

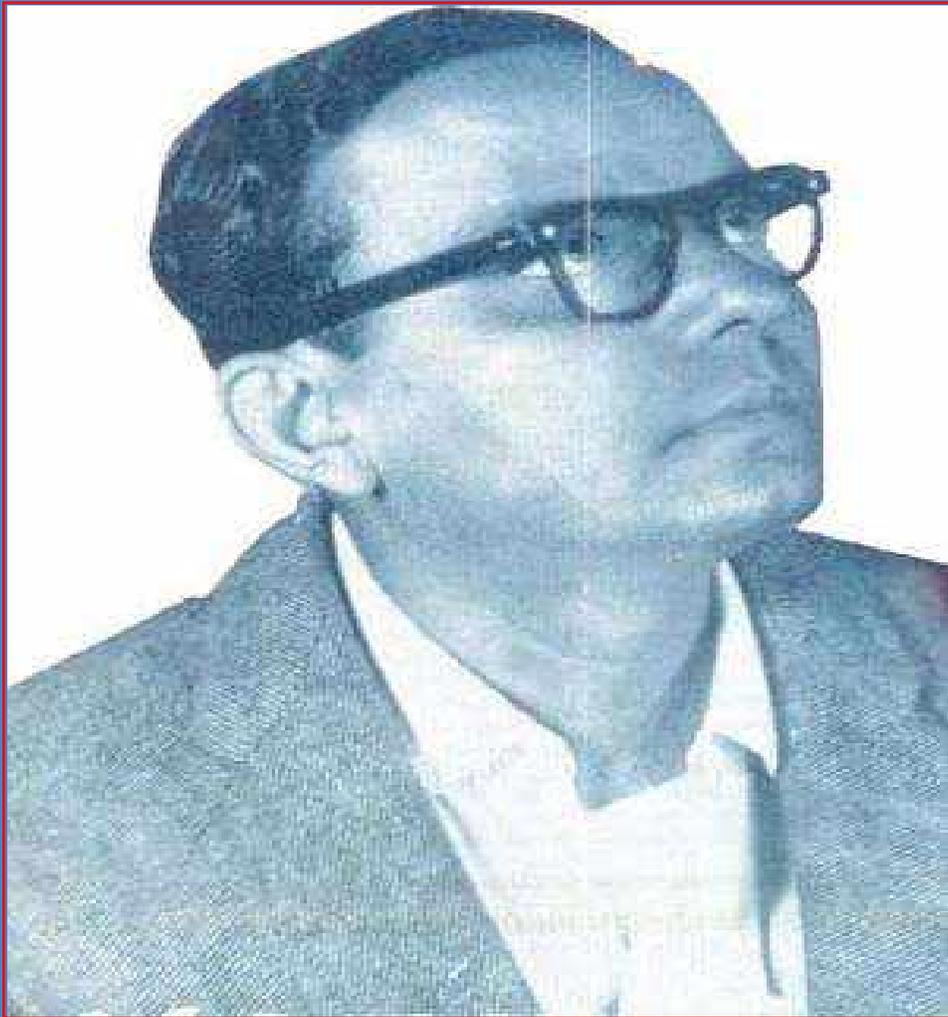
Tele-Crusader

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No. 07



**Birth centenary of Com.K.G.Bose,
the pathfinder of the P&T
trade union movement.**

07.07.1921 - 11.12.1974



**Central Executive Committee meeting of BSNLEU
held at Vadodara on 6th & 7th March, 2020.**



**BSNLEU****Editorial Board:****P. Abhimanyu**
*Editor***Swapan Chakraborty**
*Associate Editor***Balbir Singh**
R.S. Chauhan**Editorial Office:**CHQ, Dada Ghosh Bhawan,
2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot.
New Delhi – 110 008**Phone:**

011-25705385

Fax:

011- 25894862

E-mail:

bsnleuchq@gmail.com

website:

www.bsnleu.in

***Disturbing trends in the
Telecom Sector.***

The direction in which developments are taking place in the Indian Telecom Sector, is a cause for serious concern. The developments indicate that, Reliance Jio is all set to monopolise this sector. More worrying are the policies of the government, which are clearly facilitating this monopolising by Reliance Jio.

On one side, multinational giants like Facebook, Google, etc., are scrambling to pump in massive investments into Reliance Jio. Within the last one month, the Jio platforms, owned by Mukesh Ambani's Reliance Industries limited (RIL), has received 20 billion dollars investment. There is no doubt that, such massive investments are coming to Jio Platforms, since it is having the strong backing of the Narendra Modi government.

The publication of Prime Minister, Narendra Modi's photos in the advertisements of Reliance Jio, on the day when it launched its services in September, 2016, certainly sent a strong message throughout the country and the world that Reliance Jio is having the strong backing of Prime Minister, Narendra Modi. Similarly, the unceremonious shunting out of Shri J.S. Deepak, Secretary Telecom, for his questioning Reliance Jio's predatory pricing, is clearly another proof that, Reliance Jio is having the strong backing of the Modi government.

When Reliance Jio is receiving such massive investments, the condition of the other two private operators, viz., the Airtel and Vodafone Idea is pathetic. All is not well, with these companies. In the month of April, 2020 alone, Airtel has lost 5.26 million customers, while Vodafone Idea has lost 4.51 million customers. Both the companies put together, have lost 10 million customers in one single month.

It is under these circumstances, that Mukesh Ambani has announced in the 43rd Annual General Meeting of the RIL that, Jio has developed 5G technology and it will be launching its 5G service once the 5G spectrum is allotted by the government.

The condition of BSNL is worsening, since it has not been able to launch its 4G service even 9 months after the announcement of BSNL's Revival Package. Cancellation of the tender floated by BSNL in March, 2020, for procuring 4G equipments for 50,000 sites, has pushed BSNL into a very big crisis. It is important to mention here that, BSNL has cancelled its 4G tender only as per the directive of the government, citing flimsy reasons.

Naturally an accusation has arisen that, the Modi government has cancelled BSNL's 4G tender, with the view to delay BSNL's 4G launching, which will automatically benefit Reliance Jio. So, clearly the pawns are being moved by the government to facilitate Reliance Jio to monopolise the entire telecom sector in India. ■





BSNLEU salutes and pays respectful homage to Com.K.G.Bose, on his birth centenary.

07th July, 2020 is the 100th birth anniversary of our great leader, Com. K.G.Bose, who had immensely contributed in transforming the Central Government Employees trade union movement in general and the P&T trade union movement in particular. Through his struggles and sacrifices, Com.K.G. Bose awakened the P&T employees and showed a new path to their trade union movement.

At a very early age, Com. K.G.Bose lost his father and his elder brother. Therefore, he had to struggle hard to earn a livelihood for the family. Soon after his appointment as a clerk in the office of the Divisional Engineer, Telegraph, Calcutta, in 1941, Com.K.G.Bose became a sincere trade union activist. He emerged as a leader in the historic strike of the P&T workers in July 1946 strike, which is inscribed in the history of the freedom struggle.

He was arrested and dismissed from the service, in connection with the proposed strike in 1949. However, despite his dismissal from service, Com.K.G.Bose continued to serve the P&T trade union movement, till he breathed his last in 1974.

In 1954, Com.K.G.Bose played a pivotal role in forming the National Federation of Postal & Telegraph Employees (NFPTE). Thereafter, he significantly contributed to the formation of the Confederation of Central Government Employees. Com.K.G.Bose played leading role in organising the Central Government employees' strikes in 1960 and 1968.

As a part of his trade union activities, Com.K.G.Bose gave much significance in educating

the workers ideologically. In this process, Com.K.G.Bose inspired and created a large number of leaders. He attached much importance to the democratic functioning of trade union and in developing collective leadership. He emphasised that, a trade union worker should be morally clean and firm in ideology. They must be sincere in their official duties and should love their fellow workers.

Com.K.G.Bose raised the popular slogan of "Unity for Struggle and Struggle for Unity". He concentrated much in building up united struggles. This was manifested in the formation of the "12th July Committee", a platform consisting of the workers, employees and teachers in West Bengal, spearheading united struggles.

Today, when the country is facing the disastrous situation created by the anti-people, antiworker and pro- corporate policies of the Modi government, the teachings of Com.K.G.Bose, assume much significance. BSNLEU marches ahead in the path shown by Com.K.G.Bose, upholding his slogan of "Unity for Struggle and Struggle for Unity". BSNLEU has become a part and parcel of the struggles being organised by the mainstream trade union movement of the country.

The Central Secretariat of BSNLEU, which met on 15th June, 2020, has decided to observe the Birth Centenary of Com.K.G.Bose, for one full year, starting from 7th July, 2020. During this period, various programmes will be organised, to educate the employees of the teachings of Com.K.G.Bose. ●

COVID-19 takes the world by storm.

The Corona Virus Disease, shortly called as the COVID-19, has taken the world by storm. As of now, 1.65 crore people are infected by this disease worldwide and more than 6.5 lakh people have died. Countries announced lockdowns to contain the disease, as a result of which, by April, 2020, the entire world came to a grinding halt. Never have we seen such a situation in our whole life.

It is pertinent to mention here that, initially, it was the developed countries, such as the Britain, Germany, France, Italy, Spain, etc. which were severely affected by the COVID-19. The worst victim of this disease, as on date, is the US, where around 44 lakh people are infected and 1.5 lakh people have lost their lives. On the contrary, it is the socialist countries which have effectively controlled the Corona Virus Disease.

In China, where the Corona Virus out-break took place first, the disease is almost contained now. The infected number of people is kept limited at around 84,000. The number of people dead, also continues to remain at around 4,600. Similarly, the other socialist countries like Vietnam, Laos, Cuba and North Korea also have effectively controlled the Corona Virus Disease.

Next to the United States and Brazil, India is the 3rd most affected country in the world now. So far, 14.5 lakh people are infected by the COVID-19 and 32,000 people have died. However, Prime Minister, Narendra Modi, keeps on praising himself. He says, that the whole world is appreciating India, for the steps taken to control the Corona Virus Disease. But, what is the truth?

The first Corona Virus Disease was reported in India on 30th January, 2020, in Kerala. Immediately, the Kerala government swung into action. It allotted Rs.20,000 crore to fight the disease. Even the World Health Organisation (WHO) has appreciated the steps taken by the Kerala government to fight the Corona Virus Disease.

On the contrary, till February 24th, Prime Minister, Narendra Modi was busy in organising a massive reception to US President, Donald Trump. At a time when the Corona Virus Disease has started spreading fast, Prime Minister, Narendra Modi remained busy in mobilising lakhs of people at Ahmedabad, to say "Namaste Trump". This is how Narendra Modi government is fighting the Corona Virus Disease.

The most important failure of the Modi government in handling the COVID-19, is in the matter of the migrant workers. It did not apply its mind at all about the Migrant

Workers, before announcing the Lockdown. Hence, after Lockdown, around 10 crore Migrant Workers were left high and dry, without job, food or shelter. They were left to face starvation. Left with no other option, they started walking thousands of Kilometers, to reach their native places. Many met with tragic deaths on the way. The Narendra Modi government did a very big injustice to the Migrant Workers.

The Rs.20 lakh crore package, announced by the Modi government to fight the Corona Virus Disease, is a farce. It is only a repackaging of various schemes, already announced in the budget. What the Modi government has really allotted, to fight COVID-19, is abysmal.

