

**A brief note on the Formal Meeting held online today the 19.06.2021,  
between the Director (HR) and BSNLEU.**

A Formal meeting is held online today, between the Director (HR) and BSNLEU. The following participated in the meeting:-

**Management Side**

**BSNLEU**

- (1) Shri Arvind Vadnerkar, Director (HR)
- (2) Shri Saurabh Tyagi, Sr.GM(Estt.)
- (3) Shri A.M. Gupta, Sr.GM(Admn.)
- (4) Ms. Anita Johri, Sr.GM(SR)
- (5) Shri Manish Kumar, GM(Restg.)
- (6) Ms. Samita Luthra, GM(Rectt.)
- (7) Shri S.P. Singh, GM(Training)

- (1) Com.Animesh Mitra, President,
- (2) Com.P.Abhimanyu, GS.
- (3) Com.Swapan Chakraborty, Dy.GS.

Ms. Anita Johri, Sr.GM(SR), welcomed everyone. Shri Arvind Vadnerkar, Director (HR) chaired the meeting. By observing one minute's silence, the meeting paid homage to the BSNL employees who lost their lives, due to COVID-19. Thereafter, the agenda items were taken up for discussion.

**(1) 3<sup>rd</sup> Wage Revision.**

The Management Side stated that, they have written to the DoT, seeking clarification on this issue. The point referred to the DoT is that, how the "conflict in pay scale could be settled, if the pay scales of the Non-Executives alone are revised, without revising the pay scales of the Executives."

BSNLEU made the following arguments:-

- (i) The Wage Negotiation between the Recognised Unions and the BSNL Management started only as per the instruction issued by the DoT.
- (ii) The DPE has not laid down the "Affordability Clause" as condition for the Wage Revision of the Non-Executives.
- (iii) Most of the Non-Executives are facing stagnation and only revision of pay scales can solve this problem.
- (iv) The fitment to be given in the Wage Revision can be negotiated between the Unions and the Management, keeping into account, the financial condition of the Company.

After hearing the arguments of BSNLEU, the Director (HR) stated that, the same would be discussed by the Management.

**(2) Implementation of the Hon'ble Kerala High Court order on the payment of IDA to the Non-Executives.**

The Director (HR) stated that, the BSNL Management wants to implement the judgement of the Hon'ble Kerala High Court on payment of IDA to the Non-Executives of BSNL. He stated that, BSNL has already requested the DPE to inform the details of the increase in the rate of IDA from 01-10-2020. The Court order would be implemented, once reply is received from the DPE, said the Director (HR).

**(3) Transfer liability of the Non-Executives.**

BSNLEU has already strongly protested the order issued by the Restructuring Branch of the Corporate Office on 27.08.2020. In that letter, it is mentioned that the Non-

Executives could be transferred out of the SSA. Further, BSNLEU has also demanded that the words “merger of SSAs”, mentioned in that order should be removed. BSNLEU argued that, “**Consolidation of Business Areas should not be called as merger of SSAs.**” BSNLEU strongly opposed this because, Non-Executives will face transfer out of the SSA, if it is called “**merger of SSA**”.

The GM(Restg.) replied that, the Corporate Office has already issued instruction vide letter no.BSNLCO-RSTG/12(11)/4/2020-RSTG-Part(I) dated 08.03.2021, accepting both the demands of BSNLEU.

BSNLEU also pointed that the order issued, transferring five Non-Executives, from Nagaon SSA to Tezpur SSA has not been cancelled completely so far, and the order has been kept only under abeyance. The Management Side assured to take action for cancellation of this order.

**(4) Holding LICEs.**

BSNLEU expressed it's strong anguish and disappointment, for not holding the various LICEs, as assured by the Management. The Director (HR) stated that, the “Restructuring process” (calculating the number of posts in each cadre after VRS) has been unexpectedly delayed. He further said that, 5/6 months are lost due to Covid. He assured that, the Restructuring process would be completed in another one and half months and thereafter the LICEs would be conducted.

