-executives towards the target of achieving overall company's business goals and linking the same to PLI. As requested by staff side, achievement along with the targets against these KPIs for the last four years was provided to the Union members. Subsequent meeting was held on 12.3.2015. The matter is still under discussion stage. Further discussions will be held in the next meeting.
7.	Restoration of LTC, Leave Encashment and Medical Allowance	In view of the adverse financial position of the company, some facilities have been withdrawn. The financial position of the company has not yet improved significantly. The unabsorbed ITS Group A officers deployed in BSNL are being paid allowances/facilities as per the Cabinet decision.
8.	Introduction of new designations to the Non-Executives	A joint committee comprising representatives of recognized unions and official side members is examining this issue. Some progress has already been made. Further discussions will be held in the next meeting.
9.	Non-implementation of E-1 pay scale.	On a proposal for grant of Time bound financial up-gradation to the non executive Employees who have reached the NE 12 pay scale after 1 st /2 nd /3 rd financial up-gradation, the Board desired that the proposal be re-submitted after approval of HR Plan.