

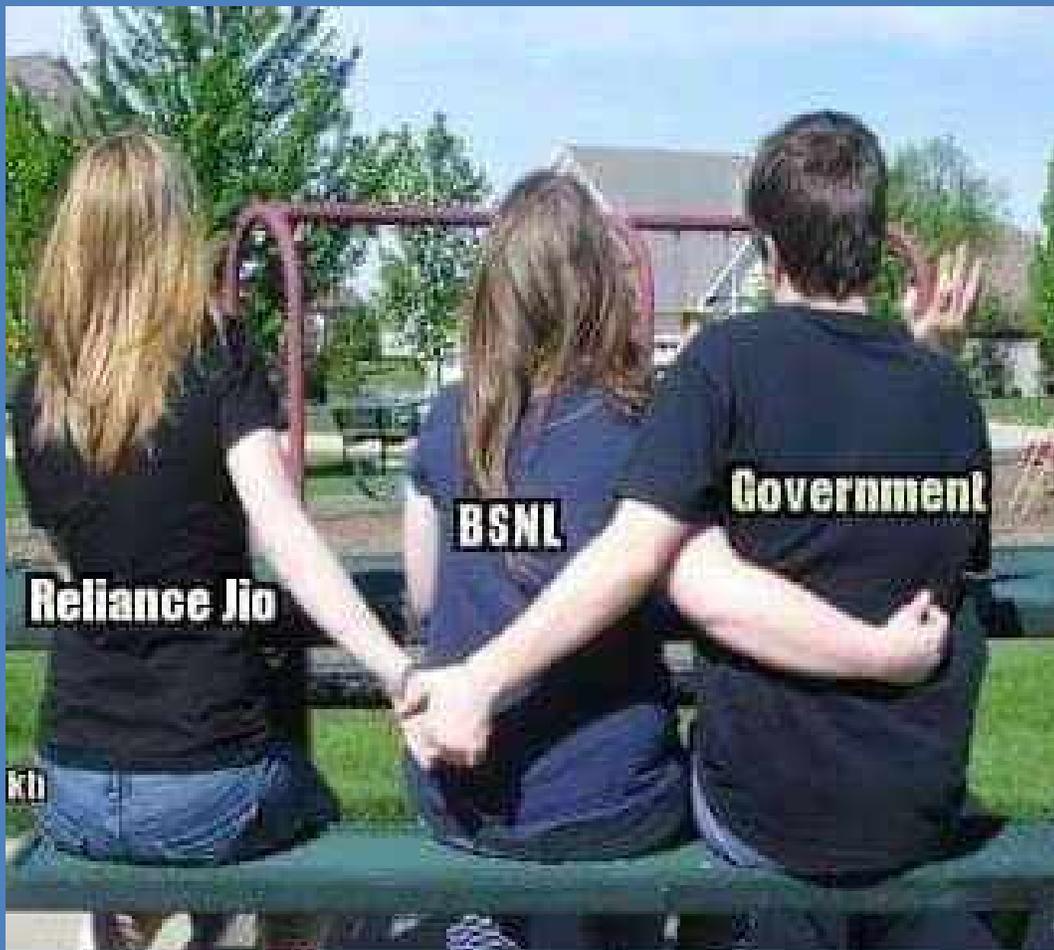
Tele-Crusader

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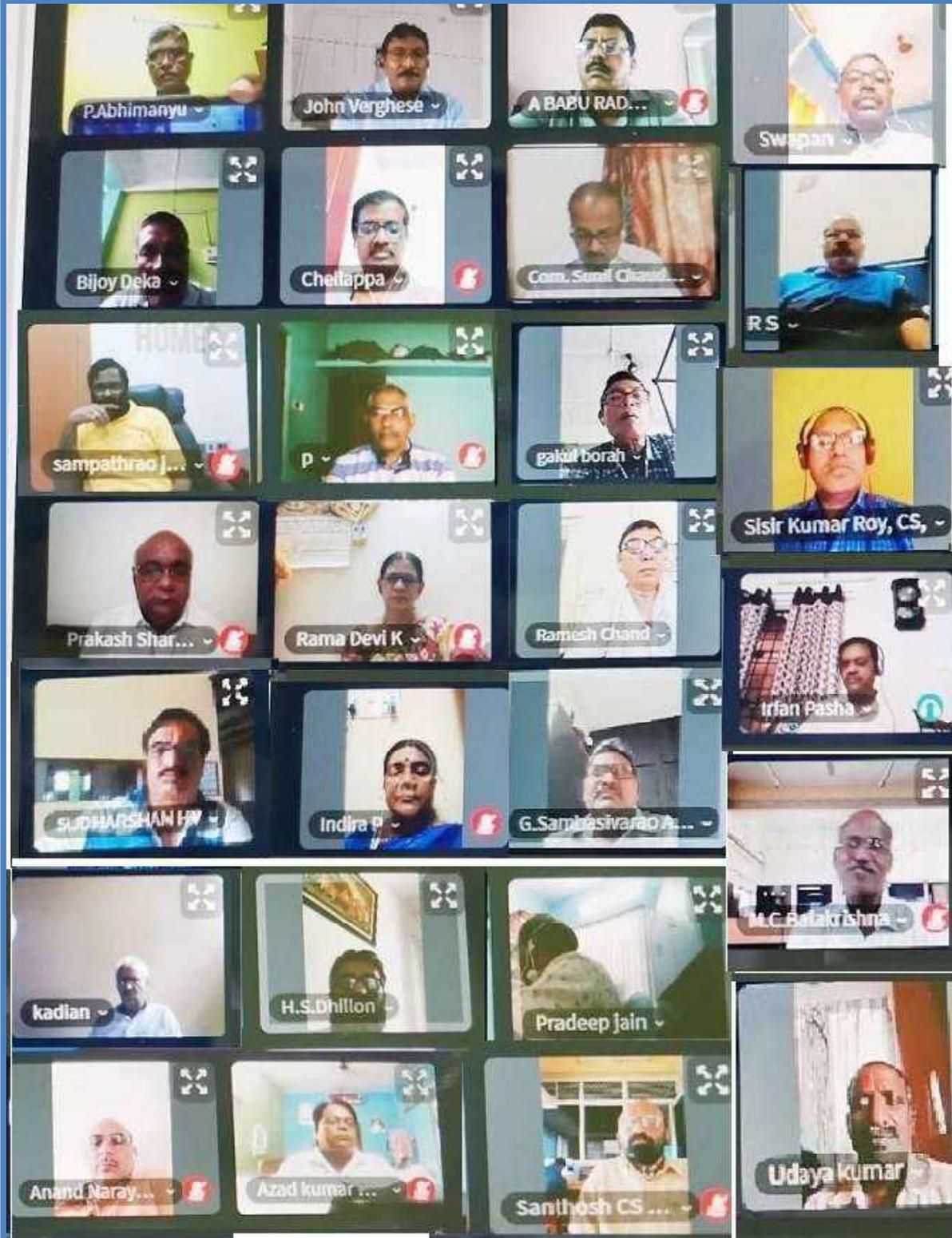
No. 08



***BSNL betrayed by Modi
government.***



Central Executive Committee meeting of BSNLEU held online on 10th & 11th September, 2020.



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Jungle Raj in Uttar Pradesh.

The gang rape and brutal murder of a 19 year old Dalit Girl near Hathras, in Uttar Pradesh, is nothing but a repetition of the Nirbhaya gang rape and murder, that shook the nation some years ago. The young Dalit girl has been gang raped and has been tortured to death. Her tongue has been cut off and her spine, as well as legs, have been broken. Severe injuries were there on her body.

More horrifying than the gang rape and brutal murder, is the atrocious handling of the issue by the Yogi Adityanath led BJP government of Uttar Pradesh. In the case of Nirbhaya, the best possible treatment was given to save her life, by taking her to Singapore. But in the case of the Dalit girl of Hathras, the medical care given to her is deplorable. First, she got a belated treatment at Aligarh and later on shifted to a government hospital at Delhi, where she died after 15 days.

More condemnable is the manner in which the Yogi Adityanath government dealt with the whole issue. It gives suspicion that, the government did everything possible to protect the criminals. Firstly, the medical test for rape was very much delayed, to ensure that all evidences are gone. It is bizarre that, the Aligarh IG of Police himself announced that, the initial medical reports showed that, no rape has been committed. The family of the girl had to face many hurdles and threatenings in filing an FIR.

What shocked the entire nation was that, when the body of the dead girl was brought back from Delhi, it was not handed over to her family. The dead girl's family was not allowed to perform the last rights. Instead, the police themselves cremated the girl's body hurriedly, in the dead of the night, while her family was forced to remain at home.

In the name of maintaining law and order, the Yogi Adityanath government completely sealed off Hathras. Media persons, social activists and political leaders were not even allowed to go near Hathras. The phones of the dead girl's family members were tapped. Allegations are surfacing that the Yogi Adityanath government and its police are doing everything possible to protect the criminals who have committed this heinous crime.

The Yogi Adityanath government claims that it is putting down crimes with an iron hand. But, what actually happening in Uttar Pradesh is, crimes like the rape and murder of the Hathras Dalit girl, continue to take place unabated. Instead of putting down crimes with iron hands, the Yogi Adityanath is only putting down the democratic movements with iron hands. Anyone who raises their voice against the authoritarian activities of the government, is being branded as Deshdrohi and is being put behind the bars. ■



BSNLEU calls for One Day strike in November, 2020.

It is already one year since the Revival Package of BSNL was announced with much pomp and show. 80,000 employees have already been retrenched under the VRS. However, still the employees are unable to get their salary payment on the due date. Employees are unable to get cashless treatment under the BSNL MRS, since the bills of the empanelled hospitals are not paid for a long time. Contract workers are not paid wages for the past 15 months.

BSNL is already lagging 4 years behind the private companies, in launching its 4G service. Even though the government has announced that it has allotted 4G spectrum, BSNL has not been able to launch its 4G service. This is because the government is not allowing BSNL to start its 4G service. The tender floated by BSNL to procure 4G equipments has been cancelled by the government. When private companies are procuring quality equipments from Nokia, Ericsson, Samsung, etc., BSNL is being told by the government to procure equipments only from Indian manufacturers. It is an open secret that, no Indian manufacturer is having the capability to supply equipments for BSNL's 4G network roll out.

The big question that arises is, why BSNL's tender has been cancelled by the government. The straight answer is, the government does not want BSNL to offer a stiff competition to Reliance Jio. As per TRAI's data, in the month of May, 2020 alone, Airtel and Vodafone Idea had lost 47 lakh customers each. Whereas, BSNL, which is not having 4G technology, had added 2 lakh new customers. So, it is very clear that, if BSNL gets 4G technology, it will give serious competition to Jio

and exactly this is the reason why BSNL is not being permitted to start 4G service.

Since BSNL is unable to start its 4G service, the Company is unable to improve its financial position. When the private companies are preparing themselves for the launching of 5G service, BSNL is unable to launch even its 4G service so far. If this situation continues, BSNL will surely become a sick Company. On the other hand, ever since Reliance Jio started its services, the government is directly and indirectly extending all helps to Reliance Jio. So, the employees have every reason to believe that, BSNL is not being allowed to start 4G service, only to benefit Reliance Jio.

BSNLEU and the AUAB have already organised a number of struggles demanding the government to remove the roadblocks, that have been created in the launching of BSNL's 4G service. Since the appeals of the employees have fallen in the deaf ears of the government, the employees are left with no other option but to organise serious struggles. The online Central Executive Committee meeting of BSNLEU, held on 10th & 11th September, 2020, has called upon the circle and district unions to organise a massive campaign among the employees and the public in the months of September and October and to go on a strike in November, 2020. The BSNL employees are facing a do or die situation now. Either they have to fight for the revival of BSNL or allow BSNL to become a sick company and thereafter to be taken over by Mukesh Ambani's Reliance Jio.

Charter of demands

- 1) Immediately launch BSNL's 4G service. No discrimination vis-a-vis the private operators in procurement of equipments.**
- 2) Settle 3rd Wage Revision.**
- 3) Stop retrenchment of contract workers through indiscriminate outsourcing of works. Take back the retrenched contract workers. Immediately pay their wage arrears.**
- 4) Settle pension revision from 01.01.2017.**
- 5) Implement a New Promotion Policy for the Non-Executives.**
- 6) Immediately hold the JTO LICE, JAO LICE, JE LICE and TT LICE.**
- 7) Provide Rs.10 lakh cash compensation to the employees who die due to COVID-19. Ensure cashless treatment in the empanelled hospitals.**
- 8) Implement Group Term Insurance (GTI) for the Non-Executives.**
- 9) Implement 30% superannuation benefits to the Directly Recruited employees.**
- 10) Implement revision of casual labourers' wages.**



The anti-BSNL and pro-private steps taken by successive governments.

