



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

**Minutes of virtual meeting of Director(HR) with BSNLEU on
19.06.2021.**

A virtual meeting of Director(HR) with BSNLEU was held on 19.06.2021. Sr.GM(SR), welcomed Director(HR), President, General Secretary and office bearer of BSNLEU present in the meeting. Sr. GM(SR) also presented the e-bouquet to the participants. The list of participants is given at annexure "A". The meeting was chaired by Director (HR). The meeting started after observing one minute silence to pay the respect to the BSNL employees who lost their lives due to COVID-19 pandemic. In the opening speech, Sh. P. Abhimanyu raised and emphasized the issue of timely payment of salary.

Thereafter, the items of the agenda were taken up for discussion.

(1) Resuming negotiation for wage revision of non executives.

It was informed that while forwarding DPE Guidelines dated 24.11.2017 to initiate the 8th round of wage negotiations for Non-Executives in BSNL, DOT asked BSNL to adhere to clause 2 (iv) of the said guidelines.

As per clause 2 (iv) of the said guidelines of DPE vide letter no.F.62-2/2016-SU dated 27th April, 2018

"The Management of the concerned CPSEs has to ensure that negotiated scales of pay do not exceed the existing scales of pay of executives/ officers and non unionized supervisors of respective CPSEs"

In view of this BSNL has sought guidance/ clarification from DoT in this regard. Letters and reminders have been sent to DoT for early reply.

BSNLEU submitted following points:-

- (i) The Wage Negotiation between the Recognised Unions and the BSNL Management started only as per the instruction issued by the DoT.
- (ii) The DPE has not laid down the "Affordability Clause" as condition for the Wage Revision of the Non-Executives.
- (iii) Most of the Non-Executives are facing stagnation and only revision of pay scales can solve this problem.
- (iv) The fitment to be given in the Wage Revision can be negotiated between the Unions and the Management, keeping into account, the financial condition of the Company.

The Union, therefore, requested to take up the matter as most of the Non-Executives are facing stagnation and only revision of pay scales can solve this problem. The fitment of wage revision may be negotiated in view of the financial condition of the Company.

GS, BSNLEU also requested to provide the copy of letters and reminders which have been sent to DoT.

It was agreed to provide copy of letters sent to DOT which is not being confidential in nature.

(2) Non implementation of the Hon'ble Kerala High Court order on the payment of IDA to the Non-Executives.

It was informed that BSNL has already requested the DPE to inform the details of the increase in the rate of IDA from 01-10-

2020. Thereafter, suitable action would be taken.

(3) Transfer liability of the Non-Executives.

It was informed that the Corporate Office has already issued instruction vide letter no. BSNLCO-RSTG/12(11)/4/2020-RSTG-Part(I) dated 08.03.2021, which cover the issues as raised by the Union.

However, BSNLEU requested to look into the issue of transfer of five Non-Executives, from Nagaon SSA to Tezpur SSA as it has not been cancelled completely so far and the order has been kept only under abeyance.

It was assured to look into this issue.

(4) Holding LICES.

BSNLEU expressed it's strong anguish and disappointment, for not holding the various LICES, as assured by the Management. The Director (HR) stated that, the "Restructuring process" (calculating the number of posts in each cadre after VRS) has been unexpectedly delayed. He further said that, 5/6 months are lost due to Covid. He assured that, the Restructuring process would be completed in another one and half months and thereafter the LICES would be conducted.

BSNLEU submitted that, the union's proposals regarding amendment to the JAO RR has not been looked into.

It was assured to do the needful in this regard.

(5) Issuing of Presidential Orders to the Non-Executives, who are recruited by the DoT but who were posted after 01.10.2000

BSNLEU submitted that the Presidential Orders should be issued for all the employees recruited by DoT prior to the formation of BSNL and appointed after formation of BSNL. The Union requested that BSNL should either withdraw its SLP or expedite the hearing in this case.

It was informed that the Hon'ble Supreme Court has stayed on 19.04.2021 the order issued by the Hon'ble Kerala High Court and also earlier orders of various courts. As the matter is subjudice in view of pending SLP no action can be taken by BSNL.

(6) Banning dharnas, hunger strike etc., in BSNL.

BSNLEU stated that the Management is not permitting even peaceful agitations like dharnas, hunger strike, etc. The Union pointed out that the Supreme Court has stated that participating in peaceful agitations is the right of the citizens. BSNLEU also pointed out that it was not a respondent to the Patiala Court case the order of which is being frequently quoted by the Management. BSNLEU appealed to the Director (HR), not to ban peaceful agitations in the future.

It was informed that the letter dated 17.02.2021 was issued apprising of various prohibitory provisions of ID Act, BSNL(CDA) Rules, BSNL Recognition Rules and the temporary injunction of Hon'ble Patiala House Court, New Delhi. So it cannot be withdrawn when the case is subjudice.

(7) Non-declaration of JTO LICE results in Punjab circle

The Union submitted that the results of JTO LICE held in Punjab circle in the years 2015-16, 2016-17 and 2017- 18 have

not been declared so far. It stated that, except one candidate, all the other 25 candidates who had filed court cases have already withdrawn their cases. Hence BSNLEU requested that the Management should reserve one post for that candidate who has not withdrawn the case and should declare the results.

It was assured to look into this matter.

(8) Considering the request transfers of DR JEs.