Various restrictions on the movement of people, such as lockdown, ban under section 144, etc., are being continuously imposed, to contain the spread of the COVID-19. These restrictions have handicapped the working class in organising mobilisations. Utilising these restrictions, the Narendra Modi government has launched severe attacks on the working class. The hard-won right of "8 hour working day" has been taken away by certain state governments. Working hours has been increased from 8 hrs a day to 12 hours a day, to benefit the corporates. Labour Laws are being "put under suspension" by those state governments. Certainly, all these are being done only at the behest of the Narendra Modi government. As a part of these attacks, DA of the 48 lakh Central Government employees and 68 lakh pensioners, has been frozen for one and a half years. This is a very big attack on the livelihood of the Central Government employees and pensioners.

At this juncture, Prime Minister Narendra Modi has announced his intention to build an "Atmanirbhar Bharat"(self-reliant India). At the same time, in practice, he is selling all the Indian Public Sector Undertakings to foreign multinational companies, by allowing 100% FDI in Indian Railways, Air India, Defence Production Factories, Coal, Banking & Insurance companies, etc. Soon, foreign companies will take over all the above core industries. This is how Narendra Modi wants to build an Atmanirbhar Bharat.

The present crisis caused by the COVID-19 will continue, till an effective vaccine is discovered. Different countries have announced that, they had reached advanced stages in discovering the vaccine. Let us hope that the vaccine will be discovered soon and the humanity will come out of this crisis. ●



**Decisions of the CEC meeting, held at Vadodara
on 6th & 7th March, 2020.**

- (1) The meeting decided that the CHQ should take serious steps through the AUAB, for the immediate launching of BSNL's 4G service, so as to ensure an early financial revival of BSNL.
- (2) The meeting directed the CHQ to ensure the immediate resumption of Wage Negotiations of the Non-Executives and early signing of the Wage Agreement.
- (3) After the implementation of VRS, membership of the Union has drastically come down. In this backdrop, the future structure of the Union, especially at the district level was seriously discussed. The Corporate Management is also holding a meeting with the Recognised Unions shortly, to discuss about reorganisation. The meeting authorised the All India Centre to take an appropriate decision on this matter, in consultation with the CEC members.
- (4) It is decided that on 23.03.2020, which is the martyrdom day of freedom fighters Bhagat Singh, Sukhdev and Raj Guru, an "Anti-CAA, NPR and NRC Day" should be observed. Demand badge with black ribbon, should be worn by the employees on that day. Lunch hour gate meetings should be organised, explaining about the dangers of CAA, NPR and NRC. The preamble of the Indian Constitution should be read out in that meeting.
- (5) In view of the persistent efforts being taken by the communal forces to divide the working people, the meeting has called upon the circle and district unions to organise seminars, conventions, special meetings, etc., to strengthen communal harmony.
- (6) BSNLEU's Foundation Day should be observed on 22.03.2020, by hoisting Union flag, holding special meetings and other programme.
- (7) Ambedkar Jayanthi should be observed on 14.04.2020, in a befitting manner and respectful homage should be paid to Dr. B.R. Ambedkar, the great social reformer and architect of the Indian Constitution.
- (8) The meeting appreciated the CHQ for taking steps to organise a Young Employees Seminar at New Delhi on 03.04.2020 and directed the circle unions to send delegates to this Seminar, as per the decision of the CHQ. The meeting also decided that similar Young Employees Conventions should be organised at the circle level.
- (9) The meeting approved and appreciated the decision of the All India Centre, to revitalise the "BSNL Working Women's Coordination Committee (BSNL WWCC)", by reconstituting it.
- (10) The meeting approved the decision of the All India Centre to file a defamation case against five persons, for circulating audio clips and messages with derogatory remarks, defaming BSNLEU and the General Secretary.
- (11) The meeting directed the circle unions to hold the Circle Executive Committee meetings at the earliest, for explaining the decisions of the CEC meeting and also to strengthen the organisation at the circle and SSA levels. Central office bearers will participate in these meetings.
- (12) The BSNL Corporate Office has now released the funds for remittance of Union subscription money, deducted from the salaries of the VRS optees. However, so far CHQ has received subscription money only from 10 circles. The meeting directed the circle secretaries to ensure that, the CHQ quota of all the circles are remitted to the CHQ immediately.
- (13) The meeting noted with a deep concern that, despite clear cut direction from the All India Centre, five Central Office Bearers have taken VRS. Out of these, three Central Office Bearers have since submitted their resignations. The CEC meeting replaced all those five Central Office Bearers. The following comrades are elected in their places.
Vice Presidents.
 - (i) Com. Anand Narayan Singh, JTO, Vadodara, Gujarat.
 - (ii) Com. S.P. Singh, Office Superintendent (retd.), Noida, UP(West).**Assistant General Secretary.**

Com. Anand Kumar Singh, Junior Engineer, Azamgarh, UP(Eest).

Organising Secretaries.
 - (i) Com. Sanjiv Kumar, Telecom Technician, Amritsar, Punjab.
 - (ii) Com. Jagat Ram Sharma, Junior Engineer, Hamirpur, Himachal Pradesh.
- (14) The meeting also noted with concern that, three circle secretaries had opted for VRS. It is decided that the circle conference / circle executive committee meeting, as the case may be, should be conducted within two months and a serving employee should be elected as the circle secretary. ■



BSNL Working Women's Co-ordination Committee meeting.



Reconstituted BSNLWWCC members with CHQ leaders.

After the reconstitution of the BSNL Working Women's Coordination Committee by the All India Centre, its first meeting was held in hotel Tulsi, at Vadodara, on 05-03-2020. This was also the 5th meeting of the Committee.

Com.K. Ramadevi, Vice President (CHQ) presided over the meeting. Com. Banani Chattopadyaya, moved the condolence resolution. The house stood in silence for a minute and paid homage to the leaders and comrades, who had passed away after the last meeting.

Com. Tapaswini Trivedi, Gujarat, sang the inaugural song. Com.D.K. Bakutra CS, Gujarat and Com.Anand Narayan Singh, ACS, Gujarat, delivered the welcome address on behalf of the Reception Committee. Com.P.Abhimanyu, GS, inaugurated the meeting and delivered his address. Com.P.Indira, Convenor, presented the report on activities and addressed the meeting.

Com.Animesh Mitra, President and Com.Swapan Chakraborty, Dy.GS, greeted the meeting.

Thereafter, deliberations started on the report presented by the Convenor. Com.K.Baghyalakshmi, Kerala, Com.Banani Chattopadyaya, West Bengal, Com.Sharmila Data, Kolkata, Com.Tapaswini Trivedi, Gujarat, Com.Berlin Alice Mary, Tamil Nadu, Com.Hemavati, Chennai Telephones, Com.Amita Nayak, Maharashtra, Com.Revathi Rajesh, Karnataka and Com.Shaveta Malhotra, Punjab, addressed the meeting. Com.P.Indira, Convenor, summed up the discussions. Com.P.Abhimanyu, GS, made his closing remarks. Many important decisions were taken in the meeting, for the revival of BSNL and the strengthening of BSNLEU, as well as BSNL WWCC. Com.D. Shylla, North East-I and Com.Mamta Bhavsar, Madhya Pradesh, have availed leave for the meeting.

**Central Secretariat meeting held online
on 15th June, 2020.**



Decisions of the Central Secretariat meeting, held on 15.06.2020.

BSNLEU Circular No.06 dated 21st June, 2020.

The Central Secretariat meeting (consisting of the Central Office Bearers) of BSNLEU, was organised through video conferencing, on 15.06.2020. Com.Animesh Mitra, President, presided over the meeting. All the 25 Central Office Bearers participated in the meeting. At the outset, all the participants stood in silence for a minute and paid homage to the comrades who passed away after the Vadodara CEC meeting, as well as the migrant workers, who lost their lives on the way to their home states, after the lock-down was implemented. A note for discussion was presented by Com.P.Abhimanyu, General Secretary. All the Central Secretariat member participated in the discussion. After in-depth discussions, the Central Secretariat meeting took the following decisions: -

- (1) The meeting noted with deep concern that, the hard-won right of the working class, viz., **8 hour working day** is being taken away. Various state governments have increased the working hours from **8 hours a day to 12 hours a day**, at behest of the Narendra Modi government. It is worrying to note that in many states, all the labour laws have been suspended and thereby slavery is being imposed on the working people. The DA of the Central Government employees and pensioners has been frozen for 1 ½ years. More than 10 crore migrant workers are facing unprecedented crisis, due to the indifference of the Narendra Modi government. To mitigate the sufferings of the working people during the lockdown period, the Central Trade Unions have rightly demanded the government to transfer Rs.7,500/- per month, for the months of April, May and June, to all the non-income tax paying house holds. But, the government has not accepted this demand.

The government has also launched a brutal attack on the public sector. On the one hand, Prime Minister, Narendra Modi, talks about **Atmanirbhar Bharat**. On the other hand, his government is taking all the steps to privatise and to hand over the Indian Railways, Air India, Defence Factories, Coal mines, Bank, Insurance, Port & Docks, etc., to the multinational companies, by allowing 100% FDI in these sectors. 10 Central Trade Unions(CTUs), barring the BMS, are unitedly building resistance

movements against the changing of the Labour Laws, privatisation of the PSUs, as well as on other demands. The CTUs have given call for country wide protest demonstrations on 3rd July, 2020. They are also planning massive mobilisations for struggles like prolonged non-corporation and defiance. The Central Secretariat meeting decided that, BSNLEU should implement all the calls of the CTUs.

- (2) The meeting expressed it's deep resentment over the inordinate delay in the implementation of **BSNL's the Revival Package**, which includes the launching of BSNL's 4G service, sovereign guarantee for issuing bonds, assets monetisation, etc. It is already 8 months since the Revival Package was announced by the government, with much pomp and show. However, except retrenching 79,000 employees under VRS, the government has not taken any step to revive BSNL. On the contrary, conspiracy has been hatched to scuttle BSNL's 4G equipment procurement. The tender floated by BSNL to procure 4G equipments, has been stalled by the Commerce Ministry, based on some untenable objections raised by the Telecom Equipments and Services Export Promotion Council (TEPC). It is apparent that vested interests are at work, to stop BSNL from launching it's 4G service. It is very unfortunate that the government is also extending it's helping hand to those vested interests.

So far as the settlement of the burning problems of the Non-Executives is concerned, the meeting is totally disappointed to note that, the BSNL Management is adopting a negligent and lackadaisical attitude. Hence, the meeting decided to organise a day long dharna, with social distancing, on 26.06.2020, throughout the country, demanding immediate implementation of BSNL's Revival Package, including the launching of 4G service and expeditious settlement of the burning problems of BSNL employees.

- (3) The meeting appreciated the CHQ for maintaining a lively functioning, despite all the restrictions imposed on account of the lock-down. The meeting noted with satisfaction that, the CHQ



has taken steps to provide relief to the contract workers, by way of raising the “Contract Workers Relief Fund”. Totally, Rs.65 lakh has been collected in 20 circles and relief has been provided to the contract workers, by distributing food materials. The meeting also appreciated the CHQ for organising lunch hour demonstrations with social distancing, on 21.05.2020, against increasing the working hours to 12 hours a day and on certain other issues.

