

**Highlights of the Formal Meeting held between BSNLEU
and the Director (HR) on 10.05.2023.**

(1) Issues related to the working women of BSNL.

- (a) Representatives of BSNLEU demanded that, the Management should ensure that the Internal Complaints Committees (ICCs) should function independently and without interference from higher officers. The Union point out that, at Ludhiana, the General Manager of the BA himself involved in sexually harassing women employees. Practically, the General Manager pressurised the ICC, Ludhiana. When the case was subsequently shifted to the ICC, Jalandhar, there also victims did not get justice, due to the influence of the GM, Ludhiana.

The Director (HR) responded positively and assured that, guideline would be issued by the Corporate Office itself, when the complaint comes against the BA Head himself.

- (b) The Union demanded that, strict and timely action should be taken on complaints of sexual harassments and that, safety of the women employees should be ensured at work places having interface with customers. Strict implementation of DoP&T orders on Child Care Leave, was also demanded by the Union.
- (c) The Union demanded special Medical Leave for women employees above 45 years and also Menstrual Leave for 3 days per month should be implemented.

The Director (HR) replied that, being a Public Sector Company, BSNL can take action only when the DoP&T issues orders on the Medical Leave for women above 45 years and on Menstrual Leave.

- (d) The Union demanded that, prompt action should be taken for the provision of separate toilets and dining rooms for women employees in all offices.

The Director (HR) replied that, the Corporate Office would issue letter in this regard.

(2) Payment of the premium of Group Health Insurance by the Management.

The Union pointed out that, 10,000 employees had joined the Group Health Insurance Scheme, as a result of which the medical expenditure of the Company would have come down considerably. Hence, the Union demanded that, the premium amount of the Group Health Insurance Scheme should be paid by the Management.

The Director (HR) replied that, BSNL MRS has now been improved and many good hospitals are coming back into BSNL's empanelment. He further stated that, the demand of the Union regarding payment of premium would be looked into after 6 months.

(3) Upgradation of pay scales of the cadres of Junior Engineer, Sr.TOA and Telecom Technician.

BSNLEU has already demanded that, in view of the rapid technological advancements in the telecommunications sector, the nature of the work of the JE, Sr.TOA and Telecom Technician have changed greatly. Hence, it was demanded that, the pay scale of JE should be upgraded from NE-9 to NE-10, the pay scale of Sr.TOA should be upgraded from NE-7 to NE-8 and that the pay scale of Telecom Technician should be upgraded from NE-6 to NE-7.

After detailed discussion the Director (HR) assured that, the demand would be looked into by the Management.

(4) Issuing of Presidential Orders to 140 officials of Bihar circle.

The Union pointed out that, the DoT had issued letter on 29.09.2000 for the regularisation of all the TSMs, fulltime casual labourers, as well as part time casual labourers, Ayas and

Supervisors who were converted into fulltime casual labourers. This letter of the DoT does not speak anything about the date of entry of those casual labourers. As per this letter of the DoT, 140 employees working in Darbhanga BA, Madhubani OA, Samastipur OA, Begusarai OA and Khagaria OA should be issued with Presidential Orders. However, the Union pointed out that, these officials are issued with adhoc / temporary RM appointment orders and are being harassed.

The PGM(Estt.) replied that, based on judgement delivered by the Supreme Court in the Umadevi case, those 140 officials are not entitled for regularisation as RMs. Further he stated that, a case is going on in this respect in the Hon'ble CAT, Patna.

(5) Non-payment of gratuity in respect of 32 TSMs, appointed as Regular Mazdoors and who have retired.

BSNLEU has already written to the Director (HR) pointing out that, the 32 TSMs of Darbhanga district of Bihar circle, who were subsequently appointed as a Regular Mazdoors, are not paid gratuity. BSNLEU has submitted a list of 32 officials, with their period of TSM and the RM. All of them have retired and many have died. BSNLEU strongly demanded that, gratuity should be paid to all these officials immediately.

The PGM(Estt.) replied that, gratuity cannot be paid to those 32 officials since they are facing termination, which Court case is going on.

(6) Non-declaration of the results of the JTO LICE conducted in Punjab circle.

BSNLEU bitterly complained that, the results of the JTO LICE (50% quota), held in Punjab circle on 26.05.2019 is still not declared. The Union also complained that, this case is not being seriously handled by the Punjab circle administration.

The Director (HR) responded positively, and gave direction to the officers for engaging a senior advocate. He also gave the direction that, the officers of Punjab circle administration should be called to the Corporate Office before the next hearing of the case coming on 30.05.2023.