It is needless to state that only through united campaigns and struggles, BSNL is remaining as a 100% government company today. Only through the united and massive campaigns and struggles organised in the years 2017, 2018 & 2019, BSNL has been allotted with the 4G spectrum free of cost. Now, a conspiracy has been hatched to deny BSNL of the 4G technology, with the view to benefit private operators, especially Reliance Jio. The tender floated by BSNL to procure 4G equipments, has been cancelled on the plea that, it's conditions had barred domestic manufacturers from participating in the tender.

Even five months after cancellation of BSNL's 4G tender, neither the DoT, nor the Department of Commerce, has been able to identify and tell, which domestic manufacturer has developed and perfected the 4G technology, and is capable of supplying 4G equipments to BSNL. Media reports say that, the DoT is likely to tell BSNL to "try" the equipments manufactured by some Indian manufacturer.

The private operators are procuring world class 4G equipments from international vendors and are in the verge of adopting 5G technology. However, BSNL is faced with road-blocks even in the launching of its 4G service. Does this not tantamount to denial of 'level playing field' to BSNL?

The following are a few such instances, which prove that, all along, BSNL had been a victim of the biased pro-private and anti-BSNL policies of the successive governments that have come to power.

- 1) The private telecom companies were given mobile licences in 1995. However, the then government, headed by Shri Narasimha Rao, decided not to allot the mobile licence to the then government service provider, viz., the DoT. BSNL was given the chance to roll out its mobile service only in the end of year 2002. The 7 years delay, in getting the mobile licences, has done great harm to the government service provider.
- 2) In 1999, the government led by Shri Atal Bihari Vajpayee, waived the licence fee arrears of private telecom companies, amounting to tens of thousands of crores of rupees, to bail out the private companies. The government also changed the Fixed Licence Fee regime and brought the Revenue Sharing regime, to help the

private telecom operators. This also provided an opportunity to the private operators to manipulate by understating their revenue collections and thereby cheating the government by paying a lesser amount as licence fee.

- 3) The Reliance Infocomm availed licence for providing only fixed line service. However, by manipulating the CDMA technology, Reliance provided full-fledged All India Roaming Mobile Service. The then Vajpayee government came to the rescue of Reliance Infocom and introduced the Unified Services Access licensing system.
- 4) Under the UPA regime, BSNL was denied procurement of equipments, under one pretext or the other, from 2006 to 2012. This is the time when the mobile service grew exponentially in India. Private companies fully took benefit of this scenario, while BSNL was unable to expand its mobile networks. This is the single most important reason, why BSNL became a loss making company.
- 5) Contrary to the norms fixed by the TRAI and the Competition Commission of India, Reliance Jio was allowed to adopt Predatory Pricing. The DoT, TRAI and the Government of India facilitated Jio to build a huge empire within a very short period of time. Shri J.S. Deepak, a senior IAS officer and the then Secretary, Telecom, was shunted out unceremoniously from the DoT, for questioning the predatory pricing of Reliance Jio.
- 6) Even in May, 2020, as per TRAI figures, only BSNL has gained 2 lakh new customers, while Airtel and Vodafone Idea had lost 47 lakh customers each. BSNL has achieved this feat even without 4G technology. All these go to prove that, only BSNL is having the potential to give tough competition to Reliance Jio. Hence, is the conspiracy to deny BSNL of the 4G technology.

The future of the employees will be doomed, if the immediate revival of BSNL is not achieved. The company's revival is unimaginable without its immediate launching of 4G service. Hence, to create compulsions on the government, the entire Executives and Non-Executives of BSNL have to unitedly pressurise the government through massive campaigns and struggles. ■



Nation-wide General Strike on 26-11-2020.

India is facing a serious crisis from the COVID-19 pandemic. Already one lakh people have died. Today, India is the country where COVID-19 is spreading fastest in the world. The Indian economy is facing the biggest crisis that it has ever seen. The GDP has suffered a minus growth of 23.9%. As a result of all these, the tens of crores of migrant workers and workers in the unorganised sectors have become jobless and their families are facing starvation.

A lot of restrictions have been imposed by the government, in the movement of the people. Taking cover under this situation, the Narendra Modi government has launched a massive privatisation of the Public and Government Sector Undertakings. 106 pairs of trains are already handed over to the private. The entire Indian railways is all set to become "Adani Railways" within a few years. The entire petroleum industry is being handed over to Mukesh Ambani on a platter. For example, the super profit making BPCL, which is giving Rs.8,000 crore per year to the government, in the form of dividend alone, is being sold out.

All the Ordnance Factories, which are manufacturing arms and ammunitions for our Defence Forces, are being corporatised, only to be handed over to Indian and Foreign corporates. The entire Coal Industry is being privatised, by allowing Indian and Foreign corporates in the Coal mining. The Modi government has launched a very big attack on the LIC, and is selling 25% of it's shares in the market. The Public Sector Banks are also being privatised in a big way. For the past two years, the government is trying it's best to sell Air India. Efforts are on to completely privatise the electricity sector. As

all of us know, the government is taking every step to facilitate Reliance Jio to take over the entire telecom industry.

During this COVID-19 pandemic situation, the workers' rights have come under a big attack. The hard-won right of "8 hour working day", is being taken away. The existing 44 labour laws are being replaced with 4 Labours Codes. All these measures are aimed at giving the "Hire & Fire" power to the employers. The workers of the country are being converted into slaves. Simultaneously, the government is taking steps to weaken the trade unions. As per the amended Labour Law, the right to go on strike will be denied. All these are being made for the corporates to mercilessly loot the workers.

Workers of various sectors have already gone on strikes against privatisation and snatching away the workers' rights. The trade unions of the Coal sector have already organised a heroic 3 day strike from 2nd July, 2020. Similarly, the trade unions of BPCL have organised a 2 day strike on 7th & 8th September, 2020. The trade unions of the Ordnance Factories, have already organised a historic 5 day strike in 2019. Again, they are on struggle path.

It is in this backdrop that, the 10 Central Trade Unions of the country organised an online National Convention of Workers on 2nd October, 2020. After taking into account the anti-public sector, anti-worker and anti-people policies of the Narendra Modi government, the Convention has called upon the working class of India to organise a general strike on 26th November, 2020, on the following demands.

Charter of Demands:

- 1) **Cash transfer of Rs 7500 per month for all non-income tax paying families.**
- 2) **10 kg free ration per person per month to all needy.**
- 3) **Expansion of MGNREGA to provide 200 days' work in a year in rural areas, at enhanced wages; extension of employment guarantee to urban areas.**
- 4) **Withdraw all anti farmer laws and anti-worker Labour Codes.**
- 5) **Stop privatisation of the Public Sector including the financial sector and stop the corporatisation of Govt. run manufacturing and service entities like Railways, Ordnance Factories, Ports etc.**
- 6) **Withdraw the draconian circular on forced premature retirement of Government & PSU Employees.**
- 7) **Provide Pension to all, scrap NPS and restore earlier Pension, improve EPS-95.**

The Convention has also decided that this is the beginning of the series of struggles that are going to be launched against the disastrous economic policies of the Modi government. It is very essential for the BSNL employees to join this general strike to be held on 26th

November, 2020. The entire public sector of this country is being demolished by the Narendra Modi government. Without stopping this, it will be very difficult to defend BSNL alone from the anti-BSNL steps being taken by the government. ■



CEC meeting of BSNLEU, held online on 10th & 11th September, 2020.

The Central Executive Committee meeting of BSNLEU was held online on 10th & 11th September, 2020. Com.Animesh Mita, President, presided over the meeting. Com.Swapan Chakraborty, Dy.GS, welcomed all the participants. Com.John Verghese, AGS, moved the condolence resolution.

This is the first online CEC meeting organised by BSNLEU. Even then, it is heartening to note that all the Circle Secretaries, except three, attended the meeting. Even very senior leaders of the movement, got themselves acquainted with the technology and fully participated in the meeting held on the digital platform. All the Central Office bearers also participated.

Com.A.K. Padmanabhan, National Vice President of the CITU, delivered the inaugural address of the meeting. The situation related to the COVID-19 pandemic, unprecedented economic crisis faced by the country, how the burdens of the economic crisis are being shifted on to the shoulders of the working people, ferocious attacks being unleashed on the public sector, steps being taken by the government to deny the democratic and fundamental rights of the citizens and the Devide-and-Rule policy being adopted by the BJP government, to devide the people in the name of the God, were brilliantly explained by Com.A.K. Padmanabhan. His speech set the tone for the discussions that took place in the CEC meeting.

The note on discussion was presented by Com.P.Abhimanyu, General Secretary. In his speech, the General Secretary, briefly narrated how efforts are being made by the government to convert BSNL into a sick PSU, denial of 4G technology through the cancellation of BSNL's 4G tender, etc. The important issues being taken up by the CHQ, struggles

organised independently by BSNLEU, as well as through the AUAB, functioning of the CHQ and the decisions of the AUAB to observe black-day on 01st October, 2020, were explained by the General Secretary. He also underscored the necessity to organise massive campaign among the employees and the general public and also struggles to protect BSNL to ensure it's revival.

49 Comrades participated in the deliberations. They appreciated the functioning of the Central Head Quarters during the present COVID-19 pandemic situation. BSNLEU's organisational position at the circle and the district levels were explained by the circle secretaries. It was highlighted that faults on landlines, broadbands, etc., have increased after the implementation of the outsourcing. The CEC members wholeheartedly supported the proposal of the General Secretary to organise massive campaigns and struggles to ensure BSNL's revival. The decision of the AUAB to organise black-day on 01st October, 2020 was appreciated by the CEC members, since it will help in a big way to attract the attention of the general public on the attacks being made on BSNL. The CEC meeting unanimously passed the following resolutions and also arrived at unanimous decisions to be implemented by the CHQ, circle and district unions in the days to come.

Resolutions passed in the CEC meeting.

1. On the denial of 4G technology to BSNL and the need to organise massive campaign culminating into a strike.
2. Against privatisation of PSUs and attacks on workers' rights.
3. On the outsourcing of works in BSNL, which is resulting in the looting of BSNL's money.



4. Against the retrenchment of contract workers and demanding immediate payment of their wage arrears.
5. Against the growing trend of authoritarianism in the country and the danger to democracy.

Decisions taken in the CEC meeting.

- (1) The CEC meeting placed on record its gratitude and appreciation to all the circle unions, central office bearers, district unions and branch unions for effectively implementing the various decisions of the Union, even during this COVID-19 pandemic situation. At the same time, the CEC meeting requested all the functionaries of the Union to maintain caution and to take every step to ensure that they do not get infected with the dreaded Corona Virus.
- (2) The CEC meeting decided to effectively organise a campaign programme, culminating into a strike, demanding the immediate launching of BSNL's 4G service, Revival of BSNL, Wage Revision, Pension Revision, payment of salary on the due date and to stop the retrenchment of contract workers, as well as to ensure payment of their wage arrears.
- (3) The AUAB has decided to observe 1st October, 2020 as "***Black Day***" to raise alarm against the conspiracy, that has been hatched to deny 4G technology to BSNL and thereby to convert it into a sick PSU. The CEC meeting has decided to effectively implement the decision of the AUAB to observe the "Black Day", to organise hunger strike, the wearing of black badges by employees and also to make effective propaganda by printing posters, pamphlets and organising media coverage.
- (4) The Central Trade Unions are organising protest action throughout the country on 23rd September, 2020, against the attack

on the public sector, attack on labour rights, attack on democratic rights, etc. The CEC meeting decided to fully participate in these protest actions.

- (5) All the Defence Workers' Organisations are going on strike from 12th October, 2020, against the corporatisation / privatisation of the Ordnance Factories. The CEC meeting directed that BSNLEU should extend its support and solidarity to the fighting Defence workers, by organising demonstrations throughout the country on 12.10.2020.
- (6) The CEC meeting decided that the martyr's day should be observed on 19th September, 2020.
- (7) Every day, the CHQ is sending various messages to the Central Office Bearers and Circle Secretaries. It is very essential that, these messages are reached up to the grass-root level employees. Hence, the CEC meeting decided that the Circle Secretaries should make arrangements to take these messages to each and every employee, irrespective of union affiliation and irrespective of whether he / she is an executive or non-executive. The CEC meeting decided that the messages should be translated into regional languages, wherever necessary.
- (8) The tenure of certain circle and district union bodies are over. However, keeping the COVID-19 pandemic situation in mind, the CEC meeting decided to postpone the holding of all such circle and district conferences. The CEC meeting has decided to grant extension to the tenure of the existing circle and district office bearers till the situation improves. The CEC meeting also authorised the Central Secretariat / All India Centre to take appropriate decision on this matter, as and when required.