- (4) The meeting appreciated the CHQ for organising the Central Secretariat meeting through video conferencing. The meeting called on the CHQ to utilise the digital platform, for organising the meetings of the Central Executive Committee, BSNL Working Women’s Co-ordination Committee, as well as the meetings of the All India Centre. In view of the restrictions imposed on account of the COVID-19 crisis, the meeting called upon the Circle, District and Branch unions to maintain effective communication with the grass-root level employees. The meeting requested the Circle, District and Branch unions to take effective steps to convey all the messages of the CHQ, uploaded on website and sent through circulars and WhatsApp, to the grass-root level employees promptly, by translating them into Regional Languages wherever necessary.
- (5) The birth centenary of Com.K.G. Bose, falls on 7th July, 2020. The Central Secretariat decided that the birth centenary of Com.K.G. Bose should be observed for one full year, to educate the employees. The meeting decided that, the photo of Com.K.G. Bose, should be garlanded in all the Circle and District union offices on 7th July,2020. It is also decided that seminars, special meetings, etc., should be organised to educate the employees on the visionary thoughts of Com.K.G.Bose.

(6) The journals of the union, viz., Tele Crusader and BSNL Swar, are not being printed from the month of April, 2020 onwards, due to the lock-down. The meeting reviewed the situation and decided that the issue for the month of July should be printed online. Thereafter, the situation is to be reviewed and appropriate decision is to be taken by the All India Centre, regarding printing the journals.

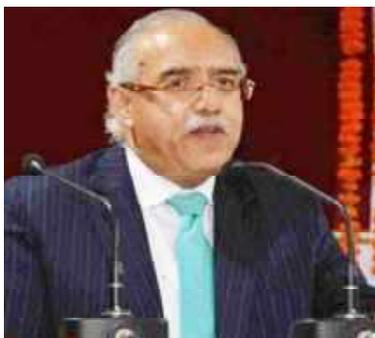
(7) The meeting decided that a New Promotion Policy should be demanded by the CHQ, in view of the drastic changes that have taken place in BSNL. A two member Committee, consisting of Com.Swapan Chkraborty, Dy.GS and Com.S. Chellappa, AGS, is appointed by the Central Secretariat, to give suggestions to the CHQ, for formulating the New Promotion Policy. The proposals for the New Promotion Policy will be finalised after discussion in the Central Executive Committee meeting.

Further, it was brought to the notice of the Central Secretariat that, large scale leakage of funds is taking place in the outsourcing of BSNL’s works. The meeting appointed a two member Committee, consisting of Com.John Verghese, AGS and Com. P.R. Parameswaran, Organising Secretary, to collect the inputs in this regard, based on which the CHQ is to take up the issue with the Management.

(8) As regards the reorganising of the Telecom Factories, the meeting decided to demand that, a separate “Telecom Factories Circle” should be created and all the telecom factories should be brought under the control of this circle.

(9) The All India Centre has already donated Rs.25,000/- to the Progressive Printers, for the payment of wages of it’s employees during the lock-down period. The Central Secretariat approved this donation.

Laws and Legal System are totally in favour of the rich and the powerful” - says Justice Deepak Gupta, who retired recently.



Justice Deepak Gupta, Supreme Court judge, retired on 6th of this month. After his retirement, Justice Deepak Gupta has made certain important remarks. They are very important revelations, which the ordinary citizens need to know, so as to understand what actually is going on in this country.

* “Laws and... legal system are totally geared in favour of the rich and powerful”.

* “The Supreme Court hasn’t “come out better” after the allegations of sexual harassment against former Chief Justice Ranjan Gogoi.”

* “ It is not that anybody would offer me that, but I would not have accepted the Government’s offer of a Rajya Sabha seat.”



***Resolutions passed in the Central Executive Committee meeting,
held at Vadodara on 6th & 7th March, 2020.***

On the financial revival of BSNL.

On 23.10.2019, the Union Cabinet approved a Rs.69,000 crore Revival Package for both BSNL and MTNL. The salient features of this Revival Package is the allotment of 4G spectrum, the issuing of Sovereign Guarantee for raising funds to the tune of Rs.15,000 crore (Rs.8,500 for BSNL and Rs.6,500 for MTNL) by way of issuing long term bonds, monetisation of assets and implementation of a VRS.

Out of these, only the VRS has been implemented, through which 78,569 BSNL employees have been sent home. It is extremely disturbing to note that, even after the lapse of nearly 4 months, 4G spectrum has not been allotted to BSNL. Similarly, the government has not yet issued the Sovereign Guarantee to BSNL, to enable it to raise Rs.8,500 crore, by way of issuing long term bonds. The process of monetisation of BSNL's assets is also moving at snail's pace. The Hon'ble Supreme Court of India's judgement, with regards to the calculation of the AGR, has caused uncertainties in the telecom sector, due to which banks are also unwilling to extend the much needed loans to BSNL.

Due to the delay in the allotment of 4G spectrum and also due to the non-availability of funds, it is understood that, BSNL's 4G service is not likely to

be launched before the end of 2020. This delay is much against the spirit of the Union Cabinet, in approving the Revival Package for BSNL. The attention of the Hon'ble Minister of Communications has already been drawn to the need to provide BSNL with the much needed working capital. However, nothing has happened.

This meeting wishes to point out that, BSNL has provided 4 lakh new mobile connections in the month of December, 2019, whereas, Jio was able to provide only 82,000 new mobile connections. Vodafone Idea has lost 34 lakh customers in that month, while Airtel has lost 11,000 customers. The steep tariff increase made by the private telecom companies has created a favourable market condition for BSNL. However, BSNL is not able to utilise this opportunity, due to its inability to promptly launch its 4G service.

Hence, this CEC meeting of BSNLEU being held at Vadodara on 6th & 7th March, 2020, urges upon the BSNL Management to take all out efforts to launch its 4G service without any further delay. Similarly, the meeting also urges upon the DoT and the government of India to provide BSNL with the much needed working capital, to enable the Company to immediately launch its 4G service.

On denial of Trade Union rights in BSNL.

The Trade Union movement in BSNL has become an integral part of this Public Sector Undertaking. The united trade union movement of BSNL, earlier under the banner of "Forum" and presently under the banner of the "AUAB" have immensely contributed to improve the quality of services, as well as the revenue earnings of the Company. The unions and associations under the banner of the AUAB are extending their fullest co-operation for the financial well being of the Company. The entire Executives and Non-Executives in BSNL, while fighting for their legitimate demands, do not lag behind to extend their fullest co-operation for the financial revival of the Company. It also pertinent to mention here that, the Executives and Non-Executives of BSNL under the joint movement, even undertake such works which do not come within the purview of their duties and responsibilities.

The unions and associations in BSNL have launched many movements to improve the work culture of the employees and thereby to improve the quality of the services and the revenue collection of the Company.

"Customer Delight Movement" was one such initiative thereby the entire Executives and Non-Executives greatly contributed to improve customer satisfaction. Similarly, another movement called "Service With A Smile" was also another such significant movement to enhance customer satisfaction. Very recently, the unions and associations, under the banner of the AUAB have also launched another movement called "BSNL At Your Door Steps".

It is pertinent to mention that, through the above mentioned movements, the Unions and Associations of BSNL have greatly contributed to bring BSNL into operational profits during the year 2014-15, 2015-16 and 2016-17. Never in any other Public Sector Undertaking, the unions and associations are contributing so much for the financial well being of the Company, as is being made in BSNL.

Despite all these contributions of the Unions and Associations in BSNL, it is extremely disturbing to note that, of late the BSNL Management is adopting a very hostile attitude towards the unions and



associations. The Hon'ble Supreme Court of India has asserted on many occasions that, 'the right to protest', is the fundamental right of every citizen of India. Recently also the Hon'ble Supreme Court of India has observed that every citizen has the right to participate in peaceful protest action. However, in BSNL, peaceful agitational programmes such as dharna and hunger strikes are not being permitted to be organised by the unions and associations. Every time, the unions and associations of BSNL issue call for peaceful protest actions like dharna and

hunger strikes, instructions are being issued by the SR Branch of the Corporate Office to all the Chief General Managers to take steps to foil those peaceful agitational programmes. It is highly regrettable that, in a democratic country like India, even peaceful agitational programmes like dharna and hunger strikes are not being allowed by the BSNL Management. This CEC meeting of BSNLEU, earnestly urges upon the BSNL Management to give up all it's actions being taken to foil peaceful agitational programmes in BSNL.

On resuming the Wage Negotiations of the Non-Executives.

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 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 dated 27th April, 2018, has informed 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 it's letter dated 19.07.2018, has constituted the Joint Committee, to recommend the wage structure for the Non-Executive employees. 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. The BSNL Management, vide it's letter no.BSNL/12-1/SR/2019/pt. dated 15.07.2019, has replied 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. The 8th 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 6 months 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 and the wage negotiations have not been resumed. The Central Executive Committee meeting held at Vadodara on 6th & 7th March, 2020, urges upon the BSNL Management to immediately resume the Wage Negotiations to ensure an early signing of the Wage Agreement.

On the need for fresh recruitment in BSNL.

On implementation of VRS in BSNL, 78,569 employees have been retired. 70,000 employees remained in service on 01.02.2020. As declared by the Hon'ble Minister of Communications, VRS has been implemented only to reduce the expenditure on account of salary. It is not based on any scientific study, as to how many employees are required by BSNL, to run it's services. Reduction of the wage bill alone is not going to result in the revival of BSNL. This is the experience of implementation of VRS in MTNL. Sufficient number of employees, especially in the Non-Executive cadre, has to be there to ensure the efficient functioning of the Company. The BSNL Management has decided to manage the services, by outsourcing the works to private agencies like other

private telecom companies. This meeting wishes to remind the BSNL Management that, BSNL is not a private telecom company, but a company belonging to the people of this country. As such, BSNL is having certain obligations to fulfill, in the interest of the people of the country. Generation of employment by the Public Sector Companies is one such obligation. As such, this meeting urges upon the BSNL Management to shed the mindset that, all works should be managed through outsourcing. Undoubtedly, outsourcing paves the way for corruption in a big way. BSNLEU has already made it clear umpteen times that BSNL did not go into loss due to the size of it's work force. This is clear from the fact that BSNL earned Rs.10,000 crore net profit in the year 2004-



05. In view of the above mentioned facts, this CEC meeting of BSNLEU being held at Vadodara on 6th & 7th March, 2020, demands that the BSNL

Management should make fresh recruitment in the cadres like Telecom Technician, Senior Office Associate, etc.

On contract workers issues.

This CEC meeting is being held at a time when the contract workers are waiting to get their wages arrears of the past ten months. The meeting observes with grave concern that 7 contract workers have already committed suicide due to non-receipt of wages on time. The matter is being taken up with the Corporate Management by BSNLEU and BSNL CCWF, as a result of which the Corporate Management released funds for the payment of wages of 2 months. However, it is learnt that in many circles, even this 2 months' wages have not reached the hands of the contract workers. This meeting urges upon the Corporate Management to immediately release the funds for the payment of wage arrears of the contract workers.

This CEC meeting also expresses its strong resentment over the decision of the Management to retrench the entire contract workers presently working in BSNL and to hand over the entire works for outsourcing. All these contract workers have worked for more than 20 years in BSNL and have immensely

contributed for the growth and development of the Company. It will be totally ungrateful on the part of the Management to throw them on the streets by retrenching them from BSNL. This meeting wishes to point out that these contract workers are well experience in the maintenance of BSNL's networks. At a time when nearly 80,000 employees of BSNL have been retired under VRS, the services of the contract workers will be immensely useful for the maintenance of networks and for the provisioning of the services.

