



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

Date: 16.02.2024

Press Statement of BSNL Employees Union **Central Head Quarters, New Delhi**

BSNL Employees Union is organising a one day strike throughout the country today the 16.02.2024, on the following demands. We request you to kindly publish the news on your esteemed media.

(1) Denial of 4G to BSNL.

BSNL is gripped with a huge crisis. Tens of lakhs of customers are leaving the Company every month due to the non-availability of high speed data service with the Company. Jio and Airtel have already rolled out their 5G service. However, BSNL has not even started its 4G service. Two decisions taken by the Government, against BSNL's 4G roll out, are responsible for this situation. Firstly, BSNL was not allowed to upgrade its existing 49,300 3G BTSs into 4G BTSs. Had this been allowed, BSNL could have started its 4G service at least 3 ½ years ago. Secondly, while Jio and Airtel are procuring their 4G and 5G equipments from renowned multinational manufactures such as Nokia, Ericsson and Samsung. BSNL has been directed by the Government to procure its equipments only from Indian manufactures, in accordance with the "Atmanirbhar policy". The government very well knows that, no Indian telecom equipment manufacture is having proven 4G technology. However, the tender floated by BSNL in March, 2020, for procuring 1,00,000 4G BTSs from global vendors, was cancelled as per the direction of the Government. Under these circumstances, BSNL has placed its purchase order with the Tata Consultancy Service (TCS) nearly one year ago, for procuring its 4G equipments. It will take at least one more year for the TCS to supply its 4G equipments to BSNL, since those equipments have not even completed field trials. In the aforementioned situation, BSNLEU has written to the Hon'ble Minister of Communications to take alternative measures so as to ensure the launching of BSNL's 4G service without any delay.

(2) Denial of Wage Revision to employees.

The Wage Revision of BSNL employees is not yet settled. Government is refusing the Wage settlement on the pretext that, BSNL is a loss making Company. Recently, Shri Narendra Modi, Hon'ble Prime Minister, has stated in the Parliament that, BSNL has become loss making only due to the wrong policies of the previous government. Shri Ashwini Vaishnaw, Hon'ble Minister of Communications has also made a statement a few weeks ago that, only the policies of the previous government have ruined BSNL. Shri Ravi Shankar Prasad, former Hon'ble Minister of Communications had also stated that, BSNL, which made Rs.10,000 crore net profit in the year 2004-05, became loss making only because of the wrong policies of the previous government. From the above statements, it is clear that BSNL became loss making not because of the employees, but only because of the wrong policies of the government. Under these circumstances, BSNLEU is demanding that, BSNL should be exempted from the "Affordability Clause" contained in the recommendations of the 3rd Pay Revision Committee (3rd PRC) and that, the Wage Revision of BSNL employees should immediately be settled.

(3) Other burning problems.

The BSNL Management is blatantly discriminating the Non-Executives of BSNL vis-a-vis the officers of the Company. There are glaring discriminations between the promotion policies of the officers and the Non-Executives. The demand of BSNLEU, for removal of these discriminations is not accepted by the Management.

In the name of “Restructuring of Manpower”, the BSNL Management had abolished thousands of posts of the Non-Executives, which in turn has imposed heavy workload on the employees, apart from closing down the promotional avenues of a large section of the employees. BSNLEU is demanding that, the “Restructuring of Manpower” should be reviewed immediately, in consultation with the Union.

The BSNL Management is involved in mindless outsourcing of BSNL’s works. The plan of the Management is to outsource 90% of the works to the private. This will render a large number of employees surplus. Just like the private telecom companies, BSNL, which is a 100% Government of India Company, is also paving the way for the exploitation of the workforce by the contractors, through outsourcings. This outsourcing policy of the BSNL Management has shut down the doors for future recruitment in the Company. BSNLEU is demanding that the mindless outsourcing should be stopped.

BSNL is having round 70,000 mobile towers. As per the “National Monetisation Policy” of the Government, around 14,000 of BSNL’s mobile towers are being handed over to the private. This will seriously impact the efficiency of the services of the Company. In the similar manner, the Government is handing over the valuable national assets like roads, railway tracks, gas and petroleum pipelines, etc., to the corporates. BSNLEU is demanding that the “National Monetisation” Pipeline should be scrapped. BSNLEU is also raising other important demands of the employees, pensioners and the contract workers. These demands are contained in the strike notice of BSNLEU which is enclosed with this press statement.



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BSNLEU/113 (STRIKE)

31.01.2024

To,

(1) **Dr. Neeraj Mittal,**
Secretary, Telecom,
Department of Telecommunications,
Ministry of Communications,
Sanchar Bhawan, 20, Ashoka Road,
New Delhi-110 001.

(2) **Shri P.K. Purwar,**
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110001.

