



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

01.12.2022

BSNLEU/305 (BHR)

To,

Dr. Mahesh Shukla ji,
Member (Services),
Digital Communications Commission,
Sanchar Bhawan,
20, Ashoka Road, New Delhi- 110 001

Sir,

Sub: - **Regularisation of casual labourers and issuing of Presidential Orders – denial of both to 140 officials of Bihar circle – reg.**

Ref: - **DoT letter no.269-94/98-STN-II dated 29.09.2000.**

With reference to the letter cited above, we would like to bring the following to your kind notice for favour of your positive decision.

On the eve of formation of BSNL, discussions were held between the Unions and the DoT, with regards to the regularisation of casual labourers. After many rounds of discussions, it was agreed by the DoT that, all the casual labourers would be regularised. Consequent to this, the letter cited under reference was issued by the DoT, regarding regularisation of casual labourers. A copy of the letter is enclosed for your kind perusal. As per this letter, the following categories of casual labourers were agreed to be regularised by the DoT.

- (1) *All casual labourers who have been granted temporary status.*
- (2) *All full time casual labourers.*
- (3) *All part time casual labourers who were working for 4 hours per day or more and who were converted into full time casual labourers.*
- (4) *All part time casual labourers who were working for less than 4 hours per day and were converted into full time casual labourers.*
- (5) *All Ayas and Supervisors converted into full time casual labourers.*

As per the above cited letter, a good number of casual labourers were regularised w.e.f. 01.10.2000. However, many casual labourers were not regularised as per the DoT order, due to administrative lapses. Hence, the Union has taken steps to get them regularised.

In this connection, we would like to bring to your kind notice that, the above cited DoT order has not been implemented in respect of 191 casual labourers of Bihar circle, working in Darbhanga district. Hence, they approached the Hon'ble CAT, Patna. As per the direction of the Hon'ble CAT, all the 191 casual labourers were conferred with Temporary Status w.e.f. 01.08.1998. Further, based on the direction of the Hon'ble CAT, 140 TSMs were appointed as Regular Mazdoors.

However, in the appointment orders as Regular Mazdoors, it was mentioned that, they were appointed on adhoc basis, since there was suspicion with regards to their initial date of entry in the DoT, as casual labourers. The suspicion is that, all these 140 officials had entered after the cut off date.

In this regard, we would like to bring to your kind notice that, as per the DoT letter cited under reference, all the casual labourers as on 29.09.2000 were to be regularised. It is also very important to mention here that all the 140 officials had entered the DoT in the 1980s. They had worked as casual labourers for more than 20 years. Hence, all of them were eligible to be regularised as RMs w.e.f. 01.10.2000. However, they had been appointed as adhoc RMs and Presidential Orders have not been issued to them so far. Further, they have now been issued with show cause notices for termination. This is totally unfair.

In view of the foregoing, we earnestly appeal that, the DoT may kindly intervene in this case and ensure that, Presidential Orders are issued to all these 140 officials who are presently working as adhoc RMs. We hope that, their cases would be considered sympathetically.

Thanking you,

Yours sincerely,

[P. Abhimanyu]
General Secretary

Encl: As above.