In view of the foregoing, this CEC meeting of BSNLEU being held at Vadodara on 6th & 7th March, 2020, urges upon the BSNL Management to immediately release the funds for the payment of wage arrears of the contract workers. Further, this meeting also implores upon the Management not to retrench the contract workers through outsourcing of the services, but to utilise them for the growth and development of BSNL.

On CAA - NPR - NRC.

The Central Executive Committee meeting of BSNL Employees Union held at Vadodara on 6th & 7th March, 2020, in its session discuss the volatile situation of the country after introduction of Citizenship Amendment Act 2019 (CAA) in the Parliament. The CAA is approved by the President of India on 11th December, 2019, soon after getting it passed in the Parliament. Taking the absolute majority in the lower house, i.e., Lok Sabha and with the help of some of the like minded parties in the upper house, i.e., Rajya Sabha, the ruling BJP did not give much time to get the bill passed without much discussions. The ruling party was so adamant that they are not ready to listen the voice of the large section of the society in the country.

Through this CAA, the citizens of the country is divided in the name of religions. The Act is unconstitutional and illegal. It violets the fundamental rights given by the constitution to each and every citizen of the country. The amendment is an attack on the secular concept of citizenship as defined in the constitution. The CAA has done is to introduce a religions criteria in determining citizenship.

As per the amendment, people belong to Hindus, Sikhs, Budhists, Jains and Parsis or Christians who come from Afghanistan, Bangladesh or Pakistan

before 31st December, 2014, shall not be treated as illegal migrants and can apply for citizenship by naturalisation, if they spent net less than 5 years in India. But this provision does not apply to Muslims who have come to India from these countries. What the BJP government is aiming for is to create the Muslims a category of second class citizens whose rights will be severely circumscribed.

Along with the CAA the Cabinet has taken a decision to start preparations for updating the National Population Register (NPR) with additional 6 new questions other than the earlier 15 questions. The new questions are the name of the parents, their places and date of birth and the details of Aadhaar. The Aadhaar information will then be crosschecked with the UIDAI, for verification of the individuals biometrics.

The NPR is directly linked to the NRC. In one side, due to the wide spread resentment against CAA, NPR and NRC, Prime Minister, Narendra Modi has declared that his government has not discussed on NRC anywhere. Whereas, the President of India in his customary address to a joint session of Parliament on 20th June, 2019, announced that the government has decided to implement the process of National Register of Citizens (NRC). Similar statement was



given by the Home Minister, Shri Amit Shah in Rajya Sabha on 21st November, 2019.

Those who will be identified as “doubtful citizens”, through NPR, they will have to go through the complicated process of submitting proof of their citizenship. Under such atmosphere, the CEC meeting feels that the protests throughout the country against the CAA - NPR – NRC is very much appropriate. It

further resolves to demand to the government to withdraw the CAA and must have dialogue with the cross section of the people of the country and thereby cancel the process of CAA – NPR – NRC immediately. The meeting also appeals to all citizens of the country in general and BSNL employees in particular to join together to save the country against the communal agenda of the ruling party and upheld the secular fabric of the country.

On Communal Harmony.

The violent communal riots that took place in North East Delhi, during the last week of February, 2020, have shocked the entire nation. They were organised attack launched on the people who were peacefully protesting against the CAA, NPR and NRC. Even the Delhi High Court has told that the attacks were instigated by hates speeches made by BJP leaders like Anurag Thakur, Kapil Mishra, etc. The Delhi High Court rightly questioned the police authority, why FIR was not filed against these BJP leaders who instigated riots. Besides, both the Delhi High Court and the Supreme Court have severely criticised that the Delhi Police failed to take timely action to stop the riots. The Courts have rightly pointed out that precious lives could have been saved had the police taken timely action. It is to be remembered here that the Delhi Police is the right under the control of the Union Home Minister, Amit Shah.

53 people have lost their lives in the riots. At the same time, it is heartening to note that in many places of the riot-torn North East Delhi, people belonging to both Hindu and Muslim religions have saved the lives of their neighbours, from the rioters, the lives of their neighbours belonging to other religion. In some places, the Hindus have protected the lives of their Muslims neighbours from the rioters. In the same way, in some other places, the Muslims have safeguarded the lives of their Hindu neighbours from the rioters. These citizens belonging to Hindu and Muslim religions are truly representing the great tradition of religious tolerance of our country. In fact, they are fulfilling the dreams of the father of our Nation, Mahatma Gandhi. All should understand that it is only communal harmony and not communal hatreds which is the need of the hours.

India and other capitalist countries are passing through a severe economic crisis. The government is giving huge concessions to the big corporates in the name of bringing the economy back to normalcy. In the last one year itself, the Narendra Modi government has extended concessions to the big corporates, to the tune of Rs.2.15 lakh crores. However, this could not

contain the deepening crisis. With the view to increase their profits, the capitalists are resorting to retrenchments, lay-offs, increasing workload, introducing part time jobs in the place of permanent jobs, freezing of wages, attacking the existing social securities, etc. This is happening in India, as well as in all capitalist countries. Against these attacks, working class in India as well as in other capitalist countries are relentlessly fighting to protect their livelihoods.

While launching rootless attacks on the working class to suppress their justified struggles, the corporate class and their governments are also dividing the working class in the name of religion, race, region, cast, etc. In India also, the rule of the Narendra Modi government, has widened the disparity between the big corporates and the poor working masses. The Indian working class is relentlessly fighting under the leadership of the Central Trade Unions, against the pro-rich and anti-poor Neo-Liberal Policies of the Narendra Modi government. However, the ruling BJP and the RSS are taking all out efforts to divide the working class, to weaken their struggles, by creating the Hindu-Muslim divide. In the similar way, certain Muslim fundamentalist forces are also dividing the people in the name of religion. We should understand this is only a strategy to weaken the struggles of the working classes against exploitation, with the view to help the rich and big corporates. The working class of this country should rightly understand this conspiracy being hatched by the corporates and the communal forces. The need of the hour is the working masses, from Kashmir to Kanyakumari should remain united and maintain communal harmony, which alone will strengthen the struggles of the working class against exploitation. This CEC meeting of BSNLEU, being held at Vadodara on 6th & 7th March, 2020, calls upon the leaders and functionaries of BSNLEU throughout the country to take all out efforts to strengthen communal harmony among various sections of the people, with the view to strengthen the struggles against exploitation of the working class. ■



BSNLEU Circular No.02 dated 11th March, 2020.

The Central Executive Committee of BSNLEU was held at Vadodara on 6th & 7th March, 2020. The Gujarat circle union and Vadodara district union had made excellent arrangements for the meeting. This CEC meeting was held at a crucial juncture, when the government had announced a Revival Package for BSNL, under which 78,569 employees had been retired under VRS.

Inaugural session.

The CEC meeting got kick-started with the hoisting of the Union's Red flag by Com.P.Abhimanyu, General Secretary. The Reception Committee welcomed all the CEC members with flowers. Com.Swapan Chakraborty, Dy.GS and Com.D.K. Bakutra, Circle Secretary, Gujarat, welcomed everyone. Com.K. Hemalata, President, CITU, inaugurated the conference. In her speech, Com.K.Hemalata, gave a detailed picture of the economic crisis being witnessed in India and in the rest of the world, as well as the attacks being made on the livelihood of the working class. She explained why the public sector is being dismantled and also why the working people are being divided in the name of religion, region, language, etc. The CITU President completely exposed the CAA, NPR and the NRC and explained how the common people and those who fight against the policies of the government would face the trouble.

Subjects Committee.

A presidium consisting of Com.Animesh Mitra, President, and all the Vice-Presidents constituted the presidium. A minute's silence was observed to pay homage to the departed leaders and comrades. Thereafter, Com.P.Abhimanyu, General Secretary, presented the report on activities. In his presentation, the General Secretary fully explained about the inordinate delay in implementing BSNL's Revival Package, the background in which the VRS was implemented and also how the issue was handled by BSNLEU. He also outlined about the future tasks to strengthen BSNL, as well as our union.

All the CEC members participated in the deliberations. They spoke on the implementation of the decisions of the Ghaziabad CEC, the General Strike that was organised on 8th January, 2020, implementation of the VRS and its impact on BSNL and on the union, launching of BSNL's 4G service and BSNL's revival. After in-depth discussions, the following decisions are taken unanimously.

Decisions of the CEC meeting.

- (1) The meeting decided that the CHQ should take serious steps through the AUAB, for the immediate launching of BSNL's 4G service, so as to ensure an early financial revival of BSNL.
- (2) The meeting directed the CHQ to ensure the immediate resumption of Wage Negotiations of the Non-Executives and early signing of the Wage Agreement.
- (3) After the implementation of VRS, membership of the Union has drastically come down. In this backdrop, the future structure of the Union, especially at the district level was seriously discussed. The Corporate Management is also holding a meeting with the Recognised Unions shortly, to discuss about reorganisation. The meeting authorised the All India Centre to take an appropriate decision on this matter, in consultation with the CEC members.
- (4) It is decided that on 23.03.2020, which is the martyrdom day of freedom fighters Bhagat Singh, Sukhdev and Raj Guru, an "Anti-CAA, NPR and NRC Day" should be observed. Demand badge with black ribbon, should be worn by the employees on that day. Lunch hour gate meetings should be organised, explaining about the dangers of CAA, NPR and NRC. The preamble of the Indian Constitution should be read out in that meeting.
- (5) In view of the persistent efforts being taken by the communal forces to divide the working people, the meeting has called upon the circle and district unions to organise seminars, conventions, special meetings, etc., to strengthen communal harmony.
- (6) BSNLEU's Foundation Day should be observed on 22.03.2020, by hoisting Union flag, holding special meetings and other programme.
- (7) Ambedkar Jayanthi should be observed on 14.04.2020, in a befitting manner and respectful homage should be paid to Dr. B.R. Ambedkar, the great social reformer and architect of the Indian Constitution.
- (8) The meeting appreciated the CHQ for taking steps to organise a Young Employees Seminar at New Delhi on 03.04.2020 and directed the circle unions to send delegates to this Seminar, as per the decision of the CHQ. The meeting



also decided that similar Young Employees Conventions should be organised at the circle level.

- (9) The meeting approved and appreciated the decision of the All India Centre, to revitalise the “BSNL Working Women’s Coordination Committee (BSNL WWCC)”, by reconstituting it.
- (10) The meeting approved the decision of the All India Centre to file a defamation case against five persons, for circulating audio clips and messages with derogatory remarks, defaming BSNLEU and the General Secretary.
- (11) The meeting directed the circle unions to hold the Circle Executive Committee meetings at the earliest, for explaining the decisions of the CEC meeting and also to strengthen the organisation at the circle and SSA levels. Central office bearers will participate in these meetings.
- (12) The BSNL Corporate Office has now released the funds for remittance of Union subscription money, deducted from the salaries of the VRS optees. However, so far CHQ has received subscription money only from 10 circles. The meeting directed the circle secretaries to ensure that, the CHQ quota of all the circles are remitted to the CHQ immediately.
- (13) The meeting noted with a deep concern that, despite clear cut direction from the All India Centre, five Central Office Bearers have taken VRS. Out of these, three Central Office Bearers had submitted their resignations. The CEC meeting replaced all those five Central Office Bearers. The following comrades are elected in their places unanimously.

Vice Presidents.

- (i) Com. Anand Narayan Singh, JTO, Vadodara, Gujarat.
- (ii) Com. S.P. Singh, Office Superintendent (retd.), Noida, UP(West).

Assistant General Secretary.

Com. Anand Kumar Singh, Junior Engineer, Azamgarh, UP(Eest).

Organising Secretaries.

- (i) Com. Sanjiv Kumar, Telecom Technician, Amritsar, Punjab.
 - (ii) Com. Jagat Ram Sharma, Junior Engineer, Hamirpur, Himachal Pradesh.
- (14) The meeting also noted with concern that, three circle secretaries had opted for VRS. It is

decided that the circle conference / circle executive committee meeting, as the case may be, should be conducted within two months and a serving employee should be elected as the circle secretary.

Resolutions passed.

- (1) On the financial revival of BSNL.
- (2) On denial of trade union rights in BSNL.
- (3) On resuming Wage Negotiations of the Non-Executives.
- (4) On the need for fresh recruitments in BSNL.
- (5) On the issues of the contract workers.
- (6) On CAA - NPR – NRC.
- (7) On Communal Harmony.

BSNL Working Women’s Coordination Committee (BSNL WWCC) meeting.

The 5th meeting of the BSNL Working Women’s Coordination Committee (BSNL WWCC), was held in Vadodara on 05.03.2020. This meeting was held, after it was reconstituted by the All India Centre of BSNLEU, dropping the retired comrades and inducting the young ones. Com.K. Ramadevi, Vice President (CHQ) presided over the meeting. Com. Banani Chattopadyaya, moved the condolence resolution. The house stood in silence for a minute and paid homage to the leaders and comrades, who had passed away after the last meeting.

Com. Tapaswini Trivedi, Gujarat, sang the inaugural song. Com.D.K. Bakutra CS, Gujarat and Com. Anand Narayan Singh, DS, Vadodara, delivered the welcome address. Com.P. Abhimanyu, GS, delivered the inaugural address. Com.P. Indira, Convenor, presented the report on activities. Com. Animesh Mitra, President, Com. Swapan Chakraborty, Dy.GS and Com. Rama Devi, Vice President (CHQ), addressed and greeted the meeting. Thereafter, deliberations on the report presented by the Convenor started. Com.K. Baghyalakshmi, Kerala, Com. Banani Chattopadyaya, West Bengal, Com. Sharmila Dutta, Kolkata, Com. Tapaswini Trivedi, Gujarat, Com. Berlin Alice Mary, Tamil Nadu, Com. Hemavati, Chennai Telephones, Com. Amita Naik, Maharashtra, Com. Revathi Rajesh, Karnataka and Com. Shaveta Malhotra, Punjab, participated in the discussion. The deliberations by the young comrades like Com. Amita Naik and Com. Shaveta Malhotra, were inspiring. Com.P. Indira, Convenor, summed up the discussions. Com.P. Abhimanyu, GS, made his closing remarks. Com.V. Baghyalakshmi, Joint Convenor, proposed the vote of thanks.



Decisions of the BSNL WWCC.

- (1) The meeting welcomed the decision of the All India Centre of BSNLEU for its timely decision to reconstitute the All India BSNL WWCC.
- (2) The International Working Women's Day should be observed in a befitting manner on 08th March, 2020.
- (3) Maximum number of woman employees should be mobilised in BSNLEU's Foundation Day on 22nd March, 2020 and in the Martyr's Day, to be organised by BSNLEU on the martyrdom day of freedom fighters Bhagat Singh, Sukhdev and Raj Guru.
- (4) Members of the BSNL WWCC should effectively contribute for the implementation of the decisions of the CEC meeting of BSNLEU, being held at Vadodara.
- (5) All out efforts should be taken to form the circle level BSNL WWCC's, wherever it is not formed so far.
- (6) Members of the BSNL WWCC should actively participate in the programmes being organised for the settlement of the issues of the contract workers.
- (7) Trade Union Classes should be organised, wherever possible.
- (8) To ensure the formation and effective functioning of the Committees against Sexual Harassment, at all levels.
- (9) To actively participate in all the calls of the AUAB and BSNLEU, for the early revival of BSNL.■

*Let us provide uninterrupted services,
while ensuring our personal safety.*

BSNLEU Circular No.03 dated 27th March, 2020.

The COVID-19 (Corona Virus Disease-19) is spreading like a wild fire. So far, it has spread in 198 countries. When this circular is being issued, 5,33,000 people are infected by this disease world over and more than 24,000 people have already died. In India, more than 600 people are affected and 19 have died so far. No medicine has so far been discovered, to prevent or cure this killer disease. To contain the spread of Corona Virus Disease, the Government of India has closed down the entire nation for a period three weeks from 24th March, 2020.

Even though the nation has been closed down for three weeks, the people have to be provided with water supply, electricity and essential commodities. It is needless to state that, telecommunication services are essential for maintaining electricity and water supplies, as well as the supply of essential commodities. Hence, the networks of BSNL have to be maintained and operated even at this critical juncture, without any interruption.

Whenever natural calamities like cyclones, floods, etc., struck the country in the past, it was only BSNL which has stood with the affected people. It has provided uninterrupted telecommunication services, for carrying out the relief and rescue operations. Similarly, in the present scenario also, when the country is faced with an extreme danger from the Corona Virus, BSNL is expected to play its due role.

The BSNL Corporate Office, vide its letter dated 24.03.2020, has issued detailed guidelines regarding

the maintenance and operations of telephone exchanges, OFC networks, BTSs, BFC, MSC, DSAM, OLTs, etc. Further, it has also issued instructions, regarding steps to be taken, to ensure the safety of the employees.

Thus, it is needless to state that, the field staffs of BSNL have to carry out their duties, so that the uninterrupted services of BSNL are made available to the people. At the same time, they have to ensure their personal safety also. Medical experts have suggested precautionary measures to avoid the infection of the Corona Virus. Wearing masks, frequently washing hands with soaps, disinfecting hands by using sanitisers, etc. have been advised, to keep the disease away.

At this juncture, the CHQ earnestly appeals to our comrades to compulsorily follow these precautionary methods and avoid themselves getting infected with the COVID-19. The circle and district secretaries are requested to continuously monitor, whether the arrangements as stipulated in the above mentioned Corporate Office letter, are being made at the field level.

We have to ensure the maintenance of BSNL's services. Simultaneously, we have to ensure the safety of our field level comrades also. Any issue which needs to be taken up by the CHQ in this connection, may promptly be brought to the notice of the General Secretary over phone and through WhatsApp or email.



Organise lunch hour demonstrations on 21.05.2020, by maintaining social distance.

BSNLEU Circular No.05 dated 14th April, 2020.

The All India Centre of BSNLEU has taken the decision to organise “Lunch Hour Demonstrations” throughout the country on 21.05.2020, in front of BSNL offices. Since, this is the lock-down period, the demonstrations should be organised by maintaining social distance. The issues for which this demonstration is being organised are as follows:-

1. *Against increasing the working hours from 8 hours to 12 hours per day.*

Utilising the lock-down that has been imposed in the country, the working hours is being **increased from 8 hours a day to 12 hours a day**. This is a serious violation of the decision of the International Labour Organisation (ILO). In its convention held in 1919, the ILO took the decision of 8 hours of work in a day and 48 hours of work in a week. The Government of India has ratified this decision of ILO in 1921 and it is being followed ever since then.

However, after coming to power in 2014, the Narendra Modi government has been taking serious efforts to change the Labour Laws in favour of the corporates. It has been seriously trying to change the **Factories Act, 1948** so as to increase the working hours. The Central Trade Unions of the country have been resisting this by organising a series of General Strikes.

Now, utilising the lock-down period prevailing in the country, the state governments of Gujarat, Rajasthan, Punjab, Himachal Pradesh and Odisha have silently increased the working hours from 8 hours a day to 12 hours a day. This is being done with the tacit support of the Narendra Modi government. The 8 hour working day has been achieved by shedding blood and making immense sacrifices. So, the working class of India has to fight against the retrograde decision to increase the working hours from 8 hours to 12 hours a day.

2. *Immediate payment of April, 2020 salary.*

The salary for the month of April, 2020 has not been paid so far. The General Secretary

has discussed this issue with the Director (Finance) and Director (HR). However, no one was in a position to tell, as to when the salary will be paid. The BSNL Management has acquired the mind set, as per which payment of salary to the employees has become its last priority. We cannot allow this. We have to ensure that salary is paid on time every month.

3. *Contract workers issues.*

The contract workers have not been paid wages for the past ten months. Many contract workers have already committed suicide due to this. Apart from this, the Corporate Office has issued letter on 30-09-2019, for the retrenchment of the contract workers, as well as reduction of their working hours. BSNLEU, together with the BSNL Casual Contract Workers' Federation (BSNL CCWF), have organised many agitations. The issue was also raised in the Parliament by many MPs. However, all these have fallen on deaf ears. Now, the Finance Ministry, as well as the Labour Ministry, have issued instructions that, the contract workers should not be denied of their wages during the period of lock-down. But, the BSNL Management is not implementing these instructions. Further, the BSNL Management is also outsourcing all the works that have so far been carried out by the contract workers. As a result of this, again large scale retrenchment is taking place, apart from violation of the Minimum Wages Act and denial of social security measures.

4. *Reduction of the Outdoor Treatment ceiling from 23 to 15 days pay.*

Through its letter issued on 08.05.2020, the BSNL Corporate Office has drastically curtailed the medical facility being availed by the BSNL employees. Accordingly, the ceiling for Outdoor Treatment has been cut down from 23 days pay to 15 days pay. It is a matter of deep concern that, the Management has taken this decision to curtail the existing medical facility when the BSNL employees, together with the people of the nation, are faced with the danger of Corona Virus Disease. While the top officers



of the Company avail the luxuries at the cost of the Company, it is highly condemnable that the existing medical facility of the ordinary employees is being cut down, in the guise of cost cutting. The top officers of the Company should first implement austerity measures for themselves, before curtailing the facilities of ordinary employees.

Demands for the demonstration.

In view of the above mentioned conditions, the All India Centre of BSNLEU has decided to give call for demonstrations on 21.05.2020 on the following demands:-

- 1) **Honour the ILO decision. Do not increase working hours from 8 hours to 12 hours per day.**
- 2) **Immediately disburse salary for April, 2020. Ensure on time payment of salary every month.**
- 3) **Immediately pay the wage arrears of contract workers. Do not**

retrench contract workers through outsourcing of works.

- 4) **Withdraw the decision to reduce Outdoor Treatment ceiling from 23 days to 15 days pay.**

Maintain social distance – display placards – arrange media coverage.

In view of the lock-down situation prevailing in the country, the All India Centre has decided that social distancing should be strictly maintained while organising the demonstration. The comrades participating the demonstration should display placards to highlight the demands. Sufficient media coverage for the programme should also be arranged.

All the circle and district secretaries are requested by the All India Centre to take all out efforts to successfully organise this demonstration.

Matters for the placards are being enclosed herewith. ●

Collect “Contract Workers Relief Fund”.

BSNLEU Circular No.04 dated 04th April, 2020.

All of us are aware that the contract workers in BSNL are facing extreme hardship due to the non-payment wages. As of now, more than 10 months' wages have not been paid to them. You are also aware that BSNLEU and BSNL CCWF are continuously pressing hard upon the Management, for the clearance of the wage arrears.

The issue has been raised in the Parliament and has also been taken up with the Hon'ble Minister of Communications, by some of the Hon'ble Members of the Parliament. Both BSNLEU and BSNL CCWF have organised several agitational programme also. However, not much improvement has come. Unable to face the suffocation caused due to non-payment of wages, 10 contract workers have committed suicide. These suicides speak volumes about the agony being undergone by the contract workers.

