

- 1) Enhancing the ceiling for outdoor medical reimbursement with voucher.**  
Presently 12 days basic pay plus DA as of 01-04-2020, has been fixed as the ceiling for outdoor medical reimbursement with voucher. BSNLEU is continuously demanding to revise this amount. In yesterday's meeting, this issue was raised forcefully. The Director (HR) agreed to review this and assured that, a decision would be taken soon.
- 2) Removal of discrimination between EPP and the NEPP.**  
Under NEPP, Non-Executives are getting promotion on completion of 8 years. Whereas, under EPP, Executives are getting promotion on completion of 5 years. In the last National Council meeting, BSNLEU demanded that Non-Executives should also get promotion after completion of 5 years. In that meeting, the Director (HR) assured to form a Committee for the removal of this discrimination. However, there is delay in the formation of this Committee. In yesterday's meeting, it was informed that the Committee has been constituted on 09-07-2025. BSNLEU demanded that, the views of BSNLEU should be heard by the Committee.
- 3) Mobile handset to the Non- Executives.**  
It is the long time demand of BSNLEU that the Non-Executives should also be extended with the facility of reimbursement of the cost of mobile handset. However this demand is not settled. In yesterday's meeting, this issue was strongly raised by BSNLEU. After detailed discussion, the Director (HR) agreed to once again take up this issue with the CMD BSNL.  
  
Further, BSNLEU demanded that, till the mobile handset is provided to the Non-Executives, marking attendance online through mobile app, should be kept under abeyance.
- 4) Declaring results of the JTO LICEs conducted in Punjab circle for the vacancy years 2015-16, 2016-17 and 2017-18.**  
BSNLEU emphatically told that, the decision of the Corporate Office for cancelling the JTO LICEs conducted for the vacancy years 2015-16, 2016-17 and 2017-18 was a wrong decision. BSNLEU strongly demanded that, the results of the three JTO LICEs should be declared immediately and the successful candidates should be promoted by creating supernumerary posts. BSNLEU explained to the Director (HR) that earlier, the BSNL Management had created thousands of supernumerary JTO posts, to protect the promotion of the JTOs selected through the screening test. In yesterday's meeting, BSNLEU strongly demanded that the same methodology should be adopted to give promotion to the qualified candidates of Punjab circle. After serious discussions, the Director (HR) agreed to look into the proposal of BSNLEU.
- 5) Including union representatives in the committee for revision of allowances.**  
BSNEU has strongly demanded that the Transport Allowance of BSNL employees should be revised. Thereafter, the Management formed a committee for the revision of all the allowances of the employees. BSNLEU has already demanded that, Union representatives should also be included in this committee. In today's meeting this demand was seriously raised. The Director (HR) accepted that, representatives of recognised unions would be invited in the committee.
- 6) Reviewing the decision to suspend all sports activities.**  
BSNLEU has already demanded that the Corporate Office letter dated 29-04-2025, for suspending all sports activities, should be withdrawn. This issue was seriously raised in yesterday's meeting. BSNEU demanded that, all sports activities should be restored and also the 2 hour / 4 hour daily off for practice to the sports persons should be restored. After prolonged discussions and many examples given by BSNLEU, the Director(HR) agreed to review the decision.

**7) Implementation of the order of the Hon'ble CAT, Patna Bench, for issuing presidential orders to 140 RMs of Bihar circle.**

The Hon'ble CAT, Patna Bench, has delivered a judgement on 20-03-2025, for issuing presidential orders to 140 RMs of Bihar circle. The court has stated that the order should be implemented within 3 months of the receipt of the order. However BSNL management has not implemented the order so far. In yesterday's meeting BSNLEU argued with the complete background of this case and demanded that BSNL management should implement the order of the Hon'ble CAT, Patna bench and that the management should not go to the High Court appealing against the CAT order. Finally, the Director (HR) stated that the issue would be looked into.

