

Participants

1. Com.P. Animesh Mitra, President
2. Com.P.Abhimanyu, General Secretary
3. Com.John Verghese, Dy. General Secretary
4. Com.Prakash Sharma, Asstt. General Secretary
5. Com.P.K.Jain, Organising Secretary (CHQ)
6. Com.Ashwin Kumar, Organising Secretary (CHQ).
7. Com.Parveen Kumar, Organising Secretary (CHQ),
8. Com.Sujoy Sarkar, CS, West Bengal.
9. Com.B.S. Raghuvanshi, CS, Madhya Pradesh.
10. Com.Puneet Kumar, CS, UP (West).
11. Com.Anand Kumar Singh, JE / DS, Azamgarh, UP (East).
12. Com.Ramesh Chand Gupta, JE, Assistant District Secretary, Meerut, UP (West).
13. Com.Sandeep Sharma, JE, ACS, Amritsar, Punjab.

A note on the discussion

1. Lifting / relaxing of Ban on CGA.

BSNL Management has imposed a Ban on CGA. BSNLEU is continuously demanding that, this Ban on CGA should be lifted. However, the Management has not agreed to this. In today's meeting, BSNLEU demanded that, the Ban on CGA, if not lifted, should be relaxed at least to the extent of providing employment to the dependents of the Covid victims and the employees killed in accidents while on duty. The Union representatives added that, the number of employees died due to Covid is 234 and that the number of employees who die in accidents, while on duty every year, will also be small. The Union argued that, giving employment to this much of people, under Compassionate Ground, will not be a very big burden to the Company. The Director (HR) gave a patient hearing and stated that this demand of BSNLEU would be looked into.

2. Providing facilities to the district unions at the OA level.

The Union pointed out that, after consolidation of the Business Areas, the districts are re-designated as BAs and OAs. Thereafter, in many circles, Management says that, they do not district union at the OA level. This is due to the confusion created by some of the letters of the Corporate Office. Local Councils are not being formed at the OA level in those circles. In some other circles, district unions at OA level are being told to vacate Union accommodation. In today's meeting, BSNLEU argued that, district unions at the OA level are not new, but existing for the past many decades. It was also pointed out that in many OAs, district unions of BSNLEU are having paid members in the range of 60/70. Hence, it was strongly demanded that, the Corporate Office should issue a clear cut guideline for the following facilities for the district unions at the OA level.

- a) Recognition of the district union.
- b) Formation of Local Councils.
- c) Provision of office accommodation.

The Director (HR) assured that necessary guideline will be issued in respect of points (a) & (b). As regards, point (c), he assured that the issue would be revisited.

3. Withdrawal of the Corporate Office letter cancelling the 3 JTO LICEs held in Punjab circle.

It is already informed that, the JTO LICEs, held in Punjab circle for the vacancy years 2015-16, 2016-17 and 2017-18 have been cancelled by the Management. The argument of the Management is that, after the Restructuring Scheme, Punjab circle has become surplus in JTO

cadre and that there is no vacancy. However, BSNLEU questioned how JTO LICE results for the vacancy years 2015-16, 2016-17 and 2017-18 are declared in other surplus circles like UP(East), UP(West), Bihar, etc., and why the same has been cancelled in Punjab circle alone. The Union demanded that the problem of non-availability of posts could be overcome by diversion of posts or creation of supernumerary posts. In reply, the Director (HR) stated that the issue would be revisited.

4. Medical Reimbursement should not be treated as prerequisite for Income Tax.

BSNLEU demanded that, as per the Principal Chief Commissioner of Income Tax, UP (East), letter dated 27.10.2023, the amount claimed by the employees under Medical Reimbursement should not be counted for Income Tax. Detailed discussion took place on this issue. Finally, the Director (HR) assured that action would be taken in this regard.

5. Reviewing the ceiling fixed for the outdoor medical claim with voucher.

The Union pointed out that presently 15 days' Basic Pay and DA as on April, 2020, is fixed as the ceiling for reimbursement of expenditure incurred for outdoor treatment, with vouchers. It was demanded that, this should be revised and 15 days' Basic Pay + DA as of April, 2023 should be re-fixed as the ceiling for this purpose. The Director (HR) assured that this demand would be looked into.

6. Recovering employee's contribution of EPF from the backdate in the guise of GPF.

As per the order of the Commissioner of EPFO, arrears of Employee Contribution of the EPF, should not be recovered from the salary of employees. However, this order is being violated by BSNL Management. The Union cited the example of Com. Manoj Sharma, Sr.TOA(G), Ujjain, MP circle. After detailed discussion, the Director (HR) assured that, the issue would be examined.

7. Implementation of the judgement of the Hon'ble High Court of Calcutta in respect of issuing of Presidential Orders for the 227 Regular Mazdoors of CNTx(East), (the erstwhile ETP circle).

The Union demanded that as per the order of Hon'ble High Court of Calcutta, action should be taken for the conferment of Temporary Status to 227 Regular Mazdoors of CNTx(East). However, the Management Side replied that the DoT has taken a stand that TSM status could not be conferred on these 227 RMs.

8. Implementation of the DoP&T order in the case of requests for transfer under Rule-8 to join the spouse.

The Union pointed out that as per the DoP&T orders, husband and wife working in Central Government / State Government / PSUs should be posted in the same place. Whereas, as per this order, request for transfer of the JEs to the surplus circles, is not being considered by the BSNL Management. The Union further pointed out that the number of employees seeking transfer as per the DoP&T order is not big and hence the DoP&T order should be implemented in letter and spirit. The PGM(Estt.) told that data of the employees who have applied for transfer under spouse ground has been collected and that needful action would be taken to consider the transfer.

