



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/113 (STRIKE)

31.01.2024

To,

(1) **Shri P.K. Purwar,**
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110001.

(2) **Dr. Neeraj Mittal,**
Secretary, Telecom,
Department of Telecommunications,
Ministry of Communications,
Sanchar Bhawan, 20, Ashoka Road,
New Delhi-110 001.

Sir,

Sub: - **Issuing notice for One Day Strike to be organised on 16th February, 2024 – req.**

In accordance with the provisions of Sub Para (1) of Section 22 of the Industrial Disputes Act, 1947, I hereby issue the notification for going on One Day All India Strike on 16th February, 2024, on the following issues:-

Non-settlement of Wage Revision.

The Government and the BSNL Management are denying Wage Revision to BSNL employees. As a result, thousands of employees are suffering from the acute problem of Stagnation. BSNL employees are in no way responsible for the loss making of BSNL. Both the erstwhile Hon'ble Minister of Communications, Shri Ravi Shankar Prasad ji, as well as the present Hon'ble Minister of Communications, Shri Ashwini Vaishnaw ji, have categorically stated that the erstwhile Government had ruined BSNL. When this being the fact, denying Wage Revision to BSNL employees, on the plea that the Company is loss making, is most unjustified.

Vide DoT letter no.F.62-2/2016-SU dated 27th April, 2018, the CMD BSNL has been directed to complete the settlement of Wage Revision of the Non-Executives. Based on this, a Joint Wage Negotiating Committee was formed in BSNL. After in depth discussions in the Joint Wage Negotiating Committee, both the Management Side, as well as the Staff Side, unanimously finalised the new Pay Scales of the Non-Executives on 27.07.2018.

However, subsequently, the Management wriggled out from this commitment and is insisting that, the minimum and the maximum of the already finalised pay scales of the Non-Executives should be cut down. This is nothing but a 'foul-game' being played by the BSNL management. The management is doing this on the pretext of reducing the burden of the Company on account of Pension Contribution.

When the 3rd PRC has given reasonably long pay scales to the Executives, how is it justified and rational on the part of the BSNL Management to insist for shorter pay scales for the Non-Executives, which will make Stagnation a perennial problem for the Non-Executives. The adamant and unreasonable attitude of the BSNL Management has become a stumbling block in signing a wage revision agreement in the joint wage negotiating committee, as per the direction given in the DoT letter no.F.62-2/2016-SU dated 27th April, 2018. Non-settlement of wage revision and the chronic problem of stagnation, have greatly demotivated the Non-Executives of BSNL.

Denial of the timely launching of 4G & 5G services by BSNL.

BSNL is sinking deep into the crisis due to the denial of timely launching of its 4G and 5G services. Jio and Airtel have already launched their 5G service. As such, BSNL is unable to compete with them with its 2G and 3G technologies. According to the data being released by the TRAI, tens of lakhs of customers are deserting BSNL every month and are migrating to Jio and Airtel. Denial of permission for the upgradation of the 4G compatible BTSs of

BSNL and also denial of level playing ground to BSNL vis-a-vis the private telecom companies, in the matter of procuring mobile network equipments, have costed BSNL dearly. The commissioning of BSNL's 4G network by the TCS is nowhere in sight. Under these circumstances, the Government should immediately step in and should put in place an alternative arrangement, for the launching of BSNL's 4G and 5G services without further delay.

Denial of New Promotion Policy.

There are a lot of discriminations between the Executive Promotion Policy (EPP) and the Non-Executive Promotion Policy (NEPP). In the matter of promotions, adopting of two different yardsticks between the employees of the same organisation, is creating a lot of heart burning and unrest among the Non-Executives. Hence, the Management should immediately implement a New Promotion Policy for the Non-Executives.

Review the Restructuring of Manpower.

In the aftermath of the implementation of VRS, the Management has arbitrarily abolished thousands of posts without any rhyme or reason. The posts sanctioned for various Non-Executive cadres, under the "Restructuring of Manpower" scheme, has no relevance to the reality prevailing in the field level. Apart from imposing heavy workload, the "Restructuring of Manpower" has denied the Telecom Technician, JE, JTO and JAO promotions to the Non-Executives, apart from denying Rule-8 transfers. Hence, the "Restructuring of Manpower" should be reviewed in consultation with the Union.

Stop mindless outsourcing of works.

The Management is resorting to mindless outsourcing of works which will render even the existing Non-Executives surplus very shortly. Hence, it is demanded that the mindless outsourcing drive of the Management should be stopped. The engagement of the TIPs in BSNL's most lucrative FTTH business has proved to be counter productive. Hence BSNLEU has raised the demand that, BSNL itself should provide full-fledged FTTH service. Such proposals of BSNLEU should be duly considered by the BSNL Management.

In the backdrop of the issues and circumstances discussed above, BSNLEU has decided to organise One Day Strike on the following charter of demands:-

Demands:

- (1) Settle Wage Revision immediately. Resolve Stagnation problem without delay.
- (2) Do not weaken BSNL. Stop the massive exodus of BSNL's customers by ensuring the immediate launching of 4G and 5G services by BSNL.
- (3) Implement New Promotion Policy for the Non-Executives.
- (4) Review the Restructuring of Manpower. Ensure vacancies in the LICEs for the Non-Executives.
- (5) Stop mindless outsourcing of works. Remove TIPs in FTTH service.
- (6) Immediately settle Pension Revision w.e.f. 01.01.2017.
- (7) Stop the exploitation of casual and contract workers. Ensure Minimum Wage, EPF & ESI.
- (8) Repeal the 4 anti-worker Labour Codes.
- (9) Stop privatisation of the Public Sector Undertakings.
- (10) Scrap the National Monetisation Pipeline.
- (11) Implement Minimum Wage of Rs.26,000/-.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary