

BSNL EMPLOYEES UNION
SANCHAR NIGAM ASSOCIATION OF TELECOM
TECHNICAL ASSISTANTS

Date: 05.06.2024

To,

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

Sir,

Sub: - **Intimation for organising lunch hour demonstrations on 12.06.2024, demanding settlement of burning demands - req.**

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

We, BSNLEU and SNATTA, are constrained to bring to your kind notice that, the Management is completely neglecting the Non-Executives. Every now and then, the burning issues of the Non-Executives are being raised before the Management in the Formal and Informal meetings, as well as in the National Council. The Management discusses the issues for the sake of formality and does not settle any of the issues. Thus, all the demands raised before the Management are kept in the cold storage. Further, it is a matter of deep concern that, the Management is also treating the Non-Executives with step-motherly attitude even in respect of settlement of minor issues. Under these circumstances, BSNLEU and SNATTA are constrained to take recourse to trade union actions, demanding settlement of the issues contained in the charter of demands given below. To start with, BSNLEU and SNATTA will be organising lunch hour demonstrations on 12.06.2024. If the issues are not amicably settled, we will be compelled to intensify the trade union actions. We request you to kindly take constructive steps for the early settlement of the demands.

Charter of demands

- (1) Implement Wage Revision expeditiously and resolve the burning problem of stagnation. Ensure proper pay scales (Not less than 7th CPC pay structure of the equivalent Cadre) with a fitment of at least 5%, in recognition of the contributions of the employees. Ensure revision of HRA.
- (2) Review the Restructuring of Manpower Scheme, through which thousands of posts have been recklessly abolished by the Management. Ensure the sanctioning of sufficient posts in the cadres of JTO, JAO, JE, TT, Sr.TOA and other Non-Executive cadres to ensure smooth functioning of the Company.
- (3) Implement a new promotional policy for the Non-Executives, which includes promotions through seniority cum fitness as available to the Executives on regular promotion to the higher cadre after a certain period of time, ensuring implementation of the principle of "ONE PSU ONE HR POLICY". Pending implementation of the new promotional policy, ensure the following steps as an interim measure:-
 - a) Remove the discriminations between the NEPP and the EPP.
 - b) Remove the discrimination between the DoT absorbees and BSNL recruitees in NEPP.

- (4) Stop the mindless outsourcing of jobs. Drop the plan to outsource 90% works of BSNL to outside agencies. SLA based outsourcing has wiped out BSNL's Landline and Broadband connections. Learn lessons from the past mistakes and stop blind outsourcing, which will render the existing manpower surplus.
- (5) Immediately cancel the work order given to the Boston Consulting Group. Publish a statement on the gains made by BSNL, through previous engagements of Deloitte and KPMG Groups.
- (6) Ensure cashless treatment from good quality hospitals in all places. Sanction medical advance in places where cashless treatment is not available from good quality hospitals.
- (7) Refix the ceiling for outdoor medical claim with voucher as 15 days' pay (basic pay + DA) as on 01.04.2024, instead of 01.04.2020.
- (8) Relax the Ban on Compassionate Ground Appointments, to ensure job to the dependents of the employees who had died due to Covid and also to the employees who died / die in accidents on duty.
- (9) Upgrade the pay scales of the cadres of JE, TT and Sr.TOA prior to the implementation of Wage Revision.
- (10) Define the duties and responsibilities of the Non-Executives. Do not impose the duties and responsibilities of the Executives on JEs, else implement "EQUAL PAY FOR EQUAL WORK" Policy.
- (11) Implement the order of the Supreme Court and issue Presidential Orders to all the Non-Executives, recruited and sent for training by the DoT, before formation of BSNL.
- (12) Implement the Rule 8 transfer requests of the Non-Executives who have completed 5 years' of service. Withdraw the Corporate Office instruction, prohibiting transfers to circles categorised as 'Surplus Circles'. Implement DoP&T orders on posting husband and wife in the same station.
- (13) Implement the National Council agreement on holding a special JTO LICE for the Draftsman cadre.
- (14) Extend the reimbursement of cost of mobile handset to the Non-Executives also.
- (15) Implement modifications to para 9 of BSNL Transfer Policy, as assured to the unions and associations.
- (16) Withdraw the decision of cancelling the JTO LICEs conducted in Punjab Circle. Publish the results and depute the successful candidates for training.
- (17) Provide fibre based Rent Free Residential Landline connections to the serving and retired Non-Executives
- (18) Settle the left out cases of "Career Progression" of outstanding sports personnel, already recommended by the CGMs and sent to the Corporate Office.
- (19) Conduct the TT LICE as offline exam.
- (20) Provide E-Office access to JE, Sr.TOA group.

Thanking you,

Yours sincerely,

(John Verghese)
Acting General Secretary
BSNLEU

Suresh Kumar
General Secretary
SNATTA