9. Defining the duties and responsibilities of the cadre of Junior Engineer and other Non-Executive cadres.

The Union demanded that, the duties and responsibilities of the various Non-Executive cadres should be defined. The demand is raised in the backdrop of the Restructuring Scheme implemented in BSNL. Especially, the Junior Engineers are being told to look after the duties from ATT up to the Executives. The Union cited the case wherein the duty of Bharat Fibre Business Manager is being entrusted to the JEs. After hearing the views of the Union, the Director (HR) assured that the duties and responsibilities of various cadres would be defined.

10. Issuing Presidential Orders to the employees recruited by the DoT and sent for training prior to 01.10.2000 – non-implementation of the Supreme Court judgement.

It was strongly argued that the employees who were recruited and sent for training by the DoT, but whose appointment orders were issued by BSNL, should be issued with Presidential Orders, in accordance with the judgement of the Hon'ble Supreme Court delivered on 26.07.2023. There was serious discussion on this issue. However, the Director (HR) replied that, the DoT has taken a clear cut stand that, the Hon'ble Supreme Court order would be implemented only in respect of the employees who had filed the case.

11. Conducting TT LICE as Off-line exam.

BSNLEU is continuously demanding that the TT LICE should be conducted as an Off-Line exam. In today's meeting, the Union pointed out that, most of the candidates appearing in the TT LICE are ATTs, who do not have computer knowledge. They also pointed out that the computer familiarisation course conducted prior to TT LICE, also remains on paper. The Union suggested that computer familiarisation class could be conducted to the successful candidates, but the TT LICE should be conducted as Off-Line only. Finally, the Director (HR) stated that the issue would be reviewed.

12. Restoration of the payment of Medical Allowance to the serving BSNL employees.

Medical allowance was paid to the employees till 2010. Thereafter, it was stopped on the plea that Company had gone into loss. Presently, medical allowance is being paid to the retired employees. The Union demanded that payment of medical allowance should be restored for the serving employees also. The Director (HR) assured that this would be looked into.

13. Non-implementation of the National Council decision on holding a Special JTO LICE for the draftsman cadre.

The Union complained that, the decision of the 26th National Council meeting held in February, 2012, for holding a Special JTO LICE for the draftsman cadre of Civil / Electrical / Telecom Wings has not been implemented, despite the issue is being taken up by the Union repeatedly. The PGM(Estt,) replied that, they have received the necessary inputs from the Civil and Electrical Wings. He also told that necessary communication would be sent to the Recruitment Branch for holding the Special JTO LICE.

14. Denial of promotions and additional increments to sports personnel, which are already approved by the respective CGMs as per the previous Career Progression Policy.

The Union pointed out that this is one of the issues, lying pending for a very long time. As per the Career Progression Policy issued by the Corporate Office, vide it's letter dated 01.05.2008, many cases have been recommended to the Corporate Office, by the respective CGMs for promotions and additional increments. However, these cases are lying pending in the Corporate Office for a very long time. The PGM(Admn.) stated that action is being taken to settle the cases recommended by the CGMs.

15. Upgradation of the pay scales of the cadres of Junior Engineer, Sr.TOA and Telecom Technician.

It was strongly argued by the Union that, considering the technological developments that have taken place during the past 10 years the pay scales of the cadres of JE, Sr.TOA and TT should be upgraded. BSNLEU has already demanded the upgradation of JE pay scale from NE-9 to NE-10 ; Sr.TOA pay scale from NE-7 to NE-8 and TT pay scale from NE-6 to NE-7. However, the Director (HR) replied that this demanded would be looked into at the appropriate time.

16. Reviewing results of the failed SC/ST candidates, by adopting lesser standards of evaluation.

The Union complained that the DoP&T orders on Reviewing results of the failed SC/ST candidates by applying Lesser Standard of Evaluation is not being implemented in BSNL. This

issue was discussed at length. However, the Management Side did not accept the demand of the Union.

17. Denial of the facility of Immunity from Transfers.

The Union stated that, the facility of Immunity from Transfers is not being implemented in case where an Executive is the office bearer of BSNLEU. They pointed out that the field units are confused between the Corporate Office orders on Immunity from Transfers for the Non-Executives with that of the Executives. Hence, it was demanded that the Corporate Office should issue a clear-cut guideline on this issue. The Director (HR) assured that needful action would be taken in this regard.

18. Non-implementation of EPF in respect of the 73 employees of CNTxE working in Odisha whose Presidential Orders are cancelled by the DoT.

The Union pointed out that, the Presidential Orders issued to 73 employees of CNTxE were withdrawn after 20 years. Following this, these officials have to be shifted to the EPF scheme. However, despite many letters written by BSNLEU, EPF has not been implemented for these 73 employees. It was assured that necessary action would be taken.

19. Discriminating the Non-Executives in the allotment of IQs.

It was stated by the Union that, the Non-Executives are being discriminated in the allotment of IQs. While IQs are being allotted to the Executives, why the same should be denied to the Non-Executives, questioned the Union. The Union also demanded that, an online portal should be introduced for applying quarters both by the Non-Executives as well as Executives. It was assured that this would be looked into.
