



BSNL EMPLOYEES UNION

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BSNLEU/422 (WAGE)

13.03.2024

To

Ms. Anita Johri,
PGM (SR), BSNL C.O.,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Madam,

Sub: Views of BSNLEU, on the draft minutes of the meeting of the Joint Committee on Wage Revision held on 05.03.2024 – req.

We wish to bring the following to your kind notice on the subject mentioned above.

We are thankful that, the Management Side has started taking the views of the Staff Side on the draft minutes, before it is finalised. However, the combined minutes of the meetings held on 28.11.2022 and 02.12.2022, issued vide letter no.BSNL/38-1/SR/2016 dated 30.01.2023, has been issued without consulting the Staff Side. In the annexure of that minutes (last page), it is mentioned as **“Pay Scales finalised with union in Nov 22”**. This is factually not correct. The Unions have not accepted the pay scales proposed by the Management, after reconstitution of the Joint Committee. Discussions are still going on. As such, how can it be recorded in the minutes as **“Pay Scales finalised with union in Nov 22”**. We request that this may be corrected. As regards the draft minutes, we wish to state the following:-

2.1 (b) *“New pay scales proposed by the Management Side notionally w.e.f. 01.01.2017.....”*

Management Side has inserted the word **“notionally”** in a casual manner. This is a serious issue. It is not even discussed whether new pay scales will be implemented notionally or otherwise, w.e.f. 01.01.2017. Hence, the word **“notionally”** should be removed.

2.2*“BSNL Recruitess will get additional benefit on account of increase in EPF contribution by BSNL.”*

In the meeting held on 05.03.2024, it was emphatically told by the Management Side that, EPF contribution is calculated on basic pay + DA and hence, with 0% fitment, no extra expenditure has to be made by the Company in respect of EPF contribution of the Directly Recruited employees. What was told by the Management Side in the meeting and what is recorded in the draft minutes are contradictory. This issue should be addressed.

In the last meeting held on 05.03.2024, the Staff Side repeatedly demanded that the pay scales finalised in the meeting held on 27.07.2018, through consensus, should be implemented by the Management. However, it is surprising to note that, nothing is mentioned in this regard. Hence, the following addition should be made.

4.0 (1) The Staff Side repeatedly demanded that, the pay scales finalised in the meeting held on 27.07.2018, through consensus, should be implemented by the Management.

Thanking you,

Yours sincerely,


[P. Abhimanyu]
General Secretary