



BSNLEU

**P. Abhimanyu**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385  
Fax : 011-25894862

Main Recognised Representative Union.  
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,  
Opp. Shadipur Bus Depot, New Delhi-110008  
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

**BSNLEU/ 401 (PAY)**

**30.06.2020**

To,

**Shri P.K. Purwar,**  
**CMD BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sir,

Sub: - **Shirking the responsibility to pay salary to it's employees, by BSNL Management - req.**

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 21<sup>st</sup> 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 21<sup>st</sup> May, 2020.

Similarly, BSNLEU organised a dharna on 26<sup>th</sup> June, 2020. Payment of salary for the month of May, 2020 was one of the important demands. The same was paid on 25<sup>th</sup> 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.

Thanking you,

*Yours sincerely,*



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

Copy to: (1) Shri Anshu Prakash, Secretary, Telecom, DoT, Sanchar Bhawan, New Delhi- 110 001  
(2) Ms. Shashi Negi, Chief Labour Commissioner (Central), Shram Shakti Bhawan, Rafi Marg, New Delhi-110 001  
(3) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001  
(4) Shri S.K. Gupta, Director (Finance), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001