It is needless to explain the ordeal being suffered by the unorganised workers, in the wake of the 21 day lock-down, that has been imposed by the government, to contain the spread of the Corona Virus disease. They have been left high

and dry due to stoppage of work and non-getting of wages. The condition of the contract workers in BSNL, is not better than theirs.

Once again BSNLEU wrote to the CMD BSNL, demanding immediate payment of wage arrears of the contract workers. Finding that no relief has come from the Management, the CHQ sought the opinion of the circle secretaries and central office bearers, on raising funds from our members and well wishers, for providing relief to the contract workers. The CEC members overwhelmingly consented for the collection of a “Contract Workers Relief Fund”.

Based on this, the CHQ has given call on 31st March, 2020, through WhatsApp messages to all the circle secretaries and central office bearers, for the collection of “Contract Workers Relief Fund”. Many circles have already started collecting the relief fund in right earnest. However, it is observed that some circles have not started any work to collect the Fund. Hence, CHQ calls upon the entire circle and district unions to immediately gear-up the collection of the relief fund. ■



BSNLEU Circular No.07 dated 11th July, 2020.

A meeting of the AUAB was held on 06.07.2020. Due to the abnormal situation prevailing in the country, due to the COVID-19 pandemic, the AUAB could not meet for a long time. However, it was heartening to note that, the representatives of all the 10 constituents of the AUAB attended this meeting, which was held online. A detailed circular of the AUAB, communicating the decisions taken in the meeting, has already been circulated to all the comrades.

BSNL's 4G service and Revival.

It is needless to mention that BSNL's 4G tender has been cancelled, due to the conspiracy hatched by vested interests. The meeting of the AUAB has demanded that, BSNL should be allowed to procure 4G equipments on the same terms and conditions, as per which the private companies are procuring equipments. The meeting also viewed that, any discrimination shown to BSNL in this regard, will tantamount denial of level playing field to the telecom PSU.

The meeting also viewed that BSNL has not launched its 4G service, only due to the total failure of the BSNL Management. It was pointed out that, BSNL is already having 49,300 4G compatible BTSs. Together with this, another 15,000 BTSs could have been procured by BSNL, from the Phase VIII.4 tender, by placing add-on order. However, the BSNL Management did not take the needful steps in this connection. We noticed how vigorously the CMD BSNL and the entire top Management forced 50% of BSNL employees to go on VRS. The same vigor and force were not shown by the top Management, to roll out BSNL's 4G service, by upgrading existing 4G compatible BTSs and also procuring another 15,000 BTSs, through the add-on method.

Even though, BSNL earned Rs.1,400 crore in May, 2020, salary was not paid to the employees on the due date. In addition to this, the June salary also has not been paid. When the COVID-19 is spreading fast, the BSNL employees are unable to get cashless treatment from empanelled hospitals, due to the non-payment of bills by the Management. Deadlock is continuing in the matter of payment of one year's wage arrears to the contract workers. Hence, the AUAB meeting decided to give call for the following agitational programme.

Agitational programme.

1. Black-flag demonstrations should be organised in all places, by maintaining social distancing, on 16.07.2020. Black badges should also be worn by the employees throughout the day on 16.07.2020. CHQ requests our circle and district secretaries to arrange for the display of placards and also for the media coverage.
2. Memorandum to be submitted to all the Members of Parliament, during the period from 13.07.2020 to 31.07.2020, urging upon them to intervene in favour

of BSNL's expeditious rolling out of 4G service, as well as the company's early financial revival. The text of the memorandum, to be submitted to the MPs, will be communicated shortly.

3. A Twitter campaign is to be organised on 05.08.2020, demanding the immediate roll out of BSNL's 4G network and demanding implementation of the assurances given in the Revival Package.

Charter of demands.

- i. **BSNL should immediately be allowed to roll out its 4G Services.**
 - a. **BSNL should take immediate actions to upgrade the 4G compatible BTSs.**
 - b. **Add on order for 4G equipments as per Phase VIII.4 tender should be issued immediately.**
 - c. **In the matter of procuring new equipments and upgradation, there should not be any discrimination, between BSNL and other private telecom service providers.**
- ii. **The Government should immediately implement the decisions contained in BSNL's Revival Package.**
- iii. **Urgent measures should be undertaken by the BSNL Management for immediately improving the quality of service.**
- iv. **The Management should ensure that the salary payment of the employees is made on the last working day of every month. Deductions made from employees' salary, on account of society dues, should immediately be remitted.**
- v. **The Management should immediately take steps to ensure that the employees get cashless treatment from empanelled hospitals during COVID-19 pandemic. The Management should pay Rs.10 lakh to the family of the employees who die due to COVID-19, based on the instructions issued by the DoT vide letter no. 36-11/2015-SR dated 6th December, 2016.**
- vi. **Make payment of the wage arrears of the contract workers, which is remaining pending for more than one year, without any further delay.**
- vii. **Immediately clear the payment of pending electricity bills, rental, vehicle, temporary advance, housekeeping etc.**

It is needless to state that, being the biggest Organisation in BSNL, the circle and district unions of BSNLEU are having more responsibility in making the above mentioned agitational programme successful. All the circle and district secretaries are requested to co-ordinate with the other constituents of the AUAB and to take immediate steps for successfully implementing all the above mentioned agitational programmes. ■



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

No: UA/2020/6

10.07.2020

To,

(1) Shri Anshu Prakash,
Secretary, Telecom,
Department of Telecommunications,
Ministry of Communications,
Sanchar Bhawan, 20, Ashoka Road,
New Delhi-110 001.

(2) Shri P.K. Purwar,
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110001.

Respected Sir,

Sub: - Notice for agitational programme - reg.

As per the decision taken in the meeting of the All Unions and Associations of BSNL (AUAB), held on 06.07.2020, notification is hereby issued for launching agitational programme, demanding immediate settlement of the following demands.

Demands:

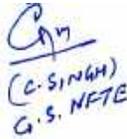
- (i) BSNL should immediately be allowed to roll out it's 4G Services.
 - a) BSNL should take immediate actions to upgrade the 4G compatible BTSs.
 - b) Add on order for 4G equipments as per Phase VIII.4 tender should be issued immediately.
 - c) In the matter of procuring new equipments and upgradation, there should not be any discrimination, between BSNL and other private telecom service providers.
- (ii) The Government should immediately implement the decisions contained in BSNL's Revival Package.
- (iii) Urgent measures should be undertaken by the BSNL Management for immediately improving the quality of service.
- (iv) The Management should ensure that the salary payment of the employees is made on the last working of every month. Deductions made from employees' salary, on account of society dues, should immediately be remitted.
- (v) The Management should immediately take steps to ensure that the employees get cashless treatment from empanelled hospitals during Covid 19 pandemic. The Management should pay Rs.10 lakh to the family of the employees who die due to COVID-19, based on the instructions issued by the DoT in such cases.
- (vi) Make payment of the wage arrears of the contract workers, which is remaining pending for more than one year, without any further delay.
- (vii) Immediately clear the payment of pending electricity bills, rental, vehicle, temporary advance, housekeeping etc.

Agitational Programme:

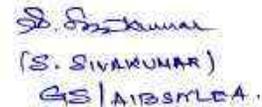
- (1) All employees will wear black badge on 16.07.2020. Black flag demonstrations will be organised with social distancing, during lunch hour on 16.07.2020.
- (2) Twitter campaign will be organised on 05.08.2020, demanding immediate rolling out of 4G network by BSNL and implementation of the assurances given in the Revival Package for improving BSNL's service.

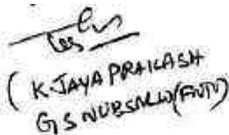
Yours sincerely,


(P. ABHIMANYU)
GS, BSNL/EO.

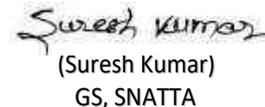

(C. SINGH)
G.S. NETA


SEBASTIAN
GS SNEA.

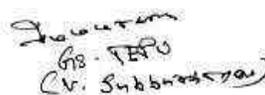

S. SIVAKUMAR
GS/AT/BSNL/EA.

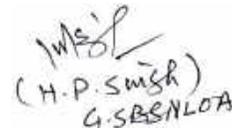

(K. JAYA PRAKASH)
GS NUBSNL/AT/EO


(SURESH KUMAR)
GS BSNL/MS.


(Suresh Kumar)
GS, SNATTA


(Anil Kumar)
GS, BSNL ATM


(T. P. SUBBARAM)
GS. TEPU


(H.P. SINGH)
G.S.BSNL/EA

Copy to: (1) The Chief Labour Commissioner (Central), Shram Shakti Bhawan, Rafi Marg, New Delhi-110001
(2) The GM (SR), BSNL Corporate Office, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001

Letter to BSNL / DOT

Poor results of the JTO LICE held on 26.05.2019 – requesting to grant full marks for the questions with multiple correct answers.

[BSNLEU/526 (JTO) dated 16.03.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - **BSNLEU letter no.BSNLEU/526(JTO) dated 13.12.2019.**

We have already drawn your kind attention, vide our letter cited under reference, to the poor results of the JTO LICE held on 26.05.2019. We have also pointed out that, out of the total 1,030 candidates who appeared in the exam, only 154 had qualified. With the view to mitigate the hardships faced by the candidates, due to a large number of out of syllabus questions, wrong questions, as well as questions with multiple correct answers, we have solicited your kind intervention on this matter.

The issue was further discussed with the Director (HR) on 21.01.2020. At the end of the discussion, the Director (HR) was kind enough to agree, for looking into our demand of granting full marks to the questions with multiple correct answers. Since a final decision has not been taken till date, we are once again knocking your doors to get justice to the affected candidates.

In this regard, we wish to bring to your kind notice that, the Management Side is agreeing that there were 10 questions with multiple correct answers in the JTO LICE held on 26.05.2019. However, it is being

argued that, as per the existing SOP, all these 10 questions have been removed. We wish to inform that, this methodology of dealing with the questions with multiple correct answers is a great injustice to the candidates. When a candidate has given the right answer to a question, naturally he should get full marks to that question. The Company has spent sizable money and has outsourced the jobs related to the JTO LICE. For the commissions and omissions of that outside agency, like asking an abnormal number of questions with multiple correct answers, the candidates should not be made to suffer.

Time and again, we are pointing out that, an overwhelming section of the JTO LICE candidates are bright engineering graduates, and the low percentage of results only indicates that something is wrong with the question paper. While requesting that the Management should look into these aspects, we once again plead that the candidates should not be made to suffer for some other's mistakes.

In view of the foregoing, we once again solicit your kind intervention into this issue and earnestly request you to kindly consider the granting of full marks to the questions with multiple correct answers in the JTO LICE, held on 26.05.2019.

Consultation with Union on the IIM report and revival of BSNL - incorrect reply given in the Lok Sabha.

[BSNLEU/ 604 (DEV) dated 26.02.2020 to Shri Ravi Shankar Prasad ji, Hon'ble Minister of Communications]

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

As regards the Revival Package of BSNL and MTNL, a question has been asked in the Lok Sabha on 05th February, 2020. The question was, whether employees of the two PSUs were taken into confidence before finalising the Revival Package. We reproduce hereunder, the question asked and the reply given by the Hon'ble Minister of State for Communications, Human Resource Development and Electronics & Information Technology.

LOK SABHA

UNSTARRED QUESTION NO.567

TO BE ANSWERED ON 5TH FEBRUARY, 2020.