- (9) The Vadodara CEC meeting has decided that such of those circle secretaries who have gone on VRS should hold their circle conference / circle executive committee meeting and to hand over the charge to a serving employee. However, this decision has not been implemented due to the COVID-19 pandemic situation. In view of this, this CEC meeting has decided to keep the decision of the Vadodara CEC meeting pending, in view of the critical situation prevailing on account of the COVID-19. This CEC meeting authorises the Central Secretariat / All India Centre to take the appropriate decision considering the improvement in the situation.
- (10) A large number of employees have retired under the VRS-2019. In addition to this, the process of consolidation of Business Areas is being carried out by the Management in various circles. The CEC meeting authorised the Central Secretariat / All India Centre to decide about the changes needed to be made in the Organisation and local councils, consequent to the above mentioned developments.
- (11) The Reception Committee of the last All India Conference, held at Mysuru, has submitted the accounts to the CHQ. However, due to the COVID-19 pandemic situation, the accounts could not be scrutinised. The CEC meeting constituted a Committee consisting of Com.Swapan Chakraborty, Dy.GS (convenor), Com.Babu Radhakrishnan, CS, Tamil Nadu and Com.Santhosh Kumar, CS, Kerala, to scrutinise the accounts and to submit a report to the CHQ. These accounts will be taken up for consideration by the next Central Executive Committee meeting.
- (12) The TRAI has floated a consultation paper for the unbundling of the licenses.

The CEC meeting directed the All India Centre of the Union should submit the views of BSNLEU to the TRAI, on this issue. Com.P.Asokababu, CS, Andhra Pradesh circle, is requested to submit a note on this to the All India Centre.

- (13) The Telecom Factories of Mumbai, Kolkata and Jabalpur have been merged with their respective Territorial Circles. The CEC directed the CHQ to demand the formation of a single Telecom Factory Circle, consisting of all the three Telecom Factories. However, pending such a decision is taken, the erstwhile circle unions of Mumbai, Kolkata and Jabalpur Telecom Factories will function as district unions of the respective Territorial Circle Union.
- (14) This CEC meeting approved the disciplinary action taken on one of the circle office bearers of Chennai circle union, on account of violation of Union discipline.
- (15) The Chennai Circle Secretary had sent a message to the President and General Secretary that he was boycotting this CEC meeting to protest the disciplinary action taken against a circle office bearer of Chennai circle. The CEC meeting viewed this as an act of indiscipline and violation of the Union Constitution. The Chennai Circle Secretary has already been warned by the All India Centre for indisciplined activities. The CEC meeting warned the Chennai Circle Secretary that, his continuous indisciplined activities would attract disciplinary action.

At the end of the meeting, the General Secretary heartily thanked all the participants for extending their fullest cooperation for making the online CEC meeting a grant success. Thereafter, Com.Animesh Mitra, President, announced the successful conclusion of the meeting. ■



BSNL Working Womens' Coordination Committee meeting held online on 13.09.2020.



The first virtual and sixth meeting of the All India Committee of BSNL Working Women Coordination Committee was held on 13.9.2020, very enthusiastically and successfully. Out of the fourteen members, the following twelve members were present. Two members could not attend due to technical problems and illness.

Comrades:-

- 1) P. Indira, Convener.
- 2) K. Ramadevi, CHQ Vice President, Andhra Pradesh.
- 3) V. Bhagyalakshmi, Kerala, Joint Convener.
- 4) Berlin Alice Mary, Tamil Nadu.
- 5) Hemavathy, Chennai Telephones.
- 6) Amitha Naik, Goa, Maharashtra.
- 7) Mamta Bhavsar, Madhya Pradesh.

- 8) Banani Chattopadyay, West Bengal, Joint Convener.
- 9) Sharmila Dutta, Kolkatta Telephones.
- 10) Anne Shylla, NE I.
- 11) Manju Prasad, Haryana.
- 12) Shaveta Malhotra, Punjab

On behalf of BSNLEU CHQ, President Com. Animesh Mitra, General Secretary Com.P. Abhimanyu, Deputy General Secretary Com.Swapan Chakraborty and Treasurer Com.Gakul Borah attended, guided and observed the meeting. Com.Banani Chattopadyay, Joint Convener, presided over the meeting.

Com.Amitha Naik, Goa, Maharashtra circle, placed the condolence resolution. Com.V.Bhagyalakshmi, Joint Convener, welcomed all. General Secretary, Com.P. Abhimanyu, inaugurated the meeting. He



reported the decisions of the Central Executive Committee meeting of BSNLEU held on September 10-11, 2020 and elaborated on the COVID pandemic, on the conspiracies to close down BSNL due to the pro-corporate and anti-BSNL policies of the Government, denying 4G by blocking equipment tender, the attacks on the PSUs and the working class on the whole, the struggles taking place in other PSUs and immediate tasks of BSNL employees to fight out the attacks.

Com.Animesh Mitra, President, Com.Swapan Chakraborty, Dy.GS and Com.Gakul Borah, Treasurer, delivered Greeting Addresses.

Com.P. Indira, Convener presented the work report, reviewing decisions of last meeting, International Women's Day Programs, participation of women employees in the agitation programs as per the call of BSNLEU and AUAB, security of women employees at workplaces, issues of contract workers, on current situation and appreciation for the effective functioning of BSNLEU CHQ.

9 comrades effectively presented their views in the debate, in spite of interruptions and finally the General Secretary and the Convener presented summing up remarks. The meeting suggested to the CHQ, formation of All India Centre for WWCC and conducting the virtual meetings frequently.

The following decisions were taken:-

- 1) WWCC Circle Committees to be formed, where they do not exist at present.
- 2) WWCC Circle Committees to be strengthened, where they exist at present, by
- 3) holding virtual meetings.
- 4) Trade union classes and special meetings to be organized through zoom app.

5) Women employees are to be organized for forthcoming programs, as per the decision of BSNLEU CEC meeting:

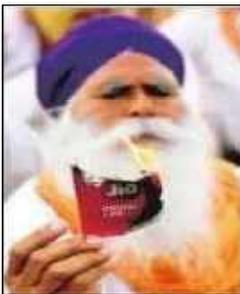
- a) September 19 – Martyrs' Day.
- b) September 23 – All Trade Unions Protest Day, against attacks on Public
- c) Sectors, on Labor rights, Democratic rights etc.
- d) October 1 – Black Day – Call of AUAB.
- e) Campaign, Struggles and Strike in coming 3 months, for the demands of 4G, Revival, Wage Revision, Pension Revision, On time payment of salary, Payment of wage arrears to Contract workers and against retrenchment of contract workers.

The following resolutions were passed:-

- 1) The VI Meeting of the AIC of BSNL WWCC endorses all the resolutions passed in the CEC meeting of BSNLEU held on September 10-11, 2020, for the campaign and struggle programs and calls the women employees to make them good success.
- 2) The VI Meeting of the AIC of BSNL WWCC condemns the ongoing violence, harassments and attacks on women and children which have increased during covid period.
- 3) The VI Meeting of the AIC of BSNL WWCC condemns the order of Central Government freezing DA for employees and pensioners, for a period of one and a half years, from 1.1.2020, while on the other hand releasing lakhs crores rupees to corporates through tax concessions, tax cuts, writing off bank loans etc.

Finally, Com.Anne Shylla, North East 1 Circle, delivered vote of thanks. Greetings to all the AIC members and CHQ leaders for their effective role and full cooperation rendered for conducting this Sixth meeting of AIC.

Punjab farmers burn Jio's SIM cards as a token of their protest to the corporates.



The farmers, especially in Punjab and Haryana, are conducting agitations, to protest against the bills undemocratically passed in the Parliament recently. The new Laws have thrown the farm sector to the ruthless exploitation of Indian and Foreign corporates. During one such agitations in Punjab, the farmers have burned Jio SIMs, as a token of their opposition to the exploitations of the corporates. Kizan Mazdoor Sangharsh Committee's, state General Secretary, Shri Sarwan Singh Pandher said, "First corporates will try to lure us with good offers. But, later on they render us helpless."



Formal meeting with Director (HR), held online on 28.08.2020.

BSNLEU held an online Formal meeting with the Director (HR), at 16:00 hrs. on 28.08.2020, to discuss

certain important issues of the employees. The list of the participants of the meeting is as follows:-

Official Side

- (1) Shri Arvind Vadnerkar, Director (HR)
- (2) Shri Saurabh Tyagi, Sr.GM(Estt.)
- (3) Shri A.M. Gupta, Sr.GM(SR)
- (4) Shri Ashutosh Gupta, GM(Admn.)
- (5) Ms. Samita Luthra, GM (Rectt.)
- (6) Shri A.K. Sinha, DGM(SR)

Staff Side

- (1) Com.Animesh Mitra, President
- (2) Com.P.Abhimanyu, GS
- (3) Com.Swapan Chakraborty, Dy.GS
- (4) Com.John Verghese AGS

Shri A.M.Gupta, Sr.GM(SR), welcomed everyone on behalf of the official side. Before discussions started, the Director (HR) briefly explained the present financial position of the Company. He stated that, even though expenditure is reduced due to the implementation of VRS, the extra-ordinary situation created by the COVID-19, has badly affected financial position of the Company. He stated that BSNL would in a position to issue bonds for Rs.8,500 crore, by the end of September, which would be utilised for debt restructuring. He further stated that big progress is being made in the matter of providing fibre connections. The details of the discussions held on the agenda items are as follows:-

(1) Making cashless treatment available to BSNL employees and retirees in the empanelled hospitals, under BSNL MRS.

The Union explained that employees are unable to get cashless treatment in the empanelled hospitals, due to the non-payment of bills to the hospitals by the Management. They demanded that the BSNL Management should at least pay a part payment to the hospitals and should negotiate with the hospitals, to ensure cashless treatment to the employees and retirees.

The Director (HR) replied that, Rs.100 crore is outstanding in respect of indoor treatment. He stated that, efforts are being made to pay 25% to 30% of this outstanding amount. He also assured that this problem will be solved within a few months.

(2) Holding of the limited Internal Competitive Examinations, for the Non-Executives, as per the vacancies existed as on 31.01.2020.

The Union pointed out that the holding of the Internal Competitive Examinations, viz., JTO LICE, JAO LICE, JE LICE and TT LICE is being delayed inordinately, which is causing great loss to the employees. It was demanded that these LICES should be held immediately and that, they should be held as per the vacancies that existed as on 31.01.2020, i.e., before the implementation of the VRS.

The Sr.GM(Estt.) replied that the Establishment Branch is working on calculating posts for various LICES. The Director(HR) directed that this exercise should be completed within a month.

The Union pointed that the JAO LICE is being delayed due to the non-approval of the amendments proposed to the Recruitment Rules and demanded that this dead-lock should not continue for long.

The Union also pointed out that one special LICE, for promotion from Draughtsman to JTO is being greatly delayed, even though the Management has already agreed twice in the National Council to hold this examination. Replying to this point, the Sr.GM(Estt.) replied that the BW & EW wings have to process the file. The Sr.GM(SR) stated that the proposal is genuine and this examination can be conducted. The Director (HR) finally ruled that the file should be put up to him expeditiously.



(3) Granting of full marks for the questions with multiple correct answers in the JTO LICE held on 26.05.2019.

The Union demanded that full marks should be granted to the questions with multiple right answers, or alternatively, relaxation should be granted to failed candidates.

The Director (HR) replied that the BSNLEU's demand of granting full marks, for the questions with multiple right answers, is accepted. However, he told that this decision could be implemented for the JTO LICES to be held in the future only, since there are problems in implementing the same retrospectively, for the JTO LICE held on 26.05.2019.

Alternatively, BSNLEU leaders demanded relaxation to the failed candidates. For this, it was replied by the Director (HR) that, the "pass percentage" of the JTO LICE held on 25.06.2019 is not that much low, to consider granting relaxation. He also told that, in some other LICES, the "pass percentage" was even much lower, for which relaxation was not granted.

Finally, the Union demanded that the Management should at least hold the next JTO LICE immediately. The Director(HR) accepted this proposal and told that within a week the Union will be informed about the time frame, within which the next JTO LICE would be conducted.

In this connection, the Union pointed out that results of the JTO LICE held on 26.05.2019 are not declared in Punjab circle and that, the candidates qualified in the earlier LICES are not being sent for training. The Union further pointed that the matter was discussed in the Formal meeting held in January, 2020, but the sufferings of the JTO aspirants of Punjab circle has not come to an end. The Sr.GM(Estt.) replied that, the matter is being looked into by the Pers. Branch. The Union requested the Management to find a solution to the deadlock created by the Court order. It was assured that needful action would be taken.

(4) Non-implementation of the Group Term Insurance (GTI) to the Non-Executives.

The Union pointed out that the Group Term Insurance (GTI) has been implemented for the Executives and that the Non-Executives have been excluded, which is unfair. The Director (HR) replied that this is unfortunate and assured that, the needful action would be taken expeditiously, to solve this issue.

(5) Reduction in pension of the retired Sr.TOAs of Maharashtra circle, due to the misinterpretation of rules by the CCA, Maharashtra.

The Union pointed out that the Sr.TOAs, on completion of 16 years of service, were granted OTBP in the pay scale of 7100-200-10100. This has been done as per the order issued by the DoT. However, the CCA, Maharashtra, has questioned this and has taken a position that the OTBP should have been given only in the pay scale of 6550-185-9325. It is unfortunate that based on this interpretation, the pension of the Sr.TOAs has been fixed on their retirement, which is causing loss to them. The Union also told that, the matter has already been discussed with the Member (Finance), in the DoT and that no action has been taken. In this connection, the Union also pointed out that, the Department of Pension and Pensioners Welfare (DoP&PW) has recently ruled that, while fixing the pension, only the entries of the last two years should be taken into account and there is no necessity to scrutinise the entire service book of an employee. While the Department of Posts has already endorsed this letter of the DoP&PW, the DoT has not done the same so far. The Union stated that all the attempts made by the them have not yielded fruits and requested the Corporate Office to take up the issue with the Member (Finance), DoT. The Director (HR) willingly stated that the Corporate Office will certainly take up the issue with the DoT and that he himself would discuss the matter personally with the Member (Finance).

Finally, Com.P.Abhimanyu, GS, thanked the Director (HR) for granting this online meeting expeditiously. He also thanked the entire team of officers who were present in the meeting. He also requested the Sr.GM(SR) to issue a record of discussions which is agreed upon. Thereafter, the meeting came to an end.

Items for discussion in the 39th National Council meeting.

(1) Resuming of the negotiations for revision of wages of the Non-Executives and signing of the agreement without further delay.

The 3rd Wage Revision of the Non-Executives of BSNL has become due from 01.01.2017. The DPE, vide it's OM No.W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24th November, 2017, has already issued guidelines for the Wage Revision of the workers of the Central Public Sector Enterprises (CPSEs).

Based on the aforementioned letter of the DPE, the Department of Telecommunications, vide it's letter no.F.62-2/2016-SU dated 27th April, 2018, has already written to the CMD BSNL, conveying it's approval for starting the Wage Negotiations of the Non-Executives of BSNL. Vide para no.2, the DoT has also mentioned in it's letter that, the wage settlement arrived at after the negotiations, should be submitted to it before implementation.

In accordance with the aforementioned DoT letter, the BSNL Corporate Office, vide letter no.F.No.BSNL/38-1/SR/2016 dated 19.07.2018, has constituted the Joint Committee, to recommend the wage structure for the Non-Executive employees. Shri H.C. Pant, CGM (Legal), has been nominated the Chairman of the Joint Committee.

The Joint Committee has held several rounds of discussions and the negotiations have already reached an advanced stage. However, the Management, due to the reasons best known to it, has stopped calling the meetings of the Joint Committee. In view of this, both the Recognised Unions have made a representation to the Management, requesting to resume the wage negotiations.

Vide it's letter no.BSNL/12-1/SR/2019/pt. dated 15.07.2019, the Management has

replied to both the Recognised Unions that, the wage negotiation could not be resumed in view of the fact that, there was no Recognised Union at that time. Further, it has also been assured in that letter that, the wage negotiations would resume with the Recognised Unions, once the Membership Verification process was over.

We wish to point out that, the Membership Verification of the Non-Executives was held on 16.09.2019 and that the results were declared on 18.09.2019. Based on the results of the Membership Verification, BSNLEU and NFTE BSNL have been recognised as the Main Recognised Union and the 2nd Recognised Union respectively. It is going to be one year since the Membership Verification is held. However, the Management has not kept it's assurance given in it's letter no. BSNL/12-1/SR/2019/pt. dated 15.07.2019 that the wage negotiations would resume after the Membership Verification.

Hence, it is demanded that, the wage negotiations should be resumed immediately and the Wage Revision Agreement should be signed.

(2) New Promotion Policy.

The NEPP (Non-Executive Promotion Policy) for the Non-Executive employees was implemented in March, 2010. In fact, the agreement for this promotion policy was signed between the Recognised Union, viz., BSNLEU and the Management way back in October, 2008. Hence, it is already 12 years, since the agreement for the NEPP was signed. During these 12 years, new technology has come in a big way in the Company, which is warranting increased efficiency from the employees. Moreover, the employees directly recruited by BSNL after 01.10.2000, are having a grudge that they are discriminated vis-a-vis the employees who are absorbed from the DoT.



All these factors have necessitated the changing of the existing Promotion Policy. Hence, it is demanded that the Management should initiate steps for introducing a new promotional policy for the Non-Executives.

(3) Requesting to extend the benefit of payment of compensation of Rs.10 lakh to the employees of BSNL who succumb due to COVID-19.

The DoT, vide its letter no.36-11/2015-SR dated 6th December, 2016, addressed to the CMD BSNL and other heads of the PSUs coming under the Department of Telecommunications, issued guidelines for granting compensation to the families of the officials, deceased due to accidents while on duty. As per this letter, an amount of Rs.10 lakh is to be paid as compensation to the families of the persons who died while on duty, in accidents.

The Department of Posts, vide its letter number 100-4/2020-Pen. dated 17.04.2020 has laid down that, an amount of Rs.10 lakhs is to be paid to the departmental employees, who succumb to COVID-19 while brought on duty. The Ministry of Home Affairs O.M. number 14-3/2020-DM-I (A) dated 15.04.2020 has been cited in this letter, which declares the postal service has an essential service.

It is needless to state that the aforementioned O.M. of the Ministry of Home Affairs has declared Telecommunications also as an essential service.

During this period, when the nation is experiencing the fury of the COVID-19, the BSNL employees are carrying out the jobs of operating and maintaining the networks and installations of BSNL. With the view to provide the much required assistance to various authorities, for fighting the COVID-19 menace, the employees of BSNL are also engaged in the provisioning of FTTH and other connections, for which they are visiting the hospitals and various other places, loaded with the Corona Virus. Hence, it is needless to state that the BSNL employees are having the risk of contracting the Corona Virus infection.

Under these circumstances, it is demanded that, the BSNL Management should also to take immediate steps, for bringing the BSNL employees who succumb due to the COVID-19, under the coverage of payment of the compensation of Rs.10 lakh. Since the Department of Posts, which is coming under the Ministry of Telecommunication, has put in place such a scheme to its employees, the BSNL should also introduce the scheme to its employees.

(4) Non-declaration of the results of the JTO LICES conducted in Punjab circle.

The results of the JTO LICE under 50% quota, held on 26.05.2019 in Punjab circle, have not been declared so far. This is due to the pending court cases. Further, the results of the JTO LICE, held under 50% quota, in December, 2016, are also not declared so far. Besides, the candidates who got qualified in JTO LICE, held in September 2016, are also not deputed for training till date, due to the legal wrangling. Since, the future of a substantial number of Non-Executives, who are aspiring to get promoted as JTOs, is in jeopardy, an intervention at the Corporate Office level is very much required to bring the litigations to an end. The following is an overview of the issue: -

The JTO LICE under 50% quota, for the vacancy year 2013-14 was held in May, 2016. However, the Punjab circle administration reduced the number of vacancies, after the results were declared, stating that their earlier calculation was wrong. Since the vacancies were reduced, many candidates are affected. Hence, the affected JTO LICE candidates approached the Hon'ble CAT, Chandigarh.

In the Hon'ble CAT, the BSNL Management verbally submitted that it would not implement SC / ST reservation in the JTO LICE. Taking cognisance of the submission of the BSNL Management, the Hon'ble CAT directed the BSNL Management not to extend the benefit of reservation and to depute the qualified candidates for training. Consequent to this, the Punjab circle administration restored the JTO LICE vacancies that it had reduced earlier.



However, after deputing the qualified candidates for training, the Punjab circle administration made an appeal in the Hon'ble Punjab and Haryana High Court. In its appeal, the Punjab circle administration submitted that, being a PSU, BSNL had to implement the rules regarding SC/ST reservation. In response to this, the Hon'ble Court observed that, similar cases are going on in many parts of the country and stated that everyone has to wait till the Supreme Court delivers its judgement on the issue.

JTO LICE, under 50% quota, for the vacancy year 2014-15, was held in September, 2016. The number of vacancies declared for this exam in Punjab circle were 21 vacancies for OC candidates and 8 vacancies for SC candidates. However, 56 vacancies of SC / ST category and 18 vacancies of OC category, which were unfilled vacancies of the JTO LICE held for the vacancy year 2013-14, were not carried over to the JTO LICE held in September, 2016.

Demanding to carry over the unfilled vacancies of the Recruitment Year 2013-14 to the JTO LICE held in September, 2016, some candidates approached the Hon'ble Court. Consequent to this, the 29 candidates, who got qualified in the JTO LICE held in September, 2016, were also not deputed for the training by the BSNL Management.

Apart from this, some SC/ST candidates have also approached the Court with the prayer that, the SC/ST candidates who passed the exam on merit, should be shifted to the OC quota. In addition to this, some OC candidates have also approached the Court. Their contention is that, after submitting to the Hon'ble CAT, Chandigarh, that it would not implement SC/ST reservation, the BSNL has implemented SC/ST reservation in the JTO LICE held for the vacancy year 2014-15.

As a result of all these Court cases, the results of the JTO LICES held in December, 2016 and in May, 2018, have not been declared so far. In addition to this, the candidates who have got qualified in the JTO LICE, held in September, 2016, have not

been deputed for training. Since, the above mentioned litigations are likely to drag on for quite some time, the future of many employees, aspiring to become JTOs, is being ruined. Hence, it is requested that, the BSNL Corporate Office should find a solution to bring the Court cases to an end.

At this juncture, a compromise formula could very well be worked out, for bringing the court cases to an end. In this connection, it is brought to the notice of the Management that, the OC candidates, as well as SC/ST candidates, have already submitted affidavits to the Punjab circle administration, wherein they have promised that they would withdraw their cases, provided the results of the JTO LICE held in September, 2016, are revised by carrying over the 56 unfilled SC/ST vacancies and 18 unfilled OC vacancies of the recruitment year 2013-14.

Considering the future of the aspiring JTO candidates and also the interest of the Company, it is requested that the Management may kindly consider the above proposal submitted by the JTO LICE candidates and thereby help to bring the litigations to an end.

(5) Restoration of the Compassionate Ground Appointments.

The Corporate Office, vide its letter no.273-18/2013/CGA/Estt-IV dated 09.04.2019, has kept the Compassionate Ground Appointments under abeyance for a period of 3 years. The stressed financial condition of the Company was cited as the reason for keeping the Compassionate Ground Appointments under abeyance. BSNLEU, vide its letter no.BSNLEU/512(CGA) dated 10.04.2019, has opposed the above mentioned decision of the Management and requested to review the decision and to restore the Compassionate Ground Appointments.

It is already one year since the Compassionate Ground Appointments are kept under abeyance. It is also not out of context to mention here that, a Voluntary Retirement Scheme has also been



implemented in BSNL in January,2020 and as much as 79,500 employees have been retired. Thus, when half the strength of the employees of the Company has been reduced, we strongly feel that there is no necessity to continue to keep the Compassionate Ground Appointments under abeyance.

It is also a fact that, in the present circumstances, only a negligible number of persons will get appointment under Compassionate Ground and it will not be a big burden to the Company. Rather, by restoring the Compassionate Ground Appointments, the Company will be rendering justice to the families of the employees who die in harness.

In view of the foregoing, it is requested that the Compassionate Ground Appointments may be restored.

(6) Non-payment of wages to the contract workers.

BSNLEU has already drawn the attention of the Management on various occasions, to the issue of non-payment of wages to the contract workers, for the past one year. However, not much improvement has come on this issue. Barring some small amounts released to some circles by the Corporate Office, the problem remains by and large unchanged throughout the country.

We agree that BSNL is undergoing severe financial strain. At the same time, the sufferings of the families of the contract workers, due to non-payment of wages for the past one year should not be downplayed. It is a fact that, 13 contract workers have committed suicide, due to the crisis created by non-payment of wages. It will not be an exaggeration to state that the families of the contract workers are in starvation.

Under these circumstances, once again it is requested that necessary funds may be allotted to the circles, for the immediate payment of wage arrears to the contract workers.

(7) Curtailment of the existing medical facility by reducing the ceiling for outdoor medical claim from 23 days to 15 days – demanding to restore the ceiling of 23 days.

The BSNL Corporate Office, vide it's letter number BSNL/Admn.I/15-12/18 dated July 10, 2018, has laid down that, the annual ceiling for reimbursement of Outdoor Treatment will be 23 days' salary (basic pay + DA). However, all of a sudden, the Corporate Office, vide it's letter no.BSNL/Admn.I/15-12/18 dated 08.05.2020, has arbitrarily cut down this ceiling from 23 days to 15 days. BSNLEU strongly protested this arbitrary and unilateral curtailment of the existing medical facility of the employees and demands that it should be immediately restored.

When the top officers of BSNL, are availing the luxuries at the cost of the Company, the Management is curtailing even the existing medical facility of the employees, in the guise of austerity measure.

It is not out of context to mention here that, the Management had earlier claimed that BSNL would be turned into a profit making company, through the implementation of the much 'tom-tommed' VRS-2019. However, it is ironical that, even after implementation of the VRS, the Management is searching for ways and means, like curtailing the medical facility of the employees, to manage the finance of the Company.

Hence, the Management is requested to immediately restore the ceiling for the outdoor treatment back to 23 days.

(8) Holding of LICEs for promotion to JAO, JTO, JE and TT cadres.

The LICEs for promotion of Non-Executive employees are overdue and the promises and assurances to Union for the same have not been honoured. The officials are being denied their due and justified promotions on one or the other pretext. It is disheartening.

It is, therefore, urged that the notifications for LICEs be issued on overriding priority basis.



(9) Payment of salary to employees on due date and clearance of claims and dues.

The salary of employees are not being paid on due dates causing sufferings and hardships to employees and their families. The Management is not depositing contribution of GPF, Pension and Superannuation benefits for absorbed employees and BSNL recruits respectively. The recoveries made in respect of LIC EMI, Cooperative Societies etc., from employees are not being deposited causing avoidable hardships. Medical and TA claims of employees including retired personnel are not being settled.

It was declared by Management from house top that the wage bill is very high in the PSU and after the exit of employees through VRS all will be set right but situation is proving otherwise.

(10) Regularisation of existing TSMs and revision of their wages.

The contingent employees conferred temporary status in DoT period are still not regularised even after 20 years. It is great injustice to poor employees. The TSMs be regularised in view of their contribution to the BSNL.

The pay revision of CG employees has been done long ago but the BSNL has still not revised their wages though BSNL has formulated a formula long ago for this.

It is urged that needful be done to redress the grievances.

(11) Settlement of the grievances of the VRS optees.

It is noticed that the various claims and issues viz., Leave encashment, Ex-gratia, Group Insurance, Provisional pension, etc., of VRS personnel are still not resolved although Management has been declaring day in day out to the effect that their exist from PSU will be with smiling face.

Leave salary and ex-gratia are not part of pensionary benefits and it's withholdment is against all conons of rules and justice.

The pecuniary loss, if any, can be settled from pensionary benefits and last instalment of ex-gratia.

The BSNL must seek clarification from DoT relating to Pension Communication and grant of pension in Rule 37A in respect of VRS personnel. Doubts be clarified.

It is requested that all claims and issues be resolved forthwith.

(12) Review of last JTO LICE result.

The review of result was demanded in formal meeting granted to union wherein it was assured for early resolution. The union strongly hold the view that candidates must be compensated for incorrect, ambiguous and out of syllabus questions.

Expeditious decision is solicited.

(13) Worsening of Telecom Services in BSNL.

VRS-2019 has been implemented with single objective to downsize the staff strength. Huge number of employees have been thrown out through VRS without consulting even the Recognised Unions. The Management has not even prepared any alternative what to say of roadmap to run the services after exist of staff. The services have deteriorated as faults are not being rectified. The Exchanges are locked with no man power. The revenue earning services viz., BB, leased circuits, etc., are in pitiable condition and uncared. The speed of BB is very low due to with dissatisfaction amongst customers is developing. The call drops in mobile services are frequent. The outsourcing of services as declared could not see light of the day even after eight months. The provisions in the tenders wherever floated will only help the contractors to earn the wealth to distribute.

The FTTH services provided by BSNL is very poor and connections are being surrendered due to higher rates also. The services are very poor and never gives the assured speed. ■



BSNLEU Circular No.08 dated 01st August, 2020.

Submitting of memorandum to the MPs.

The All Unions and Associations of BSNL (AUAB), in its meeting held on 06.07.2020 has decided to organise a campaign of submitting memorandum to all the MPs, seeking their support and intervention, to remove the road-blocks in the early launching of BSNL's 4G service and also for the speedy implementation of the assurances given in BSNL's Revival Package.

Initially, it was decided that submitting of memorandum to MPs, should be organised during the period from 13.07.2020 to 31.07.2020. However, in view of the slow progress in submitting the memorandum, the AUAB has decided to extend the time limit by one week, beyond 31.07.2020.

The CHQ is aware that there are difficulties in movement, due to the restrictions imposed on account of the COVID-19 pandemic. However, mobilising public opinion in favour of BSNL's launching of 4G service, as well as its revival is very crucial. Submitting memorandum to the MPs is a major step in the direction of mobilising public opinion. Hence, the Circle and District Secretaries of BSNLEU are requested to take steps on a war-foot basis, to meet all the MPs in their respective areas and to submit memorandum on or before 07.08.2020.

Our intervention in outsourcing.

The BSNL Management has resorted to a large scale outsourcing of works. We need to study this issue indepth and go to the Management with our suggestions. It is reported that, in many places: -

- (1) BSNL is spending more money than before, for the maintenance of networks.
- (2) Manipulations are taking place by the contractors, to fleece money from BSNL.
- (3) Retired officers and VRS optee officers have taken the contract in benami names and are looting money.
- (4) Our staff has become idle, due to the outsourcing of works.

The All India Centre meeting, held online on 01.08.2020, has held an indepth discussion on this issue. Finally, the meeting decided to take concrete inputs from the circle unions, for taking final view on this issue, in the next All India Centre meeting to be held on 08.08.2020. In view of this, the Circle Secretaries are requested to collect inputs / data

from the district unions, regarding points mentioned against serious numbers 1 to 4 above and send it to the CHQ. The CHQ will thereafter, take up the issue with the BSNL Management.

Decisions taken in the All India Centre meeting held online on 01.08.2020.

A meeting of the All India Centre was held online on 01.08.2020. Com.Animesh Mitra, President, Com.P.Abhimanyu, GS, Com.Swapan Chakraborty, Dy.GS, Com.R.S. Chauhan, Vice President, Com.Gakul Borah, Treasurer and Com.John Verghese, AGS, attended.

Review of the functioning of the All India Union was mainly discussed. After detailed discussions, the following decisions are taken unanimously.

- (1) All the circle unions should hold their Executive Committee meetings online, by 31.08.2020. The software for holding these online meetings will be provided by the CHQ.
- (2) The Central Executive Committee meeting of BSNLEU will be held online, in the second week of September.
- (3) A meeting of the All India BSNL Working Women's Coordination Committee will be held online, in the second week of September.
- (4) As a part of observing the birth centenary of Com.K.G. Bose, Com.P.Abhimanyu, GS, will deliver a speech live on the Facebook, on 09.08.2020. It will be a one hour programme between 19:00 hrs. and 20:00 hrs.
- (5) The Management should be told to organise an online Formal Meeting for BSNLEU, to discuss some of the burning staff issues with the Director (HR).
- (6) In view of the continuing restrictions in movement, due to the COVID-19 pandemic, it is decided to demand that, the Management should hold an online meeting of the National Council immediately.
- (7) The next meeting of the All India Centre will be held at 15:00 hrs. on 08-08-2020.

Circle and District Secretaries, as well as the Central Office bearers are requested to take urgent steps, for the timely implementation of the above mentioned decisions. ■



BSNLEU Circular No.09 dated 24th August, 2020.

The All India Centre has decided to hold the Central Executive Committee meeting on 10th & 11th September, 2020. In view of the restrictions imposed on movement, this meeting will be held as an online meeting. It will be discussing and taking decisions on very serious issues.

The Narendra Modi government is only providing lip-service for the Revival of BSNL. The assurances given in BSNL's Revival Package, announced on 23rd October, 2019, remain on paper, except retrenching 79,000 employees under the VRS. The revival of BSNL cannot be imagined, without BSNL launching its 4G service.

The Modi government is deliberately creating road-blocks in BSNL's launching the 4G service. The tender floated by BSNL, for procuring 4G equipments, has been cancelled by the government, based on an untenable complaint, given by an inconsequential industry body, called "Telecom Equipments and Services Promotion Council" (TEPC). Further, on its part, the BSNL Management has also miserably failed to upgrade the existing 49,300 4G compatible BTSs, into full-fledged 4G BTSs.

It is totally unacceptable that BSNL's 4G service has not been launched even 10 months after the announcement of its Revival Package, by the government. All these show that, a conspiracy is going on to stop BSNL from launching its 4G service. This conspiracy is aimed at converting BSNL into a sick PSU like Air India and thereafter to handover it to Reliance Jio.

BSNLEU and the AUAB have already organised dharna, black-flag demonstrations, Twitter Campaign and submitting memorandum to the MPs, to ensure the early launching of BSNL's 4G service. Undoubtedly, now it is time for going in for a **higher form of trade union action**.

We should not also fail to see that the Modi government has launched an all-out attack on the public sector. The Indian Railways has been put on a fast track mode of privatisation. The BPCL, which is a huge profit earning PSU, is being sold out. Similarly, Defence Production Units, Banks, LIC, Electricity and Petroleum PSUs are facing the serious attacks of disinvestment and

privatisation. All these attacks unfailingly indicate the resolve of the Narendra Modi government to kill the public sector. Under these circumstances, launching a very serious campaign among the employees, as well as among the general public and launching serious struggles to safeguard BSNL has become unavoidable.

Further, despite BSNLEU is seriously taking up the issues of the employees with the Management, there is virtually no improvement on any issue. Payment of salary on the due date, availability of cashless treatment and settlement of the medical bills, non-payment of wages to contract workers as well as their massive retrenchment are very serious burning issues. BSNLEU's repeated demand to resume the Wage Negotiation talks, is not being accepted. The BSNL Management is not in a mood to seriously consider any issue being raised by the Recognised Union.

Under these circumstances, the forthcoming CEC meeting has to deliberate on this and has to chalk-out intensified agitational programmes.

Circle Executive Committee meetings.

It is already 5 months since the first lock-down was imposed from 25th March, 2020. Thereafter, our circles have not been able to hold their Executive Committee meetings. Considering this, the All India Centre has decided that all the circle unions should hold their online Executive Committee meetings immediately, for which the software support would be provided by the CHQ. While, many circles have already fixed the dates for their Executive Committee meetings, some circles have not still fixed the date. Hence, they are requested to immediately fix the date, in consultation with the CHQ.

BSNL WWCC meeting to be held on 13th September, 2020.

As per the decision already taken, the meeting of BSNL Working Women's Coordination Committee, should be held along with the Central Executive Committee meeting. Hence, the All India Centre has decided to hold an online meeting of the BSNL Working Women's



Coordination Committee, on 13th September, 2020. The notification for this meeting has already been issued.

Observing Com.K.G. Bose's Birth Centenary. As per the decision already taken, the year long birth centenary of Com.K.G. Bose, is being observed. In the prevailing situation, the All India Centre has decided to organise live Facebook programmes on Com.K.G. Bose's, birth centenary, to educate the employees. On 09.08.2020, Com.P.Abhimanyu, General Secretary, delivered a live address on Facebook. The Tamil Nadu circle union organised a live Facebook address of the General Secretary in Tamil on 08.08.2020. Both these programmes have received very good response. The All India Centre has decided that, a Facebook live programme in Hindi, shall be organised on 12.09.2020.

Open Facebook accounts and Twitter handles.

The Facebook and the Twitter have become very effective tools for organising campaign among the general public. Especially, in the present situation when restrictions on mobilising mass meetings are there, Facebook and Twitter have proved to be very effective in propagating our views.

Hence, the All India Centre meeting held on 18.08.2020 has decided to urge upon our circle

and district unions to ensure that, **Facebook account and Twitter handle are opened for each and every member of BSNLEU, having a smart phone.** If this is achieved, it will be very helpful in conducting effective campaign among our employees and among the general public. Hence, all the circle and district unions are requested to immediately fulfill this task.

Starting RTI Cells at the All India level and at circle level.

While taking up issues with the BSNL Management and the government, it is experienced that, we are handicapped from getting the accurate data. The All India Centre meeting held on 18.08.2020 discussed this issue at depth. Finally, it is decided that BSNLEU should start its RTI cells consisting of 2 to 3 comrades at the All India level and at the circle level.

Holding National Council meeting online.

In view of the prevailing COVID-19 pandemic situation, BSNLEU has urged upon the Management to hold an online meeting of the National Council. The Staff Side has already submitted items for discussion in the National Council meeting. We hope that the meeting will be held soon. In the similar manner, our circle unions should also immediately urge upon the CGMs, to hold the Circle Council meetings online.

Obituary

Com.Shib Shankar Roy, veteran NFPE leader passes away.



Com.Shib Shankar Roy, one of the tallest leaders of the P-III Union and a veteran leader of NFPE & Confederation of Central Government Employees, passed away on 13.08.2020. He suffered a massive

heart attack. Further, he was also infected with COVID-19. The death of Com.Shib Shankar Roy is a very big loss. BSNLEU dips its banner and pays respectful homage to Com.Shib Shankar Roy. BSNLEU conveys its heartfelt condolences to the family members and friends of the departed leader.

Com.Mallikarjun, veteran leader passed away.



