

(1) Financial viability of the PSU, BSNL, has to be ensured:-

The meeting welcomed the statement of Hon'ble Minister of Communication on the issue of revival of BSNL. However, the plan of Administrative Ministry, DOT and BSNL management need to be transparent with unions and employees in the matter.

The meeting further decided to draw the attention of the Telecom Minister on the recommendations of GOM, Cabinet Note and decisions relating to Financial viability at the time of formation of the entity. The DOT has signed an agreement on 08-09-2000 with the two federation i.e. NFTE and FNTTO to keep the BSNL financially viable and strong.

(2) Job of non- executive employees including D/R BSNL recruits be safeguarded:-

The meeting firmly decided against retrenchment of employees by the process of VRS (Golden hand shake) and lowering of retirement age.

The Govt has framed Pension Rule 37A and introduced amendments also to the effect that the superannuation age of BSNL staff will be as per central Govt. Even in the agreement signed on 02-01-2001 between three federations (NFTE, FNTTO, BTEF) and BSNL management regarding absorption terms and conditions it is clearly mentioned that the superannuation age of all the non-executive employees including D/RS will be as per Central Govt . Meeting directed the CHQ to take appropriate steps to prevent retrenchment through VRS/lowering of retirement age as this will be against agreement and rules.

(3) Wage revision of employees:-

The wage revision of employees be ensured after completion of 8th membership verification and after completion of revival plan process. The wage revision of non-executive employees will be through agreement between the recognized unions and management. Presently unions are not recognized.

- (4) Transfer of assets (buildings and lands) to BSNL be immediately done as the PSU is bearing the liabilities. The PSU be permitted to monetize the lands etc and be free to use earnings for the growth of BSNL.
- (5) Pension contribution of absorbed employees be realized by DOT as in the case of CG employees and existing discrimination be ended.
- (6) Provide all materials including modern technologies (4G/5G) for improving quality of services and expansion. The purchase of obsolete equipments be stopped. Wasteful expenditures be avoided in this sphere.
- (7) Hold all LICE's for promotion to JTO, JAO, JE and T.T. Cadres in time for promotion. The examination fee should not be levied in the LICEs.
- (8) One time relaxation for non-matriculates to appear in LICE for promotion to T.T. Cadre.
- (9) Negative marking system be withdrawn in all LICEs.
- (10) The process for introduction of "Term Group Insurance Scheme" as agreed with the union respect of non-executive employees be finalized at the earliest.
- (11) The BSNL management must take immediate steps to clear the pending bills of Electricity, Vehicles, maintenance and all the taxes. The non-payment is badly affecting the services and tarnishing the image of the company.
The amounts of Pension and GPF contributions as well as Bank/Societies, LIC recoveries etc be also remitted forthwith to avoid hardship to employees.
- (12) Ban in appointment of compassionate ground appointments be withdrawn.