(c) Whether employees of these two public sector companies have been taken into confidence before finalising the said revival package and if so, the details thereof;

ANSWER

(c) The revival plans have been prepared considering the recommendations of Indian Institute of Management, Ahmedabad, for BSNL and a private consultant for MTNL, which were made by them after consultations with various Unions / Associations / Employees. These revival plans were recommended by the Boards of BSNL and MTNL.

In this connection sir, we would like to submit that, BSNL Employees Union (BSNLEU) is the biggest trade union in BSNL, as well as the Main Recognised Representative Union in BSNL. Our Union has never been consulted about the recommendations of the IIM, Ahmedabad, or about the revival plan of BSNL. We are really surprised and shocked to come across the reply given by the Hon'ble Minister of State for Communications, Human Resource Development and Electronics & Information Technology, that the Unions were consulted on this matter.



When the Main Recognised Representative Union in BSNL itself is not consulted, we are at loss to understand as to which other Union in BSNL was consulted about the recommendations of the IIM and the revival plan of BSNL.

Only a few days back, we came across the reply given by the Hon'ble Minister of State for

Communications, Human Resource Development and Electronics & Information Technology, in the floor of the Lok Sabha. We feel it necessary to bring our submission to the kind notice of the Hon'ble Minister for Communications, Electronics & Information Technology and Law & Justice, for information and appropriate action.

***Lapsing of LIC policies due to non-remittance of premium amount
- requesting to take needful action.***

[BSNLEU/411 (INS) dated 13.03.2020 to Shri P.K. Purwar, CMD BSNL]

Ref: - **LIC, Palanpur, Gujarat, letter no.555/834/
PALANPUR dated 08.03.2020.**

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

It has been brought to our notice that the LIC, Palanpur, Gujarat circle, has informed the Accounts Officer, BSNL, Palanpur, that, the LIC policies of the employees have got lapsed due to non-remittance of premium amount.

It is mentioned in the above cited letter that, the premium amount of the employees are not remitted from May, 2019 onwards, despite repeated reminders sent to the BSNL Management, by the LIC. It is further stated that, due to non-remittance of premium amount,

the policies have got lapsed. The LIC has also returned the remittance belatedly made by BSNL.

It may be recollected that, BSNLEU has approached you several times, requesting to remit the deductions made from employees' salary, on account of the premium amount, to the LIC. Unfortunately, the same was not done on time.

The employees will now face extreme hardship, since the LIC has informed that their policies have got lapsed. This is a very serious matter. Hence, we earnestly request you to take up this issue with the top most Management of the LIC and to do the needful for the early revival of the lapsed policies of BSNL employees. We are enclosing herewith, a copy of the letter cited under reference.

Organisational restructuring - consultation with the Recognised Union.

[BSNLEU/ 604 (DEV) dated 25.02.2020 to Shri P.K. Purwar, CMD BSNL]

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

The BSNL Management is taking a series of steps for the restructuring of the organisation. For example, the project and maintenance circles have been merged and Core Network Circles have been formed. Similarly, decision has been taken for the reorganisation of the training centres. Further, the Telecom Factories, which have been enjoying the status of a circle, have been converted into Business Areas and are merged with the territorial circles.

As BSNLEU has already pointed out in our earlier interactions with you, the Recognised Unions are not taken into confidence, before deciding upon the above mentioned reorganisations. You will agree that the

trade unions are not only here for raising the grievances of the employees, but they are also actively participating in the measures taken to revive the Company. As such it will be ideal if the Recognised Unions are also consulted on these matters. Especially, we have grievance that the decision taken to merge the telecom factories with the territorial circles, should have been done after consulting the Recognised Unions.

It is understood that the Management is likely to take some more steps, like reducing the number of Business Areas / SSAs. Hence, we request you to kindly ensure that the views of the Recognised Unions are also taken into account, before any final decision is taken on such matters.

Loss in pension for the retired Sr.TOAs of Maharashtra circle, due to the wrong interpretation of rules by the CCA, Maharashtra.

[BSNLEU/413 (Pension) dated 13.03.2020 to Shri P.K. Sinha, Member (Finance), DoT]

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

We have already drawn your kind attention to the above mentioned subject, vide the letter cited under

reference. We have also met you on 12th February, 2020 and discussed the issue in person. We have sought your kind intervention on this matter. However, we regret to say that no improvement has come so far.



As we have already discussed with you, the matter relates to the Sr.TOAs, who had been promoted, from 5700-160-8100 pay scale to 7100-200-10100 pay scale, under the One Time Bound Promotion (OTBP) scheme. The CCA, Maharashtra argues that this fixation is wrong and that the employees ought to have been promoted only in the 6550-185-9325 pay scale and not in the 7100-200-10100 pay scale.

During our discussion with you, we have fully explained how the argument of the CCA, Maharashtra, was

wrong. We have also brought to your kind notice that this problem is existing only in Maharashtra circle and not in any other circle. We have also handed over to you, a copy of the letter of the CGM, Maharashtra, written to the CCA, Maharashtra, fully clarifying the matter.

Since the affected employees are suffering from loss in pension, we would like to once again request you to kindly look into the matter and to do the needful at the earliest, so that the problem gets redressed.

Sanctioning of a lumpsum amount to BSNL employees.

[BSNLEU/ 100 (CHQ) dated 20.04.2020 to Shri P.K. Purwar,CMD BSNL]

Ref: - **BSNL letter no.BSNLCO-A/II(11)/2/2020-ESTAB dated 18th April, 2020.**

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

The Government of India has implemented a nationwide lock-down from 25.03.2020. Since telecommunications is an essential service, the field staff of BSNL, including ATT, TT, JE, JTO, etc., are already engaged in the operation and maintenance of BSNL's networks. They are also engaged in the provisioning of new FTTH and other connections on emergency basis, which enables the government to effectively fight against the COVID-19.

We can quote many such instances, wherein the BSNL employees have provided commendable service in this regard. On 28th March, 2020, the Team BSNL has swiftly provided 20 FTTH connections in the 'Make Shift' Corona Care Hospital at the Kochi Naval base in Kerala. Similarly, the Team BSNL has provided 15 FTTH connections within 8 hours, in the Civil Hospital, Ahmedabad, which has been readied with 1,200 beds, especially to treat the Corona Virus patients. We can quote many such in instances wherein the BSNL employees are selflessly serving the nation to fight the Corona Virus Disease.

Further, vide the letter cited under reference, the Corporate Office has directed that a 33% of the employees should be brought on duty from 20.04.2020. The BSNL employees, while attending their duties, need to safeguard themselves against the infection of Corona Virus. On daily basis, they have to use masks, gloves, sanitizers, liquid soap, etc., to avoid the contracting of Corona Virus infection, for which the employees are spending money from their pockets to purchase all these things.

It is pertinent to bring to your notice that, various Public Sector Enterprises have already announced the granting of lumpsum amount to their employees, to enable them to meet the expenditure for purchasing the above mentioned items. For example, the State Bank of India has already granted one day's salary (Basic Pay + DA) to its employees, for this purpose. The Union Bank of India, as well as the LIC of India, have also granted Rs.1,000/- to their employees to cover these expenditures.

In view of the foregoing, we request that, the BSNL Management should come forward to immediately sanction one day's salary (Basic Pay +DA) to the employees. We fervently request you to kindly consider this demand and to ensure the safety of the BSNL employees, who are engaged in selflessly serving the nation.

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

[BSNLEU/ 701 (COVID-19) dated 21.04.2020to Shri P.K. Purwar,CMD BSNL]

Ref: - **DoT letter no.36-11/2015-SR dated 6th December, 2016.**

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

In the above cited letter, addressed to the CMD BSNL and other heads of the PSUs coming under the Department of Telecommunications, the DoT has 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,

Unauthorised withholding of Dearness Relief to the BSNL pensioners.

[BSNLEU/413(Pension)dated 28.04.2020to Shri Anshu Prakash, Secretary, Telecom, DoT]

Ref: - **DoT letter no.1/Misc/Pen/Issue/BSNL/DDG(Accounts)/2019-Part-1/1407-1439 dated 28.04.2020.**

With reference to the letter cited above, we wish to draw the following to your kind notice and for appropriate action.

The Government of India has taken decision to freeze the Dearness Relief of the Central government pensioners for the period from 01.01.2020 to 01.07.2021. This decision of the Central government applies only to the pensioners of the Central government and not to the pensioners of BSNL.

So far as the BSNL pensioners are concerned, the DPE is the appropriate authority to take decision on the payment of Dear Relief to the BSNL pensioners. The DPE vide it's letter no.F.No.W-02/0002/2014-DPE(WC)/GL-VI./2020 dated 3rd April, 2020, has already issued letter approving Dearness Relief @ 160.7%, w.e.f. 01.04.2020. According to this letter, from 01.04.2020, Dearness Relief is to be paid to all the BSNL pensioners only @ 160.7%. However, when this being the situation, the DoT, vide it's letter no. cited under reference, has issued office memorandum stating that Dearness Relief is to be paid @ 160.7% to all the pensioners retired prior to 01.04.2020. However, the letter states that Dearness Relief is to be paid only at the old rate which existed as on

loaded with the Corona Virus. Hence, it is needless to state that the BSNL employees are running into the risk of contracting the Corona Virus infection.

Under such circumstances, we demand 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 it's employees, the BSNL should also introduce the scheme to it's employees.

01.01.2020, in respect of all those who retire in April, 2020.

We wish to firmly states this decision of the DoT to pay Dearness Relief to those who retire in April, at the old rate is arbitrary and unauthorised. The DoT has no authority to deny whatever Dearness Relief already approved to the BSNL pensioners, by the DPE.

Further, it has also been brought to our notice from many circles that, even in respect of the employees who retired prior to April, 2020, the new Dearness Relief @ 160.7%, has not been paid for the month of April, 2020. They are paid Dearness Relief only @ 157.3%, i.e., the rate of Dearness Relief approved by the DPE as on 01-01-2020. After the DPE has already approved payment of Dearness Relief @ 160.7%, no one is having the authority to deny it and to continue with the old rate of Dearness Relief, i.e., @ 157.3%. We are not aware whether this has happened throughout the country, or only in a few circles, due to some over enthusiastic CCAs. BSNLEU wishes to emphatically state that these are all violations of Rules.

In view of the foregoing, BSNLEU emphatically demands the DoT to withdraw it's instructions contained in the letter number cited under reference and to implement the instructions contained in the aforementioned DPE letter, in respect of payment of Dearness Relief to BSNL pensioners.

Requesting to increase the maximum period for retention of staff quarters on normal licence fee basis.

[BSNLEU/ 516 (QRTS)dated 30.04.2020to Shri P.K. Purwar, CMD BSNL]

We wish to bring the following to your kind notice, on the above captioned subject, for favour of necessary action.

As per the existing Rule, an employee can retain the staff quarter up to 2 months of his / her retirement, on the basis of normal licence fee. The retiree can retain the staff quarter up to 6 months, on educational / medical ground, but has to pay double the licence fee.

In this connection, we wish to further draw your kind attention to the fact that a sizeable number of the VRS optees who retired on 31.01.2020, are still occupying their quarters. You will agree that, due to the spreading of the Corona Virus Disease, an unprecedented and extraordinary situation is prevailing in the country. Lock-down has been imposed since 25th March, 2020 and during this period it is only next to impossible for anyone to take a house on rental basis.