BSNLEU submitted to consider for transfer of all such cases were DR JEs have applied for transfer under Rule 8 on completion of 5 years of service. A list of 56 DR JEs has already been submitted. The Union also apprised that the CGMs are not willing to consider the transfers due to shortage of staff. It was requested to look into matter.

It was informed that that after finalization of post VRS manpower norms, a policy decision to regulate Rule 9 transfer cases will be taken.

(9) Transfer of DR JEs out of Leh SSA, on completion of two years of service.

The Union submitted that the DR JEs who have completed two years of service in Leh, should transferred out of that SSA in view of adverse climate condition there.

It was informed that as per clarification given by the CGM(J&K) the DR JEs should serve at least for five years of service in the SSA to which they are posted. It was, however, assured to look into the matter.

(10) Holding JE LICE as "offline" exam.

BSNLEU submitted that the JE LICE should be held as an "off-line" exam.

It was informed that JE being a technical cadre, the exam cannot be conducted as an offline exam.

The Union requested that at least one JE LICE should be conducted as "off-line" exam.

(11) Intra-circle transfers of DR JEs in NE-II circle.

BSNLEU submitted that NE-II circle is not implementing its agreement that the DR JEs could be transferred out of the SSA, on completion of two years of service. The Union requested that the transfer requests of the DR JEs who have completed two years of service in Arunachal Pradesh SSA, should be considered.

A Report from NE-II was called for in the matter. CGMT NE-II has informed following:

1. Out of 13 JEs presently working in Arunachal and Nagaland states 12 are seeking transfer to Manipur state and 01 is seeking transfer from Arunachal Pradesh to Nagaland state
2. All these 13 JEs are directly recruited belonging to 2016, 2017 and 2018 batch and as such none of them have completed the required five (5) years of continuous service in the cadre as laid down in BSNL Employee Transfer Policy 2014 which is reproduced below:

"As a general rule, an employee shall not be transferred from one recruiting unit to another, either within the same circle, or to another circle, unless he/she has completed five (5) years of service in the cadre"

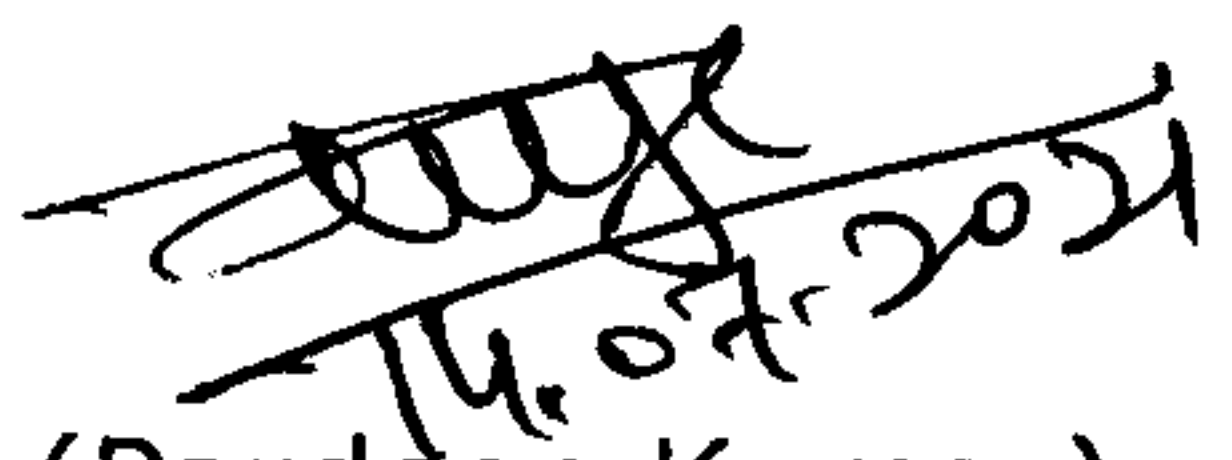
6/8


AUMSR

3. There are already 18 Nos. of JEs working in Manipur BA. The 13 JEs seeking transfer are Direct Recruits having educational qualification of B.Tech & M. Tech. etc. and holding important posts in their respective units and hence shifting them without arranging their substitute will affect manpower shortages in their respective SSAs which will not be in the interest of BSNL.

Worthy Director (HR) closed the meeting by thanking the members of the Union for peaceful discussion in a very cordial manner. He also explained the grave situation faced by all due to surge of second wave of the pandemic COVID 19 and how it damaged badly the financial position of BSNL apart from taking precious lives of BSNL employees. However, he informed that the important steps are being taken to improve the business. At the same time he assured to look into HR issues in a positive manner to settle the issues.

This issues with the approval of the competent authority.


(Pardeep Kumar)
Assistant General Manager(SR)

Annexure-A

List of participants

Management Side

- | | |
|---------------------------|---------------|
| (1) Shri Arvind Vadnerkar | Director (HR) |
| (2) Shri Saurabh Tyagi | Sr.GM(Estt.) |
| (3) Shri A.M. Gupta | Sr.GM(Admn.) |
| (4) Ms. Anita Johri | Sr.GM(SR) |
| (5) Shri Manish Kumar | GM(Restg.) |
| (6) Ms. Samita Luthra | GM(Rectt.) |
| (7) Shri S.P. Singh | GM(Training) |

BSNLEU Side

- | | |
|-----------------------------|-----------------------|
| (1) Com.Animesh Mitra | President, |
| (2) Com.P.Abhimanyu, | General Secretary |
| (3) Com. Swapan Chakraborty | Dy. General Secretary |