BSNLEU is extremely saddened to know that, Com.Mallikarjun, former Secretary General of BTEF and one of the senior most leaders of the Telecom / BSNL trade union movement, has passed away on 25.08.2020. Com.Mallikarjun was a leader who always carried a smile on his face. He was

very affable, knowledgeable and honest to the cause of the working class. Com.Mallikarjun is presently President of the BTEF and his death has created a very big loss to the BSNL trade union movement. BSNLEU pays its respectful homage to Com.Mallikarjun and conveys its deep condolences to his family members, friends and comrades



Letter to BSNL / DOT

Providing concessional FTTH connections at the residences of serving and retired Non-Executive employees.

[BSNLEU/ 518 (PHONE) dated 29.09.2020 to Shri P.K. Purwar , CMD BSNL]

Ref: - **BSNL Letter no.2/06/2005-PHA dated 03.06.2011.**

We wish to draw your kind attention to the following, on the subject mentioned above, for favour of necessary action.

The BSNL Corporate Office, vide it's letter number cited under reference, has issued guidelines in respect of providing concessional Broadband connections at the residences of the below JAG level employees. As per the letter, 60% concession is to be provided in BB Home UL 499 plan, subject to a maximum limit of Rs.300/-.

In this connection, we would like to bring to your kind notice that, so far the BSNL Management has not offered concessional FTTH connection to it's employees and retirees. Hence, we demand that, as a token of recognition of the contributions made by the employees, the Management may kindly take

decision to provide concessional FTTH connections at the residences of the serving and retired Non-Executive employees.

As regards concession for the Broadband connections, even though 60% concession has been provided, a ceiling of Rs.300/- has been fixed. As regards, the concessional FTTH connections, we request that the Management may kindly offer a flat 50% concession, without any ceiling.

Since a large number of employees, retirees and their wards have started using the internet, extension of concessional FTTH connections at their residences, at 50% concession, will be greatly helpful to them.

Hence, we request the BSNL Management to kindly look into this demand and to take the needful action for providing concessional FTTH connections to the serving and retired Non-Executive employees.

Seeking expeditious action on certain important staff issues.

[BSNLEU/526 (JTO) dated 20.05.2020 to Shri Arvind Vadnerkar, Director (HR), BSNL]

Kindly recollect the telephonic conversation that the General Secretary, BSNLEU, had with you today, on the following long pending, as well as burning staff issues.

(1) Relaxation in qualifying marks of the JTO LICE held on 26.05.2019.

Only a very few candidates got qualified in the JTO LICE held on 26-05-2019, in comparison to the large number of vacancies existing. This was because of the various problems connected with the question paper, which have already been discussed with you many times. For example, 10 questions were asked with multiple correct answers. BSNLEU demanded that, the candidates should be given full marks for all these 10 questions, since the candidates have given correct answers to these questions and they deserve to get full marks.

However, the Recruitment Branch stated that, as per the existing SOP (Standard Operating Procedure), all these questions have been removed. Thereafter, the issue was discussed with the Director (HR) and the CMD BSNL on various occasions. We demand that, relaxation should be given to the qualifying marks of the JTO LICE held on 26-05-2020, pending appropriate modifications are made to the SOP,

to render justice to the candidates appearing in the JTO LICEs to be held in future. We request that expeditious action may kindly be taken in this regard, to give relaxation to the qualifying marks as a onetime measure.

(2) Holding JE LICE as offline exam.

BSNLEU has consistently been demanding that the JE LICE should be held immediately. The Union is also demanding that the exam should be held as an "off-line" exam. The issue is already discussed several time with the Director (HR) and the GM(Rectt.). In today's discussion, the General Secretary, BSNLEU, urged upon the Director (HR) to hold the JE LICE as an "off-line" exam and without further delay. He pointed out that the aspirant candidates are frustrated, since they are waiting for the past couple of years to appear in the exam. We request that expeditious action may kindly be taken in this regard.

(3) Payment of Rs.10 lakh as compensation to the employees who die due to COVID-19.

As per the Hon'ble Delhi High Court order, the DoT has already issued letter to the CMD BSNL, as per which the employees who die in accident, while on duty, should be paid a compensation of Rs.10 lakh.



In the backdrop of the spread of COVID-19, the Postal department has extended this scheme to the postal employees. According to this scheme, the postal employees who die due to COVID-19, will be paid a compensation of Rs.10 lakh.

BSNLEU has already written to the CMD BSNL, enclosing copies of the DoT and Department of Post's letters and demanding implementation of this scheme to the BSNL employees. In today's

discussion, the General Secretary, BSNLEU insisted immediate implementation of this scheme, in view of the fact that, the BSNL employees working at the field level, have become vulnerable to the danger of contracting COVID-19. The Director (HR) replied that he had already directed the SR Branch to look into this matter. We request that, needful action may please be taken expeditiously in this regard.

Non-payment of wages to the contract workers – requesting to implement the instructions of Ministry of Finance.

[BSNLEU/ 543 (CL)dated 22.05.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - (1) **Ministry of Finance, Department of Expenditure Ir.no. F. No.23(4)/E.Coord/2020/1 dated 20th May, 2020.**
(2) **BSNLEU letter no.BSNLEU/543(CL) dated 25.03.2020.**

We have already brought to your kind notice, the earlier letter issued by the Ministry of Finance, as well as the letter of the Ministry of Labour, wherein it has been categorically stated that, there should not be any denial of wages to the contract workers, on account of the lock-down, that has been imposed to contain the COVID-19.

In this connection, the Ministry of Finance has once again issued instructions, vide letter number cited under reference. Once again the Finance Ministry has insisted in unequivocal terms that, the contractual, casual and the outsourced staff of Ministries / Departments and other Organisations of the Government of India, who are required to stay at home in view of the lock-down, shall be treated as "on duty" and during such period of absence, necessary pay / wages should be paid.

Vide the above stated letter, Ministry of Finance has referred to the Ministry of Home Affairs order dated 17.05.2020, as per which the lock-down period has been extended upto 31.05.2020 and has reiterated

that there should not be any denial of wages to the contractual / casual and outsourced staff during this period.

In this connection, we would like to point out that, in BSNL, which is wholly owned by the Government of India, the contract workers are continued to be engaged for works, despite the imposition of the lock-down. However, it is regrettable to note that, these contract workers are not paid wages during the entire period of the lock-down, which has been imposed w.e.f 25.03.2020.

Further, their wages are also not paid almost for the past one year. BSNLEU has already drawn your kind attention to this, through it's letters, as we as in the discussions held with the top officers of the Company. It is needless to state that, all these are violations of the instructions contained in the aforementioned letters of the Ministry of Finance, as well as the Ministry of Labour.

In view of the foregoing, we once again earnestly urge upon you to kindly take steps for the expeditious payment of the wage arrears of the contract workers.

A copy of the Finance Ministry letter, as well as BSNLEU's letter, cited under reference, are enclosed herewith.

Officials unable to return to their places of duty, on account of the Lockdown - requesting to treat the period as on duty.

[BSNLEU/ 701 (COVID-19) dated 28.05.2020to Shri Arvind Vadnerkar,Director (HR), BSNL]

We wish to bring the following case to your kind notice and for favourable intervention.

The Government of India has imposed a nationwide lock-down from 25th March, 2020. This lock-down has been extended several times and is currently in vogue till 31st May, 2020. This lock-down has created a number of peculiar problems, which we have never heard before. I wish to bring one such case to your

kind notice, for favour of taking a suitable decision on humanitarian grounds.

It has so happened that, some of our employees have gone on leave to their native places before the lock-down was imposed. However, after the imposition of the lock-down, these officials are held up in the places where they have gone to visit and are unable to return to the places of their duty, due to the suspension of



Air, Train and all modes of transport. Now, the question to be answered is, how their period of absence from duty is to be treated?

In this connection, a solution may be suggested that, such officials should apply for their own leave, to cover the period of their absence. However, we feel that this will be an injustice to the concerned officials. These officials are being compelled to remain away from their places of duty, due to the lock-down, which is to say the least, unprecedented and unheard of in the history of Independent India. It is already two months since the lock-down has been imposed.

It will be unjustified to take away 60 days of leave from the accounts of the above mentioned category of officials. We request the Management to kindly bear in mind that, these officials, whose number may be very meagre, have been prohibited by the government from reaching out to their places of duty. As such, the period of absence from duty, of the above mentioned category of officials, should be treated as on duty. We strongly appeal to the Management that these officials should not be forced to apply for leave to cover up the period of their absence from duty. In this

connection, we would like to quote a specific case, which has been brought to our notice.

Shri Naresh Kumar Meena, belongs to Bhundi in Rajasthan circle. He is posted as a DR JE at Itanagar in Arunachal Pradesh, coming under NE-II circle. On 10th March, 2020, Shri Naresh Kumar Meena has gone to Bhundi in connection with the treatment to his ailing wife. Since the lock-down was imposed from 25th March, 2020, and is continuing till today, this official is unable to return to Itanagar, to join duty. He has been forced to cancel his flight ticket, for travelling from New Delhi to Guwahati, on 31st March, 2020. Subsequently, he has also cancelled his train ticket, for travelling from Delhi to Naharlagun on 16th April, 2020. The official will produce these evidences, if directed by the Management.

We have brought only one case, which has come to our notice. There may be some other similar cases also. Hence, we request you to kindly look into this matter and to cause to issue necessary instruction to the circles, to treat the period of absence of the above mentioned category of officials, as on duty.

***Compassionate Ground Appointment kept under abeyance
- seeking to review the decision.***

[BSNLEU/512 (CGA) dated 01.06.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - (1) BSNL Corporate Office letter no.273-18/2013/CGA/Estt-IV dated 09.04.2019.
(2) Our letter no.BSNLEU/512 (CGA) dated 10.04.2019.

With reference to the letters cited above, we wish to bring the following to your kind notice and for favourable action.

The Corporate Office, vide it's letter number cited under reference (1) above, has kept the Compassionate Ground Appointments under abeyance for a period of 3 years. The stressed financial condition of the Company was cited as the reason for keeping the Compassionate Ground Appointments under abeyance. BSNLEU, vide it's letter number cited under reference (2) above, has opposed the above mentioned decision of the Management and requested to review the decision and to restore the Compassionate Ground Appointments. It is already 2 years since the Compassionate Ground Appointments are kept under

abeyance. It is also not out of context to mention here that, a Voluntary Retirement Scheme has also been implemented in BSNL a few months ago and as much as 79,000 employees have been retired. Thus, when half the strength of the employees of the Company has been reduced, we strongly feel that there is no necessity to continue to keep the Compassionate Ground Appointments under abeyance.

It is also a fact that, in the present circumstances, only a negligible number of persons will get appointment under Compassionate Ground and it will not be a big burden to the Company. Rather, by restoring the Compassionate Ground Appointments, the Company will be rendering justice to the families of the employees who die in harness.

In view of the foregoing, we request you to kindly take necessary steps to ensure that the Compassionate Ground Appointments is restored.

***Non-implementation of the Group Term Insurance (GTI)
to the Non-Executives working in BSNL.***

[BSNLEU/411 (INS)dated 02.06.2020to Shri Arvind Vadnerkar, Director (HR), BSNL]

Ref: - (1) 37th National Council meeting item no.12
(2) Our letter of even number dated 21.02.2020.

At the outset, we would like to record our deep disappointment, as well as resentment, over the non-implementation of the GTI to the Non-Executives

working in BSNL. Even at the time when the BSNL Management was contemplating to introduce the GTI to the Executives, BSNLEU strongly demanded that the Non-Executives should also be included in the scheme. However, at that time, we were told that the



GTI would be implemented to the Non-Executives, soon after it's implementation to the Executives.

The issue was also raised in the 37th National Council meeting, held on 20th November, 2018. In the meeting of the National Council also we were assured that, the GTI would be implemented to the Non-Executives, after it was implemented to the Executives. So far as the Executives are concerned, the GTI is also implemented in 2019. Thereafter, BSNLEU, vide it's letter number

Resumption of JTO Phase-I training at ALTTC, Ghaziabad.

[BSNLEU/ 523 (TRG)dated 09.06.2020 to Shri Arvind Vadnerkar, Director (HR), BSNL]

Ref: - **CGM, ALTTC, letter no.F.No.9—84/19-20/ALTP-TM/General/Training dated 01.06.2020.**

With reference to the letter cited above, we wish to urgently bring the following to your kind notice, for making necessary intervention.

Vide the letter cited under reference, it is intimated by the administration of the ALTTC that, the JTO Phase-I training will start w.e.f. 08.06.2020, in respect of the candidates who are presently staying in the ALTTC hostel. Further, it is mentioned that, the training of all the remaining JTO Phase-I trainees will centrally be organised in the ALTTC, w.e.f. 07.06.2020.

We learn that, presently there are 154 candidates waiting to resume their JTO Phase-I training, which has been discontinued due to the lock-down clamped on account of the COVID-19. Out of these, 38 candidates are already stuck-up in the ALTTC, due to the lock-down. As mentioned in the letter cited under reference, we do not have any objection in the resumption of their training w.e.f. 08-06-2020.

