



BSNL EMPLOYEES UNION

Central Head Quarters

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General Secretary

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BSNLEU/422 (WAGE)

26.02.2024

To,

Dr. Kalyan Sagar Nippani,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
Janpath,
New Delhi – 110 001

Sir,

Sub: Wage Negotiating Committee meeting to be held on 05.03.2024 – BSNLEU earnestly appeals to honour the agreement already reached on the new pay scales of the Non-Executives – req.

Ref: - Minutes of the 39th meeting of the National Council, released vide BSNL Corporate Office letter no.BSNL/20-5/SR/2022 dated 25.09.2023.

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

The 39th meeting of the National Council was held on 07.08.2023, wherein the Staff Side strongly raised the issue of prolonged delay in the settlement of Wage Revision. The Staff Side pointed out with serious concern that, the Management Side was creating road-blocks in the finalisation of the Wage Revision of the Non-Executives, by way of back-tracking from the agreement already reached regarding the new pay scales. It was further pointed out by the Staff Side that, in the Wage Revision Committee meeting held on 27.07.2018, both the Management Side as well as the Staff Side had already come to a mutual agreement, with regards to the new pay scales of the Non-Executives. However, subsequently, the Management Side reneged from this agreement, on the pretext that, the pay scales already agreed to in the meeting held on 27.07.2018 were too long, which would cost the Company heavily on account of Payment of Pension Contribution.

In the National Council meeting held on 07.08.2023, the Staff Side firmly raised the following two questions before the Director (HR), who is also the Chairman of the National Council.

- (1) After a series of discussions held in the Wage Negotiating Committee, both the Management Side, as well as the Staff Side agreed to the new pay scales in the meeting held on 27.07.2018. Thereafter, why the Management Side dishonoured the agreement and started offering truncated pay scales, which will again result in stagnation and make it a perennial problem of the Non-Executives.
- (2) The 3rd PRC has already recommended reasonably longer pay scales to the Executives. The BSNL Management has no power to cut-down those pay scales of the Executives, on the pretext of reducing the expenditure of the Company on account of payment of Pension Contribution. When this being the fact, why the Management wants to cut-down the pay scales of the Non-Executives alone, which will be an injustice and blatant discrimination to the Non-Executives.



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After carefully listening to the arguments of the Staff Side, the Chairman of the National Council gave the following ruling, which is incorporated in the Minutes cited under reference.

"After listening to the views of the Staff Side, the Director (HR) stated that the views of the Staff Side would be communicated to the Management Side members in the Wage Negotiating Committee."

However, no National Council meeting is held thereafter. Under these circumstances, BSNLEU issued notice for going on a One Day strike on 16.02.2024. Consequent to this, on 07.02.2024, BSNLEU was invited by the Director (HR) for discussing the issues contained in it's strike notice. In that meeting, BSNLEU bitterly complained about the non-implementation of the assurance given by the then Director (HR) in the 39th meeting of the National Council. On hearing this, the Director (HR) assured that, a meeting of the Wage Negotiating Committee would be held soon. It is under these circumstances, the Wage Negotiating Committee meeting is being held on 05.03.2024.

At this juncture, BSNLEU fervently appeals to the Director (HR), as well as to the Management Side members of the Wage Negotiating Committee, to kindly come forward to break the deadlock prevailing in the wage settlement of the Non-Executives, by honouring the agreement already reached in the Wage Negotiating Committee meeting, held on 27.07.2018, with regards to the pay scales of the Non-Executives. If such a positive approach is adopted by the Management Side, it will be easy to finalise the Wage Revision soon.

Thanking you,

Yours sincerely

[P. Abhimanyu]
General Secretary

Copy to: (1) Shri R.K. Goyal, Chairman of the Wage Negotiating Committee, BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001.
(2) Ms. Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001