Sir,

Sub: - **Issuing notice for One Day Strike to be organised on 16th February, 2024 – req.**

In accordance with the provisions of Sub Para (1) of Section 22 of the Industrial Disputes Act, 1947, I hereby issue the notification for going on One Day All India Strike on 16th February, 2024, on the following issues:-

Non-settlement of Wage Revision.

The Government and the BSNL Management are denying Wage Revision to BSNL employees. As a result of this, thousands of employees are suffering from the acute problem of Stagnation. The BSNL employees are in no way responsible for the loss making of BSNL. Both the erstwhile Hon'ble Minister of Communications, Shri Ravi Shankar Prasad ji, as well as the present Hon'ble Minister of Communications, Shri Ashwini Vaishnav ji, have held that the erstwhile Government had ruined BSNL. When this being the fact, denying Wage Revision to BSNL employees is most unjustified.

Vide DoT letter no.F.62-2/2016-SU dated 27th April, 2018, the CMD BSNL has been directed to complete the Wage Revision settlement of the Non-Executives. Based on this, a Joint Wage Negotiating Committee was formed in BSNL. After in depth discussions in the Joint Wage Negotiating Committee, both the Manage Side, as well as the Staff Side unanimously finalised the new Pay Scales of the Non-Executives on 27.07.2018. However, subsequently, the Management wriggled out from this commitment and is insisting that the minimum and the maximum of the already finalised pay scales of the Non-Executives should be cut down. This is nothing but a 'foul-game' being played by the BSNL management. The management is doing this in the pretext of reducing the burden of the Company on Pension Contribution. When the 3rd PRC has given reasonably long pay scales to the Executives, it is most unjustified and irrational on the part of the BSNL Management to insist for shorter pay scales for the Non-Executives, which will make Stagnation as a perennial problem for the Non-Executives. The adamant and unreasonable stand of the BSNL Management has greatly de-motivated the Non-Executives of BSNL. Hence, wage revision should immediately be settled.

Denial of the timely launching of 4G & 5G services to BSNL.

BSNL is sinking deep into the crisis due to the denial of timely launching of BSNL's 4G & 5G services. According to the data being released by the TRAI, tens of lakhs of customers are deserting BSNL every month and are migrating to Jio and Airtel. Denial of permission for the upgradation of the 4G compatible BTSs of BSNL and also denial of level playing ground to BSNL vis-a-vis the private telecom companies, in the matter of procuring mobile network equipments, have costed BSNL dearly. The commissioning of BSNL's 4G network by the TCS is nowhere in sight. Under these circumstances, the Government should immediately step in and should find a via media for the launching of BSNL's 4G & 5G services without further delay.

Denial of New Promotion Policy.

There are a lot of discriminations between the Executive Promotion Policy (EPP) and the Non-Executive Promotion Policy (NEPP). Adopting two different yardsticks for the employees, within the same Organisation is creating a lot of heart burning and unrest. Hence, the Management should immediately implement a New Promotion Policy for the Non-Executives.

Review the Restructuring of Manpower.

In the aftermath of implementation of VRS, the Management has abolished thousands of posts without any rhyme or reason. The post sanctioned for various Non-Executive cadres, under the "Restructuring of Manpower" scheme has no relation to the reality prevailing in the field level. Apart from imposing heavy workload, the "Restructuring of Manpower" has denied the Telecom Technician, JE, JTO and JAO promotions to the Non-Executives, apart from denying Rule-8 transfers. Hence, the "Restructuring of Manpower" should be reviewed in consultation with the Union.

Stop mindless outsourcing of works.

The Management is resorting to mindless outsourcing of works which will render even the existing Non-Executives surplus very shortly. Hence, it is demanded that the mindless outsourcing drive of the Management should be stopped.

In the backdrop of the circumstances discussed above, BSNLEU has decided to organise One Day Strike on the following charter of demands:-

Demands:

- (1) Settle Wage Revision immediately. Resolve Stagnation problem without delay.
- (2) Do not weaken BSNL. Ensure BSNL's immediate 4G & 5G launching.
- (3) Implement New Promotion Policy for the Non-Executives.
- (4) Review Restructuring of Manpower. Ensure vacancies in LICEs.
- (5) Stop mindless outsourcing of works. Remove TIPs in FTTH service.
- (6) Immediately settle Pension Revision w.e.f. 01.01.2017.
- (7) Stop exploitation of casual contract workers. Ensure Minimum Wage, EPF & ESI.
- (8) Repeal the 4 anti-worker Labour Codes.
- (9) Stop privatisation of Public Sector Undertakings.
- (10) Scrap National Monetisation Pipeline.
- (11) Implement Minimum Wage of Rs.26,000/-.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary