

# BSNL EMPLOYEES UNION

Recognised Union in BSNL

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

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BSNLEU/ 204 (NC)

25.01.2018

To

Ms. Sujata T. Ray,  
Director (HR) BSNL,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Madam,

Sub: - **Dilution of the decisions taken in the National Council meeting - req.**

Ref: - (1) BSNL letter no.BSNL/39-3/SR/2017 dated 16<sup>th</sup> August, 2017.  
(2) BSNL letter no.BSNL/39-3/SR/2017 dated 27<sup>th</sup> November, 2017.

Kindly recollect the discussion that we had with you on the subject on 25.01.2018.

The 35<sup>th</sup> meeting of the National Council was held on 11.05.2017 and 13.11.2017 for which minutes have been released vide letter numbers cited above.

National Council is the highest negotiating forum in BSNL, for discussion and settlement of grievances of the employees. Since, the Director (HR) of BSNL is the Chairperson of this forum, decisions taken in the National Council are expected to be implemented with due seriousness, by the lower level officers. However, we regret to say that, the decisions given by the Chairperson are either being diluted or being delayed.

It is also very pertinent to mention here that BSNLEU has held one round of discussion with the Director (HR) on 08.01.2018, and with the GM (Estt.) on 17.01.2018, so far as the implementation of the decisions taken in the National Council. Despite these follow-up discussions held by our Union, not much progress is observed with regards to the implementation of the decisions taken in the 35<sup>th</sup> meeting of the National Council. In fact a sort of 'casual approach' is observed among the various Branches of the BSNL Corporate Office, with regards to the implementation of the decisions of the National Council.

The first meeting of the Standing Committee of the National Council was held on 24.01.2018. The business of the Standing Committee is that of reviewing the implementation of the decisions taken in the National Council. Through the discussions that were held in the Standing Committee, we observed that some of the decisions given by the Chairperson of the National Council are being diluted by various Branches of the Corporate Office. In this regard, we wish to draw your kind attention to the following points:-

**(1) *Withdrawal of BSNL Corporate Office letter no.BSNL/39-10/SR/2008 dated 21.10.2016 and formation of a cell at the Corporate Office level, for monitoring the implementation of Minimum Wages, EPF and ESI for the contract workers.***

This item was discussed in the NC meeting held on 11.05.2017. At the end of the discussion on this issue, the Chairperson assured the Staff Side that, ***specific complaints received from the Staff Side would be thoroughly investigated by the nodal cell of Corporate Office and corrective steps would be taken.*** Based on this decision, specific complaints have been brought to the notice of the Corporate Office, vide our letter no.BSNLEU/543(CL) dated 27.05.2017 and letter no.BSNLEU/543(CL) dated 06.09.2017 (copies enclosed).

So far neither any action has been taken on our specific complaints, nor have we received any reply from the Management on this count. When this is the case, no mention about the decision taken in the National Council on this issue had been made in the written status report given by the Management Side in the Standing Committee meeting held on 24.01.2018. Furthermore, the Management Side also suggested to close this item. This only shows the lack of seriousness and concern on the part of the Management Side with regards to the implementation of a National Council decision.

**(2) *Implementation of the judgement of Hon'ble CAT, Lucknow Bench on pay scale and status of senior accountants.***

After detailed discussion in the 35<sup>th</sup> meeting of the National Council held on 11.05.2017, the demand of the Staff Side was accepted. It was also decided that the DoT would be requested to revise the POs of the Senior Accountants absorbed in BSNL.

In the meantime, we came to know that the DoT, vide it's letter no. 37-25/2016-SEA-(L) dated 16.01.2017 and DoT F. No.35-25/2016-SEA(L) dated 13.11.2017, had already intimated BSNL that the Senior Accountants who were absorbed in BSNL on 01.10.2000, were also entitled for Group 'B' status in the DoT, prior to their

absorption in BSNL, which classification had already been published in official Gazette, and further endorsement of the same was not required. Copies of both these letters were already enclosed in the letter no.BSNLEU/532 (CADRE) dated 20.12.2017, addressed to the Director (HR), with copy endorsed to the GM (FP).

After all these ground works were done by BSNLEU, what reply given by the Establishment Branch in the above stated Standing Committee meeting, was astonishing. The following is the status report, as was orally given by the Establishment Branch in the meeting.

- (a) The Hon'ble High Court, Allahabad, has given a stay for the CAT order. (Factually this is not correct) The SEA Branch has been told to settle this first.
- (b) Earlier, the DoT had said that no Group 'B' pay scale could be given to those officials for whom Group 'C' Presidential Orders have been issued. Hence, the SEA Branch is advised to seek clarification from the DoT.

From the status report orally given by the Establishment Branch, it can be understood that the direction given by the Chairperson in the National Council meeting on the subject, based on which decision had been taken, is being meticulously diluted and diverted by the Establishment Branch. This action of the Establishment Branch makes a mockery of the very decision taken in the forum of the National Council on the subject. It is needless to say that, due to this diversion and dilution this issue will keep on making a 'merry-go-round' for a long period to come.

**(3) Stopping of illegal recovery from employees in the name of EPF contribution arrears.**

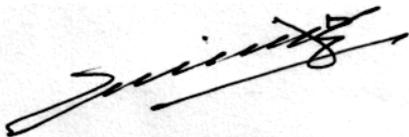
After detailed discussion in the NC meeting held on 11.05.2017, the Chairperson of the Council assured that the provision of the EPF Act would be implemented on this issue. It was recorded in the minutes that **the issue would be re-examined.**

In continuation of the discussion that took place in the NC meeting, the issue was again discussed in the formal meeting held on 08.01.2018, between the Director (HR) and BSNLEU, agenda for which was submitted by BSNLEU, vide it's letter no.BSNLEU/211(Formal Meeting) dated 22.12.2017. It was decided in that meeting that the Establishment Branch would take action on this issue. BSNLEU was directed by the Director (HR) to hand over a copy of the EPF Commissioner, Bhopal, to the GM (Estt.). Thereafter, as a follow-up, this issue was once again discussed with the GM (Estt.) on 17.01.2018. A copy of the letter of EPF Commissioner, Bhopal, was also handed over to the GM (Estt.) by the Union.

When so much follow-up work is being done by the Union, it was highly disappointing to get a very routine reply on this issue in the Standing Committee meeting held on 24.01.2018. It was casually told by the Establishment Branch that "Action would be taken within a month". The Establishment Branch was not able to state any action that it had taken on this issue so far.

Since, we are very much disappointed about the lackadaisical attitude of various branches of the Corporate Office, in respect of the implementation of the decisions taken in the National Council, we request you to kindly look into this and to do the needful.

Thanking you,  
Yours sincerely,



**[P. Abhimanyu]**  
**General Secretary**

Encl: As above.

Copy to: Shri A.M. Gupta, GM (SR), BSNL CO., Janpath, New Delhi – 110 001