



**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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Main Recognised Representative Union.  
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**BSNLEU/ 401 (PAY)**

**13.01.2022**

To,

**Shri P.K. Purwar**  
**CMD BSNL,**  
**Bharat Sanchar Bhawan,**  
**H.C. Mathur Lane, Janpath,**  
**New Delhi – 110 001**

Sir,

Sub: - **Instruction to stop deductions from employees' salary on account of LIC, PLI, Society, Clubs, etc., - requesting to review the decision - req.**

Ref: - **BSNL CO letter no.BSNL CO-CA/25/4/2021-CA-ERP-FICO/ dated 06.01.2022.**

We are surprised to note that, the Corporate Office, vide it's letter cited under reference, has issued instruction to stop making deductions from employees' salary, on account of dues to be paid to LIC, PLI, Society, Clubs, etc.

The decision of the Management to stop deductions from the salary of employees, on account of LIC, PLI, Society, Clubs, etc., will create serious problems for the employees. We are at loss to understand the rationale behind this decision of the Management. Every naya paisa is being deducted from the salary of the employees, by the Management and the same is being remitted to the concerned organisation. As such, what is the problem of the Management?

The Management cannot and should not absolve from it's responsibility of making deductions from the salary of the employees and remit them to LIC, PLI, Society, Clubs, etc., in the name of work load. This system existed when the employees were working in DoT. When the employees got absorbed in BSNL, the same system is also being followed by the BSNL Management.

For the past couple of years, the employees suffered a lot since the deductions made by the Corporate Office, are not remitted to the banks, society, etc. The Management stated that, this was due to the cash crunch being faced by the Company. This is a failure of the Management and the employees are in no way responsible for this. Citing this as an excuse and stopping the deductions from the employees' salaries, on account of LIC, PLI, Society, Clubs, etc., is totally unjustified.

The Telecom Employees Co-operative Societies were functioning even during the British period. The dues to be paid to the society, by the employees, were deducted from their salary and were paid to the society, even by the British dispensation. It is laughable to note that, this facility which was extended even by the British colonial rulers, is getting denied by the BSNL Management.

In view of the foregoing, we urge upon you to immediately withdraw the instruction issued in the letter cited above, to stop the deductions from the employees' salaries, on account of LIC, PLI, Society, Clubs, etc.

Thanking you,

*Yours sincerely,*

**[P. Abhimanyu]**  
**General Secretary**

Copy to: (1) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(2) Shri Surajit Mandol, GM (CA), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001