However, in respect of the remaining 116 candidates, the situation is entirely different. They had been undergoing JTO Phase-I training in different training centers, viz., Jabalpur, Kalyani, Ranchi, etc. Due to the lock-down imposed w.e.f. 25.03.2020, their training has been suspended and they have been sent back to their original stations. However, as per the letter cited

cited under reference (2) above, drew your kind attention to this matter and requested the early implementation of the GTI to the Non-Executives. It is very disappointing that, the Management has neither implemented the GTI to the Non-Executives, nor has it bothered to give any reply to our letter.

Under these circumstances, we earnestly urge upon you to kindly look into the matter and to ensure the early implementation of the GTI to the Non-Executives.

under reference, the JTO Phase-I training of all these remaining 116 candidates is to be centrally organised at ALTTC, Ghaziabad, w.e.f. 06.07.2020. It is needless to state that, all these 116 candidates belong to different circles and most of them will have to travel more than 1,000 KMs to reach Ghaziabad, to join their JTO Phase-I training, w.e.f. 06.07.2020. By doing so, the BSNL Management will be held responsible for compelling these officials to travel such a long distance and for making them to get exposed to the COVID-19.

Hence, instead of organising the training of all the 116 candidates centrally at ALTTC, Ghaziabad, we suggest that arrangements may kindly be made for them to join their nearest training centres, viz., at Jabalpur, Kalyani, Ranchi, Chennai, Mysuru, etc. Further, we also suggest that, this training should start only when the COVID-19 situation improves in their respective circles. There is no compulsion that their classes should start w.e.f. 06.07.2020, as stated in the letter cited under reference.

In this connection, we have already requested vide our letter no.BSNLEU/523 (TRG) dated 01.06.2020 that the JTO Phase-I training of 32 candidates belonging to Karnataka circle, should be held at Mysuru itself. Once again we reiterate this demand.

In view of the unprecedented crisis that has engulfed the nation, due to the COVID-19, we request you to kindly view our letter seriously and to take the appropriate steps at the earliest.

Non-holding of the JTO (OL) LICE.

[BSNLEU/ 539 (EXAM) dated 10.06.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - **Our letter no.BSNLEU/539 (EXAM) dated 04.06.2020.**

Kindly refer to our letter cited under reference, vide which we have demanded that the Limited Internal Competitive Examinations for the Non-Executives, viz., JTO LICE, JAO LICE, JE LICE and TT LICE should be held, based on the vacancies existed as on 31.01.2020. In that letter, we have also brought to your kind notice that the Management had failed to hold these LICES for a long time.

In this connection, it has been brought to our notice that, the JTO (OL) LICE also has not been held. Your

kind reference is invited to the BSNL Corporate Office letter number E-11022/1/2007-Rajbasha dated 19th November, 2018, vide which the restructuring and redistribution of Hindi Cadre Posts in BSNL has been carried out. As per this letter, 117 posts of JTO (OL) have been created, on a matching saving basis, by abolishing 142 posts of Junior Hindi Translators (JHT).

As regards, filling up of these 117 posts of JTO (OL), it has been laid down that, 50% posts would be filled up through the LICE and the remaining 50% posts would be filled up through Direct Recruitment. Eventhough, the aforementioned letter was issued in November,



2018, due to reasons best known to the Management, the JTO (OL) LICE has not been conducted so far.

The non-holding of the JTO (OL) LICE has jeopardised the promotion of the aspiring and competent Non-

Executives belonging to the Hindi Cadre Posts. Hence, we request you to kindly look into this matter and to take expeditious steps for holding the JTO (OL) LICE, for filling up all the 59 JTO (OL) vacancies that are lying vacant.

Shirking the responsibility to pay salary to it's employees, by BSNL Management.

[BSNLEU/ 401 (PAY) dated 30.06.2020 to Shri P.K. Purwar, CMD BSNL]

We are writing this letter to convey the deep resentment and displeasure of the employees, over the issue of non-payment of salary on the due date. For the past so many months, employees are not getting payment of salary on the due date. As a result of this, employees are being put to face severe hardships.

Prior to the implementation of the VRS-2019, it was tom-tommed by the BSNL Management and the DoT that, the expenditure for payment of salary would be reduced by 50%, on account of the implementation of the VRS-2019 and thereby the financial position of the Company will also greatly improve. 79,000 employees have already retired under VRS, w.e.f. 01.02.2020. The expenditure of the Company, on account of payment of salary, has also come down drastically. However, still, the BSNL Management is not paying salary to it's employees on the due date.

It is disturbing to note that the Management thinks that payment of salary need not necessarily be paid on the last working day of the month, but can be paid according to it's convenience. For example, the Company's revenue collection stood at Rs.1,400 core for the month of May, 2020. The expenditure for payment of salary to the employees comes to only Rs.350 crore. Still the salary for the month of May, 2020 was not paid on the due date, i.e., last working day of May, 2020. It must also be noted that, salary for the months of May and June, 2020, was paid only after agitational programme was called on by BSNL Employees Union. Demonstration was organised on 21st May, 2020. Payment of salary for the month of April was an important demand in that agitation. It is not a coincidence that, salary for April, 2020, was also paid on 21st May, 2020.

Similarly, BSNLEU organised a dharna on 26th June, 2020. Payment of salary for the month of May, 2020 was one of the important demands. The same was paid on 25th June, 2020, i.e., after the dharna programme was called on. It appears that the Management has come to the mindset that, salary payment can be made only after call is given for some agitational programme.

The Human Resource is the main asset for any organisation. The employees have to be kept motivated, for the achievement of the targets fixed by that organisation. If the employees become a frustrated lot, then it will be very difficult for the organisation to achieve it's goals.

BSNL is a Government of India Company. Rules and Regulations, in respect of payment of salary to it's employees, has to be honoured by the Management. Non-payment of salary to it's employees, by the BSNL Management, is being frequently highlighted in the media. As a result, the image of BSNL is getting tarnished day by day. However, it is tragic that the BSNL Management is least bothered about this.

In view of the foregoing, BSNLEU wishes to firmly tell the BSNL Management, not to take the employees for granted any more, in the matter of payment of salary. It cannot keep payment of salary to the employees, as it's last priority. On the other hand, the Management is duty-bound to make payment of salary to it's employees on the last working day of every month. BSNLEU wishes to caution that, if the present situation continues, then industrial peace in BSNL will be disturbed and that, the Management alone will be held responsible for it.

Payment of interest for the belated remittance of LIC premium of employees.

[BSNLEU/411 (INS) dated 12.06.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - **Our letter no. BSNLEU/411 (INS) dated 13.03.2020.**

With reference to our letter cited above, and also the earlier discussions that we had with you on the subject, we wish to draw your kind attention to the following issue, for favour of necessary action.

We have already brought to your kind notice on several occasions that, the LIC premium amount deducted from the salaries of employees were not being remitted to the LIC, as a result of which the employees were facing

the lapse of their policies. During our discussions, you cited the lack of cash flow as the reason and assured to remit the premium amount to the LIC at the earliest. In one of the discussions, you were also kind enough to assure that, BSNL was even prepared to make payment of the interest amount to the LIC, on account of the belated remittance of the premium amount.

In this connection, it has been brought to our notice that the LIC Branch, Palanpur, Gujarat circle, has demanded payment of interest for the belated



remittance of LIC premium, as well as the GST thereon (copy of the letter enclosed). If payment of interests and GST thereon is demanded by one Branch of the LIC, naturally the same is likely to be demanded by the LIC throughout the country.

We are bringing the demand raised by the Palanpur Branch of LIC to your kind notice, with the view to seek your kind intervention on the matter and to settle the issue expeditiously in a uniform basis, in all the circles.

Strike by contract workers in West Bengal and Kolkata circles due to non-payment of wages for the past one year and against massive retrenchment through outsourcing.

[BSNLEU/ 543 (CL) dated 23.06.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - (1) **BSNL Corporate Office letter no.2-2(Misc./ Circular)/2019-WS&I dated 30.09.2019.**
(2) **BSNL Corporate Office letter no.2-2(Misc./ Circular)/2019-WS&I dated 19.05.2020.**

We wish to bring the following to your kind notice for favour of necessary action.

It has been brought to our notice that, the contract workers are on strike in West Bengal and Kolkata circles. It is also reported that, this agitation by the contract workers has disrupted normal functioning in both the circles and has created a deadlock. It is needless to state that, this situation has been created, due to the non-payment of the contract workers' wages for the past one year and also due to the instructions issued by the Corporate Office, vide letters cited under reference (1) & (2), for massively retrenching the contract workers.

BSNLEU, together with the BSNL Casual Contract Workers Federation (BSNL CCWF), have been continuously pressing hard for the payment of long pending wage arrears of the contract workers. Many agitational programmes have also been conducted on this issue. It is true that BSNL is undergoing severe financial crisis. However, in spite of it, the BSNL Management could have at least made a part-payment of the wage arrears. It is highly unfortunate that this was not done. As a result, 12 contract workers have committed suicide so far. It will not be an exaggeration to state that, the BSNL Management is responsible for all these suicides.

78,569 BSNL employees have retired w.e.f. 01.02.2020, under the VRS-2019. It means, the strength of BSNL's employees has been reduced by half, by the implementation of VRS-2019. In such a situation, the role of BSNL's experienced contract workers became very crucial, for the effective maintenance of BSNL's services. But, surprisingly, the BSNL Management has taken the decision to retrench the contract workers massively. It has also taken the ill-advised decision to outsource all the works, that so far have been done by the contract workers.

What is the rationale behind the Management's decision to retrench the contract workers, through outsourcing? It is only due to the consideration that, the contract workers in BSNL are being paid minimum

wages, as stipulated by the Ministry of Labour, together with social security measures such as EPF and ESI. Whereas, neither minimum wage will be paid in the system of outsourcing, nor EPF and ESI is made available. It is an open secret that, the workers are being ruthlessly exploited by the contractors, in the system of outsourcing. As such, it is highly unfortunate that the BSNL Management has decided to provide space for such an exploitation by contractors in BSNL, with the sole aim of saving some money.

The BSNL Management should keep in mind that BSNL is not a Private Limited Company, but belongs to the Public Sector, which has been established with the sole aim of serving the nation and its people. But, it is regrettable that forgetting this, the BSNL Management is following all the unethical practices of the private sector. BSNLEU, has repeatedly told the high command of the BSNL Management that, the existing contract workers can be better utilised in the Marketing Wing, to generate more revenue for the Company. However, the BSNL Management has preferred to tread in the beaten-track of cutting down the strength of the workforce to cut down the operational cost.

Being the biggest Trade Union of BSNL, BSNLEU has always kept the well being of the Company and that of its employees, as its twin objectives. However, it is a sordid state of affairs that, the Management is neither able to keep the Organisation afloat, nor is it taking care of its employees. The massive retrenchment of contract workers will deliver a serious blow to the operation and maintenance of BSNL's networks. Complaints have already started creeping in, indicating that manipulations by the contractors have already started in the outsourcing of works.

Hence, we once again request the Management to kindly reconsider its decision to retrench the contract workers massively, through the exploitative system of outsourcing. BSNLEU also urges upon the BSNL Management to immediately clear the long-pending wage arrears of contract workers. We desire that serious talks should be held between the Management and the Unions and Associations, regarding the gainful utilisation of the contract workers, instead of blindly retrenching them. Only a wise decision of the Management, on this issue, will avoid the ongoing West Bengal / Kolkata type of struggles.



We sincerely hope, that the BSNL Management will shed it's anti-contract worker mindset and will take a

wise decision that will create a win-win situation, both for the Company and the contract workers.

Reduction in pension of the retired Sr.TOAs due to mis-interpretation of rules by the CCA Maharashtra circle.

[BSNLEU/413 (Pension) dated 31.07.2020 to Shri P.K. Sinha, Member (Finance), DoT]

Ref: - **(1) BSNLEU letter no.BSNLEU/413 (Pension) dated 16.12.2019.**

(2) Guidelines given by the DoP&PW, as communicated vide Department of Posts letter no.100-1/2020-Pension dated 27th July, 2020.

In this regard, we would like to draw your kind attention to the guidelines given by the DoP&PW, as communicated Department of Posts, vide letter number cited under reference (2) (copy enclosed), wherein it is stated as follows: -

“.....However, for any such check of the correctness of past emoluments, the check should be the minimum that is absolutely necessary, and it should in any case not go back to a period earlier than a maximum of 24 months preceding the date of retirement.”

We would like to once again draw your kind attention to the following, on the subject mentioned above.

We have already brought to your kind notice, vide our letter cited under reference 1 that, a good number of retired Non-Executives, belonging to the Sr.TOA cadre of Maharashtra circle, are facing loss in pension, due to the misinterpretation of the Rules, by the CCA, Maharashtra circle.

