

***Highlights of the discussions held in the 39th meeting
of the National Council held on 07.08.2023.***

The 39th meeting of the National Council was held on 07.08.2023. Shri Arvind Vadnerkar, Director (HR) presided over the meeting. From BSNLEU, the meeting is attended by Com.Animesh Mitra, President, Com.P.Abhimanyu, GS, Com.John Verghese, Dy.GS, Com.Irfan Pasha, Treasurer, Com.S.Chellappa, AGS, Com.V.P. Prajapathi, CS, Gujarat and Com.Abhineet Kumar, DR JE, member BSNLEU, Jammu.

The meeting is briefly addressed by Shri P.K. Purwar, CMD BSNL. Details related to BSNL's 4G launching and other developmental activities were given by the CMD BSNL.

Highlights of the discussions.

(1) Non-settlement of Wage Revision for the Non-Executives.

Details already uploaded on website.

(2) Implementation of the New Promotion Policy.

The Staff Side members pointed out that, there are a lot of discriminations between the Non-Executive Promotion Policy (NEPP) and the Executive Promotion Policy (EPP). It was demanded that, a New Promotion Policy should be implemented for removing the discriminations.

Decision: The Director (HR) stated that, the Management would look into the demand of the Staff Side for removing discriminations existing between the Non-Executive Promotion Policy (NEPP) and the Executive Promotion Policy (EPP).

(3) Review of the Restructuring.

In the name of Restructuring, thousands of ATT, TT, Sr.TOA, JE and other Non-Executive posts have been abolished together with thousands of JTO and JAO posts. This has created acute shortage of manpower in the Non-Executive cadres. Further, the promotions of the Non-Executives are also greatly affected. Hence, the Staff Side demanded that, the reduction of posts should be reviewed by the Management.

Decision: The Director (HR) stated that, the Management would consider the genuine views of the Non-Executives while reviewing the Restructuring.

(4) Banning of dharna, hunger strike and other peaceful protest actions in BSNL.

The Staff Side quoted the Judgement of the Hon'ble Supreme Court, wherein it has been stated that, participation in peaceful protests is the fundamental right of the citizens of this country. Further, the Staff Side severely objected that, the BSNL Management has banned even peaceful dharna, hunger strike, etc., in BSNL and is imposing pay cut on the employees participating in these peaceful protest actions. It was demanded that, those instructions should be withdrawn.

Decision: The Director (HR) stated that, the Management would review the issue.

(5) Difficulties being experienced by the DR JEs in getting Rule-8 and Rule-9 transfers.

On this issue, the Staff Side raised the following two points.

- (a) The DR JEs who have completed 5 years of service, are not getting Rule-8 transfers, due to the categorisations of circles as "surplus circles" and "deficient circles". Hence the Staff Side demanded that, the categorisations of circles as "surplus and deficient" should be cancelled.
- (b) The stringent conditions imposed by the Management in Para 9 of BSNL Transfer Policy are virtually denying temporary transfers to the DR JEs. Hence, the Staff Side demanded that, the Management should honour the promise already given by the CMD BSNL, to form a Joint Committee to review the stringent conditions imposed in getting temporary transfers.

Decisions:

- (a) Regarding Rule-8 transfers, the Management Side did not accept the demand to cancel the categorisation of the circles as deficient and surplus. However they stated that, the situation will improve in surplus circles, may be within a year, after implementation of JTO to SDE promotions and also after holding JTO to SDE LICE.
- (b) Spouse cases will be given Rule-9 transfers, as per rules.
- (c) Some relaxation will be given for Rule-8 transfer to surplus circles.

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

The Staff Side severely criticised the inaction of the Punjab circle administration on this matter. They demanded that, BSNL should engage a senior counsel for arguing the case in the Hon'ble CAT, Chandigarh.

Decision: The Director (HR) stated that:

- (a) The Corporate Office will issue letter for engaging a senior counsel to argue this case.
- (b) Further, the Corporate Office would discuss with the CGM, Punjab, regarding the other options for resolving this problem.

(7) Enhancing the ceiling for the outdoor medical claim with voucher.

Presently 15 days pay as on 01.04.2020 is fixed as the ceiling. The Staff Side strongly demanded that, the ceiling should be revised to 15 days pay as on 01.04.2023.

Decision:

The Director (HR) stated that, the demand of the Staff Side would be considered.

(8) District Unions functioning at the OA level.

The Staff Side strongly demanded that, the District Unions, functioning with sufficient strength, should be allowed to function at the OA level. In this connection, it was demanded that:-

- (a) Recognised District Unions, with sufficient strength, should be allowed to function at the OA level.
- (b) Local Councils should immediately be formed in those OAs.
- (c) Office accommodation for the District Union should continue in such OAs.

Decision:

The Director (HR) stated that, Corporate Office will issue letter, giving clarification on these issues.

(9) Review the results of failed SC/ST candidates.

Staff Side strongly demanded that, the results of the failed SC/ST candidates should be reviewed, by applying 'lower standard of evaluation', as per the DoP&T guideline. However, the Management Side did not accept this demand. At the same time, they agreed to look into the demand for reviewing the JE LICE result of one failed ST candidate from Telangana circle.

(10) Regularisation of TSMs and Casual Labourers (CL) and revision of wages based on 7th CPC pay scale.

Staff Side strongly demanded that all the left out TSMs and casual labourers (CLs) should be regularised based on the DoT letter issued on 29.09.2000, on regularisation of TSMs and CLs. Further, the Staff Side also demanded that, the wages of the casual labourers should be revised based on the 7th CPC scale.

In reply to this, the Management Side stated that, regularisation of TSMs and CLs cannot be done based on the DoT letter dated 29.09.2000, since this letter has become invalid after the Supreme Court judgement given in the Uma Devi case. Regarding revision of wages of the CLs, the Management stated that, the same would be considered at the time of wage revision of the employees.

(11) Issuing of presidential orders to those employees who have been recruited and sent for training by the DoT, but were appointed after formation of BSNL

The Management Side stated that, they would communicate with the DoT for taking further action based on the judgement given by the Hon'ble Supreme Court. Further, the Management Side informed that, the DoT has already rejected the demand of the Unions for the issuing of Presidential Orders to the following category of employees:-

- (a) Recruitment process started during DoT period, but sent for training and appointed by BSNL
- (b) Employees who were recruited against the posts existed / notified during the DoT period.

(12) Lifting of the ban on Compassionate Ground Appointment (CGA).

The Compassionate Ground Appointments was initially banned for 3 years w.e.f. 2019. Thereafter, the Management has completely banned the CGA. The Staff Side strongly demanded that, the ban on CGA should be lifted. The Management Side stated that, the matter will be discussed in the Committee to be formed with the representatives of Recognised Unions and Associations..

(13) Evolving mechanism for holding LICEs for the cadres of TT, JE, JTO, in every circle on the basis of field reality.

Management rejected the proposal for holding the LICEs without notification of vacancies. Also the Management Side stated that, the position will be reviewed after holding all the LICEs in 2023.

(14) Implementation of BSNL transfer policy in letter and spirit in field unit.

Same as the reply given by the Management as in the case of Rule-8 and Rule-9 of transfers.

(15) Clarification regarding immunity from transfer of office bearers of Non-Executive Unions.

Management Side stated that, clear orders will be issued for the Non-Executive Unions. Management also wanted to know specific cases if any, for issuing guidelines to the field units.
