

A formal meeting with the Director (HR) took place on 21st instant in which other officers viz PGM(Pers) Sr. GM(Est), GM(Admn), GM(CA), GM(Rectt), Dy. GMs (Est) and (SR) were present and participated in the meeting.

The union was represented by its President and General Secretary besides a SNATTA Comrade.

After exchange of greetings the discussions on notified items commenced which are as below.

(I) Pre and Post scenario of VRS 2019:-

(a) Vigilance clearance of VRS optees in case of Private cases pending in Court. The attention was specifically drawn on the letter No.-22-22/2019/Genl/Vol I, dt-13-12-2019 issued by CVO, BSNL stating that the "VC" of officials facing private and personal Court cases will be withheld which is in violation of BSNL HQR's VRS guidelines contained in letter No.-1-15/2019-PAT. The Director (HR) said the matter will be placed in the Management Committee on 27-01-2020 to resolve it.

Further, he told that there will be no discrimination in grant of VRS acceptance between Executive and Non-Executives in Maharashtra where caste certificates verification is being done.

(II) No Dues certificates for VRS optees:-

The Director told that the orders have been issued for recovery of balance of loans of Banks, Societies etc from the amounts of Leave Encashment, Ex-gratia.

(III) Clarity on Pension matters:-

The union pressed for clarity on commutation, Gratuity etc. The union was told that these will find place in the PPOs of VRS optees. The relevant orders of DOT will be given to the union on 27th January. The leaders told that atleast the ice has broken but we are not fully satisfied as pension matters fall within the domain of DOP and PW. The Director (HR) agreed on the point, appreciated the union concerns and assured to forward all the representations of union to DOT for action on pension related matters.

(IV) **Delay in grant of Pension to VRS optees:-** The Director (HR) agreed to our point that delay will take place in the grant of pension as such provisional pension will be given to prevent the hardships to the retirees.

(1) (b) Post Scenario:-

Union submitted that huge number of employees will retire and the staff strength will be depleted. The maintenance of leased lines ,BB, Landlines etc will be badly affected due to exodus. The similar situation will be in "HR" level also. The Corporate office will also be badly affected. The union suggested and pressed for deployment of retired VRS personnel on performance and need based basis instead of resorting to outsourcing. The CSCs be manned by the employees to the maximum extent Rule 8 transfers within the circles

and between two circles be done to adjust the staff. Non-executives should not be transferred from their recruited SSAs as per their service conditions. The Director (HR) agreed to consider these and appreciated the concerns of the union.

(2) **LICEs for promotion to TT/JE/JTO/JAO Cadres:-**

The union very strongly demanded for notifications of the LICEs -

The LICEs for TTs, JEs and JAOs have not taken place for last 3 years. The official said agreed for notification by March, 2020.

(3) Review of JTO LICE result. The union pointed out questions out of syllabus, wrong answer questions, Key change questions as well as questions of multiple answers. It was also stated that a detailed "Note" containing details have already been submitted. The union pressed hard and finally Director (HR) agreed to refer the matter again to "Expert Committee" for review in light of submissions.

(4) VRS optees should retire with honour and respect. The union strongly protested the orders contained in letters No.-25-7/2019-BSNL(WL), dt-08-01-2020 withdrawing cash gift of Rs. 3001/- and expenditures on Bouquets, refreshments, photo graphs etc for January, 2020. The union asserted it that is in bad taste and insult to VRS optees.

Director (HR) ordered for review of the matter. Necessary funds will be allotted.

(5) Payment of arrears of special Allowance to BSNL employees in J&K:-
Agreed for the payment.

(6) **Salary payments:-**

Salary payments by 30th/31st January, 2020. All dues including union subscriptions will be remitted to the concerned organisations.

(7) **Plan JK-20 for BSNL employees at J and K:-**

Director (HR) has asked the GM(Adm) to take steps for resolution of the matter.

Before extending thanks to Chairman, Director (HR), the leaders emphasised for creation of congenial atmosphere instead of fears for smooth implementation of revival plan of BSNL. Efforts should be made to contain some erring and intoxicated officers. The proper atmosphere is needed for contribution and participation from the workers.