In view of this, many retired officials, even though they want to vacate the quarters, are unable to do the same, due to the restrictions imposed on account of the lock-down. The Corona Virus infection is increasing day by day and in all probability, the lock-down is likely to be extended beyond 03rd May, 2020. Under these circumstances, the recently retired officials have no other option but to retain their quarters, and pay double the licence fee.

In view of the foregoing, we earnestly request you to kindly empathise with those retired employees, who

are being forced to pay double the licence fee. Considering the long years of service that these retired officials have rendered to our Organisation, we earnestly implore upon you to kindly take the necessary action to mitigate their hardship.

In this regard, we suggest that the Corporate Office, as a special case, should issue instruction for collecting the normal licence fee, for a period upto 6 months from the date of the retirement the official. We request you to kindly consider our suggestion sympathetically as a onetime measure.

Non-remittance of society dues deducted from the salary / leave encashment of employees – requesting to remit the dues without further delay.

[BSNLEU/ 500 (GL) dated 07.05.2020to Shri P.K. Purwar, CMD BSNL]

We have already drawn your kind attention many times, to the issue of non-remittance of society dues, deducted from the salary / leave encashment of the employees. It is needless to point out that, society loan is one source for the employees to fall back upon during difficult situations. However, for the past one year, the society dues deducted from the salaries of the employees have not been remitted to the Co-Operative Credit Society. As a result of this, the employees are unable to get society loans. This is causing much difficulties to the employees, especially to the lower grade employees.

BSNLEU has already made a number of representations in this regard to the Management, with the hope that a solution may come sooner or later. However, due to this failure of the Management, the entire Co-Operative Credit Societies of BSNL employees have gone into a crisis. In the meanwhile,

the Co-Operative Credit Society dues, payable by the VRS optees, as well as the retirees on superannuation, have been deducted from their leave encashment amount. It is distressing to note that even this amount has not been remitted to the Co-Operative Credit Societies.

As the leave encashment amount has been received from the LIC, it is unfair on the part of the BSNL Management to hold back the amount, without remitting to the Co-Operative Credit Societies. This action of the BSNL Management has caused serious problems in the functioning of the societies, apart from the sufferings being faced by the employees.

In view of the foregoing, we request you to kindly review the matter seriously and to arrange to remit the entire dues to the Co-Operative Credit Societies without further delay.

Very poor results of the JTO LICE held on 26.05.2019 – requesting to grant relaxation.

[BSNLEU/526 (JTO) dated 12.05.2020to Shri Arvind Vadnerkar, Director (HR), BSNL]

Ref: - **Our letter no.BSNLEU/526(JTO) dated 13.12.2019, addressed to Shri P.K. Purwar, CMD BSNL.**

With reference to our letter cited above, we wish to once again draw your kind attention to the subject captioned above.

We have already drawn your kind attention to the fact that the JTO LICE, under 50% Quota, held on 26.05.2019 yielded very poor results. Out of the total 1,030 candidates who appeared in the exam, only 154 candidates got qualified.

BSNLEU has already discussed this issue with you a number of times and has demanded relaxation to the qualifying marks. This demand was raised in view of the fact that, there were 10 questions with multiple correct answers in this examination held on 26.05.2019. It is an injustice that all these 10 questions have been removed, citing the existing SOP.

BSNLEU has already pointed out that, this methodology, envisaged in the existing SOP, is a total injustice to the candidates. BSNLEU has also pointed out that, when a candidate has given the right answer to a question, naturally he deserves to get full marks to the question. In the discussion held on 21.01.2020, the Director (HR) was inclined to favourably consider our demand for giving relaxation to the qualifying marks. However, unfortunately it somehow did not happen. Thereafter, the issue was discussed with the CMD BSNL, who also agreed to look into our demand.

However, due to certain earth-shaking developments that have taken place in BSNL, viz., the implementation of VRS etc., our demand for granting relaxation to the qualifying marks has got relegated to the back burner.

It is an undeniable fact that, acceptance of our demand will bring a win-win situation both to the candidates,



as well as to the Company. This is because, the Company also badly needs more hands in the JTO cadre, in view of the large scale retirement of officers under VRS and also in view of the proposed induction of 4G technology.

In view of the foregoing, we request you to kindly look into our demand in the right perspective and to consider granting relaxation to the qualifying marks for the JTO LICE conducted on 26.05.2019.

Conveying the deep anguish of the aspirant candidates over the unjustified delay in holding the JE LICE under 50% quota – requesting to hold the exam without further delay.

[BSNLEU/528 (JE) dated 12.05.2020 to Shri Arvind Vadnerkar, Director (HR), BSNL]

- Ref: - (i) BSNLEU letter no.BSNLEU/528(JE) dated 07.01.2019.
(ii) BSNLEU letter no.BSNLEU/528(JE) dated 03.06.2019.
(iii) BSNLEU letter no.BSNLEU/528(JE) dated 10.08.2019.
(iv) BSNLEU letter no.BSNLEU/528(JE) dated 13.12.2019.
(v) BSNLEU letter no.BSNLEU/528(JE) dated 05.02.2020.

line” exam and also how the exam was subsequently postponed, based on our demand to hold it as an “off-line” exam.

We have also made it clear in our letter that, the 37th meeting of the National Council, held on 20.11.2018, has taken the decision to hold the said JE LICE as an “off-line” exam. However, ever since then, i.e., for the past 1 ½ years, BSNLEU is repeatedly writing to the Director (HR), fervently requesting to hold the JE LICE without further delay.

We wish to express our deep anguish and resentment over the unjustified delay in holding the JE LICE under 50% quota, despite BSNLEU keeps knocking the doors of the Management incessantly.

It is highly unfortunate that, the Corporate Office is dilly-dallying, without taking a decision to hold the exam. The candidates who are aspiring to appear in this exam have got highly frustrated and demoralised, since their only chance of becoming a JE through the LICE has become a distant dream.

Vide the letter number cited under reference (v) above, we have already given you an overview of the issue. We have stated therein how the JE LICE under 50% quota, for the Recruitment Year 2017-18 was scheduled to be held on 07.04.2019, as an “on-

Under these circumstances, we once again earnestly urge upon you to kindly look into the matter and to ensure the holding of the JE LICE without further delay.

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

[BSNLEU/ 408 (BSNLMRS) dated 13.05.2020 to Shri P.K. Purwar, CMD BSNL]

- Ref: - **Corporate Office letter no.BSNL/Admn./I/15-12/18 dated 08.05.2020.**

With reference to the above, we wish to bring the following to your kind notice, on the subject captioned above, for favour of necessary action.

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.

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 number cited under reference, has arbitrarily cut down this ceiling from 23 days to 15 days. BSNLEU strongly protests this arbitrary and unilateral curtailment of the existing medical facility of the employees and demands that it should be immediately restored. It is deplorable that, the top officers of BSNL, while availing the luxuries at the cost of the Company, are curtailing even the existing medical facility of the employees, in the guise of cost-cutting. The top officers of the Company should have first implemented austerity measures for themselves and set an example, before curtailing the medical facility of the ordinary employees.

It could be true that, due to the implementation of the lock-down, the revenue collections of the Company has gone down. However, this is a temporary phenomenon which cannot be a justification for curtailing the existing medical facility of the employees.

In view of the foregoing, we once again express our strong opposition to this arbitrary curtailment of the existing medical facility of the employees. We urge upon the Management to immediately restore the ceiling for the Outdoor Treatment back to 23 days. We also wish to inform that we will be forced to take recourse to agitational programme, if the Management does not restore the ceiling back to 23 days.



Notes of the month

Protest demonstrations on 21st May, 2020.

To protest against the snatching away of the right of 8 hour working day, as well as on the issues of payment of wage arrears to the contract workers, timely payment of salary and reduction of the ceiling from 23 days pay to 15 days pay for outdoor medical treatment, BSNLEU gave call for nationwide protest demonstrations on 21.05.2020. This was the first agitational programme organised in BSNL, after the lock-down was imposed on 25.03.2020. This programme is effectively organised throughout the country.

BSNLEU organised dharna on 26.06.2020.

Demanding the government to allow BSNL to procure 4G equipments from its tender, speedy implementation of BSNL's Revival Package, payment of salary on time, stopping retrenchment and payment of wage arrears to contract workers, funds for payment of medical bills and on other issues, BSNLEU organised dharna with social distancing on 26.06.2020. The programme is successfully organised throughout the country.

Contract Workers Relief Fund.

Considering the non-payment of wages to contract workers nearly for a year and also considering the difficulties experienced by them during the lock-down period, BSNLEU gave a call for a "Contract Workers Relief Fund". The call received enthusiastic response from most of the circles. Totally, Rs.65 lakh was collected. Each district union provided relief to the contract workers, in the form of food materials, from the fund collected by them. CHQ heartily congratulates all the

circle and district unions who have done appreciable job in this regard.

BSNL's 4G tender cancelled.

BSNL floated a tender in March, 2020, to procure equipments for 50,000 4G sites. Based on the complaint given by an organisation called Telecom Equipments and Services Promotion Council (TEPC), accusing that BSNL had violated the norms of the Make in India Policy, the government directed BSNL to cancel the tender. As a result of the cancellation of this tender, the rolling out of BSNL's 4G service has been delayed considerably. This is nothing, but a part of the ongoing conspiracy to devastate BSNL.

Online training for JTO Phase-I candidates.

When the lock-down was imposed on 25.03.2020, 154 candidates waited to undergo their JTO Phase-I training. Out of this, 38 candidates were held up at the ALTTC, Ghaziabad, when the lock-down was imposed. The remaining 116 candidates belong to different circles. All of a sudden, the CGM, ALTTC, announced that the centralised JTO Phase-I training would start for all the 116 candidates at ALTTC, Ghaziabad on 06.07.2020. This was opposed by BSNLEU, since it would expose the candidates to the infection of COVID-19, while traveling 1,000 / 2,000 kilometres to reach Ghaziabad. The issue was taken up by BSNLEU with the Director (HR). Ultimately, the Corporate Office issued direction that online training would be offered to all the 116 candidates. BSNLEU solved this issue and brought relief to the 116 candidates.

Obituary

Com.M.S. Raja, former Secretary General of Audit and Accounts Employees Federation passed away.



Com.M.S. Raja, former Secretary General of Audit and Accounts Employees Federation, passed away on 14.07.2020, following a massive heart attack at his residence in Kerala. Com.M.S. Raja had also been the working president of the Confederation of Central Government Employees. He was one of the frontline All

India leaders of the Central Government Employees movement. He has led many struggles, undergoing attacks and victimisations. He had also been actively associated with the united trade union movement at the national level and had played important role in organising the struggles called on by the Central Trade Unions. BSNLEU dips its banner and pays its respectful homage to Com.M.S. Raja.

Com.Sarabjit Singh, senior leader and district secretary, BSNLEU, Amritsar, passes away.



Com.Sarabjit Singh, district secretary, BSNLEU, Amritsar and also one of the senior leaders of our movement in Punjab circle, passed away on 15.07.2020.

Com.Sarabjit, was 58 years old and had been unwell for a few days. He is survived by his wife, two daughters and a son. BSNLEU dips its banner and pays respectful homage to Com.Sarabjit Singh.

*Black-flag demonstrations by the AUAB,
held on 16.07.2020.*



Ujjain (Madhya Pradesh)



Jaipur (Rajasthan)



Puducherry



Berhampur (Odisha)



Com.K.G.Bose Birth centenary observed throughout the country on 07.07.2020.