(7) Dereserving of 95 JTO posts of ST category in Punjab circle.

BSNLEU pointed out that, 95 JTO posts belonging to ST category, are remaining unfilled in Punjab circle, for the past many years. These 95 ST posts are already carried forward in many Recruitment Years, but were could not be filled up, since not even a single ST category candidate is available in Punjab circle. BSNLEU pointed out the relevant DoP&T order and demanded immediate dereservation of these 95 JTO posts of ST category.

The Director (HR) stated that, this issue would be looked into by the SCT Cell and also by the PGM(SR).

(8) Reducing the qualifying service of JEs to 4 years, for appearing in JTO LICE.

BSNLEU pointed out that, the JEs need to complete 5 years of service to appear in the JTO LICE. The Union also pointed out that the qualifying service for appearing in the MT examination is only 4 years. It was strongly demanded that the qualifying service of JEs, for appearing in the JTO LICE, should be reduced from 5 years to 4 years.

The Director (HR) replied that, this demand would be looked into.

(9) One time diversion of Direct Recruitment Quota posts of TT LICE.

BSNLEU stated that, the Corporate Office has issued notification for holding the TT LICE under 50% quota. However, the Union pointed out that, there are no vacancies in 14 circles. Hence, it was demanded that, the Direct Recruitment Quota posts should be diverted for conducting the TT LICE.

The PGM(Estt.) replied that, notification is already issued for holding the TT LICE. After this exam, one more TT LICE would be conducted by diverting the outside recruitment quota posts.

(10) Implementation of EPF in respect of employees whose Presidential Orders are cancelled by the DoT.

BSNLEU pointed out that, the DoT has cancelled the Presidential Orders of 73 officials working in CNTxE, Bhubaneswar and also in various BAs of Odisha circle. These Presidential orders are cancelled after 20 years, but the officials are still continuing in GPF. BSNLEU has already submitted a list containing the names and other details of these 73 officials. It was demanded that, immediately all these 73 officials should be migrated from GPF to EPF. Further, the Union demanded that, both employer contribution and the employee contribution of EPF arrears should be paid by the Management.

The Director (HR) replied that, this issue would be looked into by the Corporate Accounts (CA) Branch of the Corporate Office.

(11) Review the norms for various cadres, fixed under Restructuring Scheme.

BSNLEU pointed out that, as per the “Restructuring of Manpower”, the norms for various cadres have been tightened. This has resulted in acute shortage of various Non-Executive cadres at the field level. Apart from this, thousands of JTO and JAO posts have been abolished, as a result of which, very few Non-Executives get promotion to the Executive cadres. Hence, BSNLEU demanded that, the norms fixed for sanctioning of posts for all the Non-Executive cadres, as well as for the cadres of JTO and JAO as per “Restructuring of Manpower” should be reviewed.

The Director (HR) replied that, a review of the “Restructuring of Manpower” would be done.

(12) Non-implementation of the National Council decision on holding Special JTO LICE for Draftsman cadre.

BSNLEU pointed out that, the decision was taken in the 35th National Council meeting, held on 27.11.2017, to hold a Special JTO LICE for the Draftsman cadre in the Civil / Electrical Wings. The Union bitterly complained that, the decision of the National Council is not implemented for the past 5 years, despite BSNLEU repeatedly taking up this issue with the Director (HR).

The PGM(Estt.) replied that, the decision could not be implemented since the requisite inputs have not been received from the Civil and Electrical Wings. On hearing this, the Director (HR) gave the direction that, the Civil and Electrical Wings should take necessary action to send the required inputs by 31.05.2023.

(13) Modification of Compendium arbitrarily issued without consulting the Recognised Unions.

BSNLEU recorded it's strong protest against the arbitrary issuing of the Sports Compendium. The Union questioned why the contents of the Compendium were not discussed with the Recognised Unions or in the Sports Board meeting. It was also pointed out that, the Sports Compendium has included many outdated and obsolete provisions, related certain games, which are no more in use. The Union also objected that, many pending cases for Career Progression, recommended by the respective CGMs, as per the Career Progression Policy issued in 2008, are not considered. Hence, the Union raised the following 2 point demands.

- (1) All pending claims, recommended by the respective CGMs, based on the Career Progression Policy of 2008, should be considered.
- (2) The arbitrarily issued Sports Compendium should be reviewed in consultation with the Recognised Unions.

The Management Side assured to consider cases already recommended by the CGMs based on the 2008 policy.