BSNLEU pointed that, the union's proposals regarding amendment to the JAO RR has not been looked into. The Director (HR) assured to do the needful in this regard.

**(5) Issuing Presidential Orders to the officials recruited by the DoT, but were appointed by BSNL.**

BSNLEU is strongly demanding that, all the officials recruited by the DoT, before the formation of BSNL and appointed after the formation of BSNL, but who were appointed after the formation of BSNL, should be issued with Presidential Orders. In this connection, BSNLEU is demanding that, BSNL Management should either withdraw it's SLP filed in the Supreme Court, or expedite the hearing in this case.

In this connection, the Sr.GM(SR) informed that, on 19.04.2021, the Hon'ble Supreme Court has stayed the order issued by the Hon'ble Kerala High Court. The Director (HR) further that, since BSNL has filed the SLP, it cannot withdraw the same. He further stated that, only the respondents have to try for expediting the hearing. After persistent demand from BSNLEU, he said that Management will see what could be done.

**(6) Banning dharnas, hunger strike, etc., in BSNL.**

BSNLEU stated that, the Management is not permitting even peaceful agitations like dharnas, hunger strike, etc. The Union pointed out that, the Supreme Court has stated that, participating in peaceful agitations is the right of the citizens. BSNLEU also pointed out that, it is not a respondent to the Patiala Court case, the order of which is being frequently quoted by the Management. BSNLEU appealed to the Director (HR), not to ban peaceful agitations in the future.

**(7) Declaration of JTO LICE results in Punjab circle.**

The results of JTO LICE held in Punjab circle, in the years 2015-16, 2016-17 and 2017-18 are not declared so far. BSNLEU pointed out that, except one candidate, all the other 25 candidates who had filed court cases, have already withdrawn their cases. Hence, BSNLEU demanded that, the Management should reserve one post for that candidate who has not withdrawn the case and should declare the results. The Director (HR) assured to look into this proposal.

**(8) Transfer of DR JEs.**

BSNLEU strongly demanded that, all the candidates who have applied for transfer under Rule 8, on completion of 5 years of service, should get transfer. BSNLEU has already submitted a list of 56 DR JEs who have applied for transfer. The Union also pointed out that, the CGMs are not willing to consider the transfers on the plea of staff shortage. The Director (HR) was requested to look into the cases and to render justice to the applicants. The Director (HR) replied that, the issue would be looked into. However, he stated that all transfers could not be effected in one go.

In reply to the statement of the Director (HR), BSNLEU strongly demanded that, the Management should immediately conduct fresh recruitment of DR JEs. The Director (HR) replied that this would be done.

**(9) Requests of DR JEs to go out of Leh SSA.**

BSNLEU is continuously demanding that, the DR JEs who have completed two years of service in Leh, should be given transfer out of that SSA. This is because of the harsh climate prevailing in Leh, said BSNLEU. The Management replied that, the CGM, J&K circle has given the feedback, wherein it is stated that, the DR JEs should serve at least for five years in the SSA to which they are posted. After prolonged discussion, the Director (HR) assured to see what could be done.

**(10) Holding JE LICE as “offline” exam.**

BSNLEU is continuously demanding that, the JE LICE should be held as an “off-line” exam. However, the Management has taken a strong position that, since it is an LICE to the cadre of JE, the candidates should appear online exam. After prolonged discussion, the Union demanded that, at least one JE LICE should be conducted as “off-line” exam.

**(11) Intra-circle transfers of DR JEs in NE-II circle.**

BSNLEU complained that, the NE-II circle is not implementing the agreement reached between the Union and the CGM that, the DR JEs could be transferred out of the SSA, on completion of two years of service. The Union strongly demanded that, the transfer requests of the DR JEs, who have completed two years of service in Arunachal Pradesh SSA, should be considered.

The Management replied that, the problem has arisen because too many candidates have applied for transfer to Manipur SSA. BSNLEU demanded that, the transfers should be given at least to the extent possible immediately. The Management assured to look into it.

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