

# **BSNL EMPLOYEES UNION NATIONAL FEDERATION OF TELECOM EMPLOYEES - BSNL**

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Date: 13.01.2023

To,

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

Sir,

Sub: - **Deadlock in the Wage Negotiation of the Non-Executives – requesting for your kind intervention – req.**

Ref: - **DoT letter no.F.62-2/2016-SU dated 27<sup>th</sup> April, 2018.**

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

Vide letter cited under reference, the DoT had directed the BSNL Management to take steps to finalise the Wage settlement of the Non-Executives and send it for the approval of the Department (DoT). It is already four and half years since the direction was given by the DoT and still it has not been complied with by the BSNL Management.

The Wage Revision talks started between the BSNL Management and the Recognised Unions on 20.07.2018. However, the talks got stuck now and then, for which the Recognised Unions cannot be held responsible.

Based on the recent letter issued by the DoT, directing the BSNL Management to send the revised pay scales of the Non-Executives, Wage Negotiation between the BSNL Management and the Recognised Unions once again resumed on 10.06.2022. Two meetings of the Wage Negotiating Committee have taken place, i.e., on 28.11.2022 and 02.12.2022. However, much progress did not take place in these meetings, because of the stiff and unreasonable stand taken by the Management Side, which are given below:-

- 1) The new pay scales of the Non-Executives already finalised in the Wage Negotiating Committee meeting held on 27.07.2018, through consensus between the Management Side and the Recognised Unions, cannot be accepted, since it will result in heavy expenditure to BSNL, on account of payment of pension contribution.
- 2) Wage Revision agreement cannot be signed now. Only the revised pay scales of the Non-Executives should be finalised and sent to the DoT, for the purpose of Pension Revision.
- 3) Revision of Allowances for the Non-Executives cannot be done now. As such, no discussion can take place on the issue of Revision of Allowances.

We are saddened to bring to your kind notice that, the Wage Revision talks have reached a deadlock due to the aforementioned unreasonable stand of the Management Side, which will severely affect the interests of the Non-Executives. As regards the aforementioned stand of the Management, we would like to express our views as follows:-

- a) The pay scales already agreed to in the Wage Negotiating Committee meeting held on 27.07.2018, through consensus between the Management Side and the Recognised Unions, should be accepted by the Management. The attempt of the Management Side, to cut down both the minimum and maximum of the already finalised pay scales of the Non-Executives, is unacceptable to us. The argument of the Management Side that, the already accepted pay scales of the Non-Executives, will result in heavy expenditure to the Company, on account of pension contribution, also cannot be accepted. In the case of the Executives, the pay scales already decided by the 3rd PRC, cannot be modified by the BSNL Management. As such, the attempt of the Management Side to reduce the minimum and maximum of the already finalised pay scales of the Non-Executives, is not acceptable to us.
- b) The stand of the Management Side that, the Wage Revision agreement cannot be signed now and that, only the pay scales could be finalised, is nothing but a blatant violation of the direction of the DoT given to the BSNL Management, vide letter cited under reference. The Non-Executives are eagerly awaiting for the wage revision and hence the Management Side should not delay the signing of the Wage Revision agreement.
- c) The stand of the Management that, revision of allowances would not be done now, is very disappointing. In the last Wage Revision implemented w.e.f. 01.01.2007 also, revision of allowances was not done. In fact, BSNL employees have been denied revision of allowances since the formation of BSNL. Hence, we demand that the BSNL Management should accept revision of allowances also.

In view of the foregoing, we request you to kindly make your kind intervention on this matter and to ensure that the Wage agreement is signed without further delay.

Thanking you,

*Yours sincerely,*



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



**[Chandeshwar Singh]**  
**General Secretary**  
**NFTE - BSNL**

- Copy to: (1) Shri K. Rajaraman, Secretary, Telecom, Sanchar Bhawan, 20, Ashoka Road, New Delhi-110 001.  
(2) Dr. Mahesh Shukla, Member (Services), Digital Communications Commission, Sanchar Bhawan, 20, Ashoka Road, New Delhi- 110 001  
(3) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(4) Shri R.K. Goyal, Chairman, Joint Wage Negotiation Committee, BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001  
(5) Ms. Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001