

**A gist of the discussions taken place in the Formal meeting held between  
BSNLEU and the Director (HR), on 14.01.2020.**

A formal meeting between BSNLEU and the Director (HR), was held on 14.01.2020, to discuss the agenda items given by the Union. From BSNLEU, Com.Animesh Mitra, President, Com.P.Abhimanyu,GS and Com.Swapan Chakraborty, Dy.GS attended. From the Management Side, Shri Saurabh Tyagi, Sr.GM(Estt.), Shri A.M. Gupta, GM(SR), Shri Manish Kumar, GM(Restg.) and Shri Jagdeesh Kumar, CLO, also attended the meeting. The issues discussed and the reply given by the Management are as follows:-

**(1) Utilisation of the Non-Executives in the post VRS scenario.**

The Union Side stated that the unions and associations in BSNL had always taken efforts to improve productivity as well as customer relations and stated that these efforts would continue. At the same time they stated that the employees should not be made to suffer from undue workload due to the exodus of the employees under the VRS. They also requested the Management to spell out how they intent to cope with the heavy workload after implementation of the VRS.

***Reply of the Management Side.***

Sufficient manpower is available to man the Core Networks. Arrangements in this connection have already been made. So far as the Customer Service Centres are concerned, they will be manned by the Sr.TOAs to the extent possible and the remaining activities will be outsourced. So far as the Outdoor Maintenance is concerned, our own employees will man the system from the MDF to the pillars. From the pillars to the sub-offices, the activities will be outsourced. The outsourcing of these jobs will be completed by 28.02.2020. A proposal is there to manage the works for the period from 31.01.2020 to 28.02.2020 by way of engaging the retired employees.

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

The Union Side demanded that the present transfer liability of the Non-Executives should not be disturbed. They further explained that the Non-Executives should not be subjected to transfers outside the SSA, consequent to the shortage created by the implementation of VRS.

***Reply of the Management Side.***

Consequent to the implementation of VRS, there is a proposal to reduce the number of SSAs from 330 to 150. It was further stated that since the shortage of staff will be managed through outsourcing. Hence, the question of disturbing the existing transfer liability of the Non-Executives does not arise.

The Union Side demanded that the Recognised Unions should be consulted before any change is made to the present structure like reducing the number of SSAs, since it will have an impact on the Non-Executives. ***The Director (HR) assured that the concerns of the Union regarding transfer liability of the Non-Executives would be taken care of. He also assured that there would be no exploitation of the employees and that their interests will be taken care of.***

**(3) Retirement age of the Non-Executives.**

The Union Side stated that rumours have been floated that the retirement age of the BSNL employees would be rolled back from 60 to 58. They further stated that the Management had given written assurance vide letter no.BSNL/4/SR/2000 dated 2nd January, 2001, stating that the retirement age of the absorbed employees would be governed by the government rules. The Union Side demanded that, this assurance should be honoured.

***Reply of the Management Side.***

The Director (HR) stated that, reduction of the retirement age is a matter to be decided only by the government. In reply to a question raised by the Union, the Director (HR) replied that the BSNL Board has not passed any resolution to reduce the retirement age of BSNL employees from 60 to 58. From the reply given by the Management Side and also in view of the prevailing massive shortage of manpower consequent to the VRS, it is understood that the retirement age will continue to be 60 and will not be reduced to 58.

**(4) Employees recruited by the DoT and sent for training prior to 01.10.2000 should be treated as DoT recruits.**

The Union Side presented that the officials recruited by the DoT and sent for training prior to 01.10.2000, but were appointed after 01.10.2000 are treated as BSNL recruits. The Hon'ble High Courts of Kerala, Rajasthan, Punjab and Haryana have already given judgements that these officials should be treated as DoT recruits and not as BSNL recruits. They further pointed out that instead

of implementing the judgements of these Hon'ble High Courts, the BSNL Management has filed SLP in the Supreme Court. The Union Side demanded that the SLP should be withdrawn and the judgements of the above mentioned Hon'ble High Courts should be implemented.

**Reply of the Management Side.**

The SLP in the Supreme Court has been filed by the BSNL Management only as per the direction of the DoT. Hence, there is no possibility of withdrawing the SLP. We have to wait for the final judgement of the Supreme Court and that there is no alternative.

**The Union Side demanded that the Management should take the needful steps to expedite the hearing of the SLP filed in the Supreme Court and for an early disposal of the case. The Management Side assured that needful action would be taken in this regard.**

**(5) Violation of DoP&T orders in the matter of validation of the caste certificates of the ST employees of Maharashtra circle.**

The Union Side pointed out that despite several representations made by BSNLEU to the Corporate Management, the Maharashtra Circle Administration is not implementing the DoP&T orders on the issue of verification of the caste certificates of the ST employees. They pointed out that as per the DoP&T orders, it is the Management which should get the caste certificates of the ST employees through the District Collector / District Magistrate. However, the Maharashtra Circle Administration is pressurising the ST employees to get their caste certificates verified through the district level Scrutiny Committees, complained the Union Side. There was prolonged discussion on this issue. Finally, the Director (HR) was kind enough to accept the demand of BSNLEU and telephonically advised the CGM, Maharashtra, to refer the matter (verification of ST certificates) to the District Collector /Magistrate, in accordance with the DoP&T letters.

Further, the Director (HR) informed that the employees belonging to Halba/ Koshti / Halba Koshti are not entitled for the benefits available to the ST employees w.e.f. 28-11-2000, according to the DoP&T order. This order has been issued as per the judgment of the Hon'ble Supreme Court.

**(6) Issues related to the JTO LICEs.**

The Union Side raised the following two issues:-

- (i) Relaxation for the failed candidates of the JTO LICE held on 26.05.2019.**
- (ii) Non-declaration of the JTO LICE results of Punjab circle.**

On the first item, the Union Side stated that, in the JTO LICE held on 26.05.2019, only 154 candidates have got qualified out of the total 1030 candidates who appeared in the exam and the result comes to only 14.95%, which is very poor. They argued that the poor result was due to high standard of the question paper, combined with a large number of out of syllabus questions and questions with wrong or multiple answers. They further stated that, BSNLEU has demanded full marks for all the out of syllabus questions and questions with wrong or multiple answers, but it has not been accepted. As a result of this, many candidates have failed by very meagre marks like 0.5% and 1%. The Union also pointed out that most of the candidates who appeared in the JTO LICE are engineering graduates who had entered the Company through a highly competitive exam. **Hence, the Union Side demanded that considering the above issues, the failed candidates should be given relaxation.**

On the second item, i.e., non-declaration of results in Punjab circle, due to court cases, the Union Side pointed out that, it is a complication created by the BSNL Management. A false statement given by BSNL Management in the Hon'ble CAT, Chandigarh, that the Company is not following SC/ST reservation in the JTO LICEs and also due to the non-carry forward of the 56 vacancies of SC/ST and 18 vacancies of OC to the JTO LICE held in September, 2016, are the root causes for the litigations. **The Union Side pointed out that the candidates (both SC/ST and OC) have already submitted affidavits to the CGM, Punjab, stating that they were prepared to withdraw the court cases provided that the results of the JTO LICE, held in September, 2016, are revised by carrying forward the 56 unfilled SC/ST vacancies and 18 unfilled OC vacancies of the Recruitment Year 2013-14.**

On hearing the above submissions of BSNLEU, the Director (HR) decided that a separate meeting would be held between BSNLEU and the Management, within this week, to sort out the above two cases. The Union Side accepted this proposal. The Director (HR) requested the GM(SR) to arrange the meeting within this week, with all the concerned officers.

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