As per the DoT letter no.1-38/MPP-98 dated 20.04.1999, Sr.TOAs were given OTBP (One Time Bound Promotion), on completion of 16 years, in the pay scale of 7100-200-10100. These promotions were given around 15 years back.

However, the CCA, Maharashtra circle is mis-interpreting the rule and is stating that the Sr.TOAs were wrongly given promotion in the pay scale of 7100-200-10100. The CCA argues that, the promotion should have been given only in the pay scale of 6550-185-9325. This is a wrong interpretation. As a result, lesser pension has been fixed in respect of many officials.

BSNLEU has represented this case to your goodself vide letter cited under reference (1). The representatives of BSNLEU met you in person on 12.02.2020 and have requested you to kindly intervene in this matter, to mitigate the suffering caused by wrong fixation of pension.

The Department of Posts has sought a clarification from the Department of Pension and Pensioners Welfare in this regard, for which the DoP&PW has given the above clarification.

As we have already mentioned, the pay fixation was done to the Sr.TOAs some 15 years ago. We still hold the firm view that those fixations were done in a proper manner and in accordance with the extant rules. Further, in accordance with the DoP&PW clarification, pay fixations done many years ago need not be re-opened.

In the light of aforementioned clarification by the DoP&PW, we request you to kindly undo the injustice done to the retired Sr.TOAs of Maharashtra circle. Since this case is dragging on for the past 8 months, we would like to request you to kindly give necessary instruction to the CCA, Maharashtra and to undo the injustice done to the retired Sr.TOAs of Maharashtra circle.

Starting of JTO Phase-1 training to the left out candidates.

[BSNLEU/ 523 (TRG) dated 01.07.2020 to Shri Arvind Vadnerkar, Director (HR), BSNL]

Ref: - **(1) CGM, ALTTC, letter no.F.No.9—84/19-20/ALTP-TM/General/Training dated 01.06.2020.**

(2) BSNL CO letter no.BSNLCO-TRG/27(11)/2/2020-Trainng dated 22.06.2020.

(numbering 116) would be organised in a centralised manner at the ALTTC, w.e.f. 06.07.2020.

BSNLEU, vide it's letter no. BSNLEU/523(TRG) dated 09.06.2020, strongly opposed to the centralised JTO Phase-I training to the 116 candidates at ALTTC. Thereafter, the Corporate Office vide it's letter cited under reference (2) stated that online JTO Phase-I training would be organised to the remaining 116 candidates and the examination would be conducted in the respective nearest RTTCs. In this connection, we would like to bring to your kind notice that the CGM, ALTTC, has not issued any modified letter, based on the decisions conveyed vide Corporate Office letter

We wish to urgently draw the following to your kind attention, for favour of necessary action.

The CGM, ALTTC, vide letter cited under reference (1) has stated that the JTO Phase-I training of those candidates staying in the hostel at ALTTC would start on 08.06.2020. Further, it is also stated that the JTO Phase-I training of all the remaining candidates



dated 22.06.2020. The continued silence by the CGM, ALTTC and the non-implementation of the decisions of the Corporate Office, regarding the imparting of online training to the remaining 116 candidates awaiting JTO Phase-I training, is causing unnecessary anxiety and confusion among the candidates. Further, we have also received information that, in some circles, action is also being taken to relieve the candidates for the centralised training starting at the ALTTC from

06.07.2020, as communicated vide letter cited under reference (1).

In the above narrated scenario, we would like to request you to kindly intervene in this matter urgently and to ensure the issuance of necessary instruction, by the Competent Authority, for the early starting of the online JTO Phase-I training, to the remaining 116 candidates, so that they are not kept in unnecessary anxiety and confusion.

Wrong fixation of pension for the retired Sr.TOAs, due to the wrong interpretation of rules by the CCA, Maharashtra.

[BSNLEU/413 (Pension) dated 09.07.2020 to Shri P.K. Sinha, Member (Finance), DoT]

Ref: - (1) **BSNLEU letter no.BSNLEU/413(Pension) dated 16.12.2019.**
(2) **BSNLEU letter no.BSNLEU/413(Pension) dated 13.03.2020.**

Kindly refer to the letters cited under reference, written by our Union to your goodself, with regards to the loss in pension, being experienced by a section of the Non-Executives of BSNL, belonging to Maharashtra circle.

We have pointed out in our above cited letters that, this loss in pension to BSNL officials has taken place only due to the wrong interpretation of the rules, by the CCA, Maharashtra circle. In this connection, the General Secretary and President of BSNLEU met your goodself on 12.02.2020 and explained that the CCA, Maharashtra has made a wrong interpretation of the rules, in respect of the Sr.TOAs who were promoted from 5700-160-8100 pay scale to 7100-200-10100 pay scale, under the One Time Bond Promotion (OTBP Scheme). We also pointed out that the CCA, Maharashtra has made a wrong interpretation by stating

that, the Sr.TOAs should have been promoted only in the 6550-185-9325 pay scale. During our discussion, with your goodself we also pointed out that the CCA Maharashtra was not listening to the explanations given by the CGM, Maharashtra on this matter.

We further pointed out that this problem is existing only in Maharashtra circle and not in any other circle. This fact itself explains that the CCAs of all other circles have correctly interpreted the pay fixation of the Sr.TOAs who were promoted from 5700-160-8100 pay scale to 7100-200-10100 pay scale, under the One Time Bond Promotion (OTBP Scheme) and that only the CCA, Maharashtra has wrongly interpreted this issue.

Since the affected retired employees are awaiting justice from the DoT, I request your goodself to kindly look into this matter and to do the needful, so that the loss in pension, being experienced by a section of the retired employees of BSNL Maharashtra circle is set right. Copies of the letters cited under reference are enclosed for your kind perusal.

Restoration of the Cash Gift of Rs.3,001/- to the retiring employees.

[BSNLEU/ 513 (WLF) dated 17.07.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - **BSNL CO letter no.F.No.25-7/2019-BSNL(WL) dated 08.01.2020.**

We wish to bring the following to your kind notice for favour of necessary action.

BSNL had been honouring each and every of its retiring employee, by offering the following gifts, at the time of their retirement: -

- (a) Cash Gift of Rs.3,001/-
- (b) A Shawl worth Rs.750/-
- (c) A Memento worth Rs.500/-

The cash gift, shawl and memento, which were offered to the retiring employees, were intended to express the Management's appreciation, as well as gratitude to the employees, for their life long service for the betterment of the Organisation. However, the Corporate Management, vide its letter number cited under reference, has stopped offering the cash gift of Rs.3,001/- to the retirees, w.e.f. January, 2020.

The rationale behind stopping the cash gift may be that, 79,000 employees were to retire under VRS on

31.01.2020, and that the Company would incur a huge expenditure, if the cash gift were to be extended to all the VRS retirees.

In this connection, we would like to state that, the total number of employees in BSNL has gone down drastically, as a result of which the number of retiring officials every month, has also come down in a big way.

Under these circumstances, we request that the practice of offering the cash gift of Rs.3,001/- to the retiring employees, may kindly be restored. This request is being made by BSNLEU, keeping in view that a sense of disappointment is prevailing among the retiring employees that the Management had withdrawn the payment of even a small amount, as a token of gratitude and appreciation to the retiring employees.

In view of the foregoing, we request you to kindly revisit the issue and to do the needful for the restoration of offering the cash gift Rs.3,001/- to the retiring employees.



Notes of the month

BSNL employees observed Black Day on the 20th anniversary of the Foundation of BSNL.

The government has cancelled BSNL's tender, floated to procure 4G equipments, by hatching a conspiracy. While 4G spectrum is allotted to BSNL on paper, practically the government is creating road-blocks for BSNL, in its launching the 4G service. Since the future of BSNL and its employees is becoming dark, the AUAB decided to observe Black Day on the 20th Foundation Day of BSNL, which fell on 01.10.2020. The programme has been successfully organised throughout the country. Employees wore black-badges and observed day long hunger strike to mark the Black Day.

BSNLEU boycotts the 39th meeting of the National Council.

When BSNLEU nominated non-BSNLEU members to the Staff Side of the National Council, it was rejected by the Management, which had been taking a firm stand that, the Recognised Unions could only nominate their members to the National Council. However, the Management has deviated from this stand now and has accepted the nomination of a non-member, by NFTE. The GS, BSNLEU spoke to the Director (HR), as well as to the Sr.GM(SR) and requested to adopt a uniform yardstick. However, the Management was not prepared to accept our demand. Hence, BSNLEU boycotted the 39th National Council meeting, scheduled to be held online on 07-10-2020. Consequently, the meeting has been postponed.

CHQ appeals to collect Rs.20/- per member, as donation to the WFTU.

The World Federation of Trade Unions (WFTU) is the international organisation of the working class, which is spearheading struggles at the international level, against the exploitations on the working class and to protect their rights. BSNLEU is a part of the Trade Union International (Transports and Communications) and the WFTU. The WFTU is presently facing an acute financial crisis. Hence, the Head Quarters of the WFTU has appealed to all its affiliated trade unions, to extend financial help. Considering this appeal, the All India Centre of BSNLEU has decided that, all the circle unions of BSNLEU should collect **Rs.20/- per member, in the September salary payment** and to send it to the CHQ promptly. This is a very important duty of BSNLEU and all the circle and district unions of BSNLEU are requested to pay their full attention in collecting this donation and sending it to the CHQ.

Central Executive Committee meeting of BSNLEU is to be held online on 02.11.2020.

The CEC meeting of BSNLEU will be held online on 02nd November, 2020. This is the second CEC meeting to be held online. The meeting will discuss and decide about ways and means to successfully organise the General Strike on 26th November, 2020.

Case admitted in the Principal Bench of the CAT, New Delhi, for pension revision of BSNL and MTNL retirees.

A case has been filed in the Principal Bench of the CAT, New Delhi, praying for the revision of pension of the BSNL and MTNL retirees. This case, which is filed by the

AIRBSNLEWA, came up for hearing in the Principal Bench of the CAT on 17th September, 2020. The case has been admitted and notice has been issued to the respondents to file reply. Now, the case has been posted for hearing on 3rd November, 2020.

CBI and ED appeal in the Delhi High Court, against the acquittal of A.Raja and others the 2G scam case.

The Delhi High Court has admitted an appeal, made by the CBI and the Enforcement Directorate, (ED) in the 2G scam case. Justice Brijesh Sethi has said that, the hearing on this case will be held on a day to day basis, till further orders. It may be remembered that, former Telecom Minister, A. Raja and others had been acquitted by the CBI Special Court, in the 2G scam case. Now, the CBI and the ED have appealed in the Delhi High Court, against this acquittal.

Submarine OFC commissioned between Chennai and Port Blair.

The newly laid sub-marine Optic Fibre Cable, between Chennai and Port Blair, was inaugurated by Shri Narendra Modi, Hon'ble Prime Minister on 10th August, 2020. This cable will provide high speed broadband facility between the Indian main land and the Andaman & Nicobar Islands. The 2,300 km sub-marine Optic Fibre Cable has been laid at a cost of Rs.1,224 crore. It is funded from the USO Fund. Laying of this sub-marine Optic Fibre Cable was entrusted to BSNL, which has executed the project on time. Some years ago, BSNLEU vigorously raised the demand that a submarine OFC should be laid to connect the Andaman and Nicobar Islands with the Indian main land. BSNLEU raised the issue in the National Council, from where the demand was referred to the DoT.

BSNLEU's RTI Cell is formed.

The CEC meeting of BSNLEU, held on 10th & 11th September, 2020, has directed that, BSNLEU's RTI Cells should be formed at the All India and circle levels. In accordance with this decision, the All India Centre of BSNLEU has formed the RTI Cell with the following members.

- 1) Com.C.K. Gundanna, former Circle Secretary, Karnataka.
- 2) Com.Mihir Dasgupta, former AGS.
- 3) Com.M.K. Dave, former Vice President (CHQ).

Com.C.K. Gundanna will function as the Convenor of this RTI Cell. All the circle unions are also requested to immediately form their RTI cells.

IDA increase w.e.f 01-10-2020.

Based on the consumer price index, issued by Shimla Labour Bureau on 30.09.2020, 5.5% IDA increase has become due w.e.f. 1st October 2020. The current IDA is 159.9%. With the 5.5% increase, the total IDA will become 165.4%.

Ms. Yojana Das selected as Director (Finance) of BSNL.

Ms. Yojana Das is selected as the Director (Finance) of BSNL, in the Search-cum-Selection Committee meeting held on 08.07.2020. Ms. Yojana Das is an experienced officer, who has served in the BSNL Corporate Office for long years. ■



Demonstrations on 09.10.2020, condemning the gang rape and brutal murder of a Dalit girl at Hathras - call of BSNL WWCC.



Chandigarh



Indore



Visakhapatnam



Ludhiana



Nagercoil



Salem



Rewari



Kolkata (West Bengal)



Vijayawada



Nellore



Trivandrum



Agartala



Black Day programme, called on by the AUAB held on 01.10.2020.

