

# BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/ 513 (WLF)

31.08.2017

To

Shri Ashutosh Gupta,  
GM (Restg.) BSNL,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Sir,

Sub: - Social Security Scheme for the families of BSNL Employees who die untimely – creation of Benevolent Fund – req.

Ref: - (1) BSNLEU letter no.BSNLEU/513 (WLF) dated 12.05.2017.  
(2) BSNL CO letter no.2-2/2016-WS&I(Pt.) dated 28.08.2017.

With reference to the letters cited above, we wish to draw the following to your kind attention.

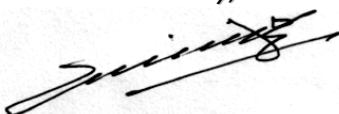
As regards the Management's proposal for the creation of a Benevolent Fund, through voluntary monthly contributions by the employees, BSNLEU has given its proposals vide letter cited under reference (1) above. The Restructuring Branch, vide letter cited under reference (2) above, has proposed monthly contributions of Rs.500/-, Rs.600/-, Rs.700/- and Rs.800/- to be made by the Non-Executives. We wish to state that this amount is exorbitant and BSNLEU does not agree with the deduction of such big amounts from the monthly salary of the Non-Executives. Further, BSNLEU wishes to firmly place the following views on record.

If the Company wants to pay any amount to the employees from its own kitty, as a welfare measure, then the quantum can be decided by the Management itself. As regards the Benevolent Fund, to be created from the money to be contributed by the employees, then the Management cannot take decisions without the approval of the Recognised unions and associations, who are representing the entire Non-Executives and Executives. We are constrained to make these remarks in view of the fact that the proposals given by our Union has not at all been taken into account and that the Management is coming out with its own proposals. This only shows that calling for views from the unions and associations is only an empty formality, and that ultimately Management will take its own decision.

In view of the foregoing, we wish to state that representatives of the Recognised unions and associations should also be coopted as members of the committee, which has already been formed for finalising the Benevolent Fund scheme. We also wish to state that, the representatives of the Management Side and that of the Recognised unions and associations should be equal in number in that committee. We wish to state that this exercise is a must for the success of the proposed scheme.

Thanking you,

Yours sincerely,



[P. Abhimanyu]  
General Secretary