

# BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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P. Abhimanyu  
General Secretary

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BSNLEU/ 408 (BSNLMRS)

02.01.2018

To,

Ms. Sujata T. Ray,  
Director (HR) BSNL,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Madam,

Sub: - Ceiling for Out-Door Medical Claim, with voucher, arbitrarily reduced from 25 days to 23 days' pay - Requesting restoration of the same - req.

Ref: - (i) BSNL letter no.11-04/2015-PAT (BSNL) dated 01.01.2018.  
(ii) BSNL letter no.BSNL/Admn.I/14-15/09 dated 10.08.2011.  
(iii) 35<sup>th</sup> National Council minutes vide No.BSNL/39-3/SR/2017 dated 27.11.2017.

With reference to the above cited letters on the subject, we would like to bring the following to your kind notice for favour of appropriate action.

According to the order cited under reference (ii) above, the Management Committee of BSNL has revised the limit for the reimbursement of expenditure in outdoor treatment against vouchers, from earlier one month's Basic Pay + DA of unrevised pay, to 25 days of revised Basic Pay + DA.

Subsequently, the revision of pay scales of the employees has been revised, based on 78.2% of IDA merger. However, the reimbursement against vouchers was continued to be calculated, based on the pay scales with 68.8% of IDA merger. It has been intimated vide letter No.1-50/2008-PAT(BSNL) dated 13.06.2013, that all allowances like medical reimbursement with voucher for outdoor treatment etc., shall continue to be paid at IDA Basic Pay with 68.8% fitment, till further orders.

The issue was taken up by the Union in the 35th meeting of the National Council against agenda No.11. In the adjourned meeting of the 35th National Council held on 13th November, 2017, "the Management Side informed the council that item is being examined and is likely to be decided in one month time".

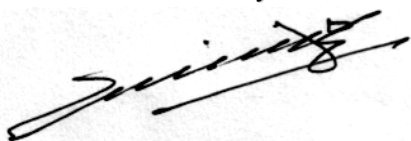
Under these circumstances, on 01.01.2018, the Management has issued letter cited under reference (i) above, stating that the annual ceiling of medical reimbursement with voucher for outdoor treatment shall be calculated on revised IDA Basic Pay with 78.2% fixation w.e.f. 01.04.2018. Surprisingly, the Management has arbitrarily reduced the number of days from 25 to 23 for calculating the ceiling.

As a result of such decision, the actual amount that can be reimbursed by the employees, vis-a-vis what they are getting at present under 68.8% IDA merger, is getting reduced. Further, it is highly objectionable that, the Management did not bother to consult the Recognised Union, before taking such a decision. This is a clear cut violation of the Code of Conduct by the BSNL Management.

In view of the foregoing, we request you to kindly cause the issue to be reviewed, so that the number of days for calculating the ceiling is restored to 25 days.

Thanking you,

Yours sincerely



(P. Abhimanyu)  
General Secretary

Encl: As above

Copy to: Shri Keshav Rao, GM (Estt.), BSNL Corporate Office, New Delhi – 110 001