

The Director (HR) held a meeting with unions today on charter of demands of hunger fast notice. The NFTE, BSNLEU, SNEA and AIBSNLEA participated. Sr. GM(Est) and GM(SR) were also present. The following issues were discussed.

(1) Payment of salary etc:- The Director (HR) assured that the salary will be paid by last week of this month. Some payments will be made in respect of contract workers also. The company has cleared the statutory dues like GST, Bank etc.

(2) Roadmap for maintaining BSNL services after VRS, restructuring of SSAs/Circles, launching of 4G services:-

The unions complained that the issues are not being discussed even with the recognised unions. The running and maintaining services cannot be monopoly of the management alone.

The Director (HR) sought our cooperation and has fixed the date of 26th November, 2019 for discussions with the unions. 4G services will be launched by March, 2020. Negotiation will be made with ZTE for conversion of 3G into 4G. The unions demanded roadmap prepared by management side.

(3) Clarification on Pay/Pension revision, commutation matters etc before closing date of VRS window:- Discussions between DOT and BSNL will take place today. The unions demanded pending clarification from DOT/DOP on pension and other matters window closure date be extended.

(4) 100% IDA neutralisation:- The matter will be discussed with the DOT.

(5) Pension revision delinking with the pay revision:- Matter will be taken up with the DOT.

(6) No reduction in retirement age:-

The unions firmly told that the reduction in retirement age will not be accepted.

(7) Transfer liability should remain unchanged:- The unions asserted that Non-executive employees service condition cannot be changed and their transfer liability will be only within the SSAs. This cannot be altered. The unions pointed out the letter issued