

(1) On implementation of third wage revision w.e.f. 01-01-2017 for BSNL employees.

The National Executive Meeting held from 03-11-2023 to 04-11-2023 in Lucknow unanimously decided to demand the immediate implementation of 3rd wage revision in BSNL for all its non executive employees.

The last wage revision took place in 2007 only. After this no wage revision was implemented by the management/Government on the plea of 'Affordability' and 'profitability' similarly the allowances were also not revised in BSNL since 2002. But during this long period the prices of all essential commodities had increased many folds. Due to this the sufferings of BSNL employees is intolerable. BSNL is a 100% Government owned company. It is serving the armed forces/military and is responsible to implement the Governments National Telecom Policy (NTP) throughout the country. BSNL, being a company in strategic telecom sector has its obligations towards the people of the country and had to bear the social responsibility. It has built the telecom network throughout the county including loss making rural telecom network hence BSNL has to be treated as a unique CPSE among all the Public Sector Units.

It is demanded that without insisting on pre conditions such as "Affordability and profitability" the third wage revision w.e.f. 01-01-2017 should be implemented for all non executive employees in BSNL without any further delay.

Further it is also decided to request the National leadership of Joint Forum of BSNL unions & Associations to take up the issue of IDA merger with pay for all purposes as our present IDA has crossed 200% and stood now at 215.6% point. It is to be recalled that the 3rd CPC recommended the automatic merger of DA with pay for all purposes as and when the DA point cross 50%.

(2) Notification of Pay Scales of the non-executive employees incorporating the 78.2% IDA merger on 10-06-2023.

During the second wage revision the pay was erroneously fixed at 68.8% IDA at par with the executives although the non-executive employees were drawing 78.2% IDA at that point of time. After the united agitation by NFTE, BSNLEU and other unions the management/Government agreed to modify the fitment to 78.2% w.e.f. from 10-06-2023. However no notification of revised pay scales has ever issued. Hence it is resolved to demand for the notification of revised pay Scales of the NE employees incorporating the modification of fitment IDA point at 78.2% as on 10-06-2013.

(3) New Promotion Policy may be evolved for the NE employees in BSNL.

The NEPP agreement signed 17 long years ago by the then recognised union, BSNLEU, has become outdated in view of 252 modifications to the original NEPP was full of discriminations and denied reservation for SC/ST employees. Hence a new promotion policy for the NE employees may be evolved through discussions with both the recognised unions at the earliest.

- (i) The proposed NEW PROMOTION SCHEME must provide reservation for SC/ST employees.
- (ii) One promotion at every five years must be ensured.
- (iii) No discrimination between the DOT optees and the directly recruited employees.

- (iv) Entries in the Service Book/Personnal records should not be treated as a criteria for denying the proposed promotion.

(4) One company - One Pension:-

BSNL employees recruited after 01-10-2000 has the same duties as of the DOT optees. They discharge the same responsibilities. Both have same pay scales in each Cadre. However regarding payment of pension the difference is there and discriminations continue till this day. Hence it is resolved that both the DOT optees and BSNL recruited employees be treated equally with regard to pension and "ONE COMPANY; ONE PENSION" concept be implemented at the earliest.

(5) Medical Insurance:-

On account of the failure of BSNLMRS, the management has worked out a medical insurance to the employees. However the annual premium/fee amount payment was made the responsibility of the concerned employees. This is unfair and unacceptable. Hence it is demanded that the annual premium amount towards the Medical Insurance of the employees may be paid directly to the concerned Insurance companies by the management of BSNL so that the employees need not spent huge amount on health insurance. Further it is also demanded to strengthen the existing BSNL MRS by inclusion of reputed hospitals throughout the country and ensuring the payment of medical claims of the employees for the out door/indoor Medical treatment availed by them/their family members with a period of two months.

(6) Migration from copper lines to FTTH and its impact on "RENT FREE RESIDENCE" telephone connections provided at the residences of BSNL employees.

During the tenure of Shri Ramvilas Paswan, the communication Ministry extended the benefit of rent free land line connections at the residences of our employees. But now due to the migration from copper to FTTH technology there is a apprehension in the minds of the employees, as the FTTH sector in BSNL is out sourced to private parties completely. The proposed conversion of Rent free land lines to FTTH has meated a bottle neck. While the union welcome the upgradation of copper line connection to FTTH it should be maintained as the same "Rent free connection" category and the FTTH service to the residence of BSNL employees must be provided freely as before.

(7) Re-categorization of circles on the basis of revenue:-

The present categorization of Telecom circles in to three needs some modification as mentioned below (a) smaller circles – less than Rs. 300 crore (b) medium circles – Rs. 300 crores to Rs. 600 crores, (c) large circles – Rs. 600 crores to Rs. 900-crores.

Since the sanctioned strength of the employees is calculated on the basis of the category is calculated on the basis of the category of the particular circle, the modification is needed by slightly reducing the amount of revenue collection to practical levels.

(8) Non-payment of “LIVERIES”:-

During the ‘COVID’ period all of a sudden the payment of Liveries was stopped even without any formal order to this effect from the Corporate Head quarters since 2019, our employees have not received the amount for ‘Liveries’ for the past four years. Hence it is resolved to demand continuation of payment of Liveries from January 2019 to all the non-executive employees in BSNL.

(9) The anomaly of EPF contribution for the period from 2000 to 2008 may be removed.

After the formation of BSNL upto 2008 the employers contribution of EPF was not calculated on the basis of actual pay + IDA but 12.8% of EPF contribution was deposited with Rs. 6500 as basic pay +IDA. Only from 2008 this anomaly was corrected and the employers contribution at the prescribed rate of EPF was deposited as per the actual pay +IDA amount. The amount of previous period (2000-2008) need to be removed and employers contribution at the prescribed rates on the basis of actual pay+IDA be deposited in to the EPF account.

(10) Holding of LICEs at regular intervals:

Regular LICEs be held for the promotion to the Cadre of JTO/JE/TT on yearly basis. As many of the employees are stagnating for the next three years atleast these exams may be held as ‘Qualifying’ one instead of competitive one. Further the LICE exam for TT promotion should not be conducted on line. It should be held off line only as majority of ATT Cadre employees are not enough educated and experienced in computer operations.

Due to the non availability of vacancies in many the employees are deprived of their legitimate chance for promotion to higher Cadre. Hence as a one time concession 50% outside vacancies be brought into the departmental vacancies and promotional avenue for our employees is increased liberally.

(11) Immediate Release of JTO exam Results in the Punjab Circle:-

As the Court cases were withdrawn already, the management of BSNL is requested to immediately release the long pending JTO exam results without any further delay alongwith the carried forward vacancies of the preceding year.

(12) LD/UD Pattern in Corporate head quarters:-

The promotional avenues available in the part for the UDCs/LDCs working in the BSNL Corporate office were abolished due to the abolition Of UDCs/LDC posts an account of VRS – 2019. Hence it is demanded that by conducting simple examinations and permit the 6 LDCS to become UDCs and 42 UDCs to become as AMs since they are stagnating for long without promotion.
