

Date: 14th November, 2024

To,

Dy. Chief Labour Commissioner

(This is to be filled up according to the officer to whom the memorandum is submitted.)

MEMORANDUM

Respected Sir,

BSNL is a Public Sector Company, being fully owned by the Government of India. However, we are pained to bring to your kind notice that, the various Labour Laws of the country are not being implemented, in respect of the casual workers and contract workers, working in BSNL. The contractors / vendors, who are engaging the contract workers, are flagrantly violating the Labour Laws of the country. Unfortunately, the BSNL Management, which is the Principal Employer for the contract workers, is not taking proper action for the implementation of Minimum Wage, EPF, ESI, Bonus, etc., for the contract workers. There are complaints from some places, that their wages are not paid for several months. Contract workers who become members of the trade union are being harassed and retrenched by the contractors. In some places, the contractors are even forcing the contract workers to give undertaking in writing, stating that they would not join the trade union. This is completely unfair labour practice.

Around 2500 casual workers are working in BSNL. Even after having worked in the DoT and in BSNL for 25 years, these casual workers are deprived of regularisation. They are still being paid wages based on the pay scale of the 6th Central Pay Commission, even though pay scales of the 7th Central Pay Commission are announced many years ago. They are being deprived of equal pay for equal work. The Dearness Allowance being announced by the Government of India is not being implemented for them on time. For example, the enhanced DA of 9%, to be implemented from January, 2024, is still not implemented for the casual workers.

Under the above mentioned circumstances, we fervently appeal to you sir, to kindly make necessary intervention and to ensure settlement of the following demands:-

- (i)** Implementation of Minimum Wage, EPF, ESI, Bonus, etc., for the contract workers.
- (ii)** Immediate payment of pending wages of the contract workers.
- (iii)** Immediate implementation of 7th CPC pay scale for the casual workers.
- (iv)** Immediate payment of enhanced rate of DA to the casual workers, w.e.f. 01.01.2024.
- (v)** Being the Principal Employer, BSNL Management should discharge it's duty in ensuring implementation of Minimum Wage, EPF, ESI, Bonus, etc., to the contract workers.
- (vi)** Contract workers should not be harassed or victimised for becoming members of the trade union.
- (vii)** No retrenchment of contract workers and their better utilisation for the maintenance works of BSNL.
- (viii)** Ensure immediate launching of BSNL's 4G & 5G services.

We earnestly request you sir, to kindly make necessary intervention and to ensure settlement of the above issues.

Thanking you,