**8) Non-reconstitution of certain circle councils and local councils.**

BSNLEU strongly complained that, even after completion of 3 years of the last membership verification, the circle council has not been reconstituted in several circles. The names of the circles where circle council was not reconstituted was given to the management and it was strongly demanded that, immediately the circle councils should be reconstituted. Further it was pointed out that, the Local Administration refuse to form the Local Council in certain OAs. BSNLEU demanded that, clear cut order should be issued by the corporate office on these issues. The Director(HR) agreed with the Union and instructed the officers to issue necessary instructions to the circles.

**9) Sanctioning of festival advance to the employees.**

This issue was discussed at length in yesterday's meeting. The Director(HR) stated that, financial constraints of the Company is the reason for not re-introducing the system of payment of festival advance. However after persistent demand from BSNLEU he agreed to look into the matter.

**10) Special norms for sanctioning staff for the mountainous, hilly, as well as circles with far- flung terrains.**

It is the long time demand of BSNL you that the management should implement special norms for sanctioning staff for the mountainous, hilly, as well as circles with far-flung terrains. BSNLEU is demanding that, circles like Himachal Pradesh, Jammu and Kashmir, Uttarakhand and also the North Eastern circles should be provided with special norms for the sanctioning of staff, considering the difficulties being experienced by the employees posted in those circles. The Management replied that, already special norms are there for the hilly and mountainous circles. However due to the persistent demand of BSNLEU, Management agreed to revisit this issue.

**11) Revision of wages of the casual labourers based on 7<sup>th</sup> CPC pay scales.**

BSNLEU is continuously raising this issue for a very long time. Presently, the casual labourers are paid wages based on 6th CPC pay scales. Long back, the recommendations of 7th CPC have already been implemented. BSNLEU is demanding that the wages of the casual labourers and TSMs should be revised based on 7th CPC pay scales. The management agreed to look into this demand.

**12) Inordinate delay in sanctioning Special Incentives and Concessions to the employees posted in Kashmir Valley.**

The DoP&T issued order on 24.02.2025 extending the Special Incentives and Concessions to the employees posted in Kashmir Valley for a further period of 3 years. The DoT endorsed this order in March, 2025. However, Corporate Office has not issued order for the payment. After discussion, the Director (HR) replied that this issue would be taken with the CMD BSNL for early approval.

**13) Supply of liveries to the employees.**

BSNLEU pointed out that supply of liveries such as towel, uniform, shoes, chappals have been stopped. The Union demanded that the same should be resumed. The Management Side replied that no order has been issued by the Corporate Office to stop the supply of liveries. They further stated the issue can be taken up at the circle level, for the continuation of supply of liveries.

**14) Denial of Career Progression to the outstanding sports personnel.**

BSNLEU pointed out that the Corporate Office has denied Career Progression to 5 officials viz., Nandita Datta (West Bengal), Ram Kumar (Punjab), Ravi Kumar (Karnataka), Sumitra Pujari (Assam), Manali Sinha (Assam) and Abhijit Dutta (Assam), by way of wrong interpretation of the Corporate Office rules. BSNLEU is continuously writing letters to the Management demanding to review it's wrong decision. In yesterday's meeting, this issue was strongly taken up. The Director (HR) directed the PGM(Estt.) to discuss the issue with the Union representatives and resolve the same.

**15) TM posting to Com.Karamjit Singh Walia of Punjab circle.**

In the last TT LICE and JE LICE, in some OAs / circles, vacancies are not filled up, due to want of qualified candidates. In some other circles, qualified candidates did not get promotion, due to want of vacancies. Hence, BSNLEU has already demanded that the qualified officials should be permitted to get promoted in OAs / circles where unfilled posts are there. In this connection, BSNLEU has already demanded that Com.Karamjit Singh Walia of Chandigarh district may be posted in Ropar or Patiala OAs. In yesterday's meeting, this issue was once again raised and the Director (HR) has assured to look into the issue.

**16) Provision of union office accommodation at the OA level.**

The district unions of BSNLEU, functioning at the OA level are already allotted with office accommodation. However, in some OAs the local administration is pressurising our district unions to vacate the union office. In yesterday's meeting, BSNLEU strongly demanded that Corporate Office should issue categorical order for providing union office accommodation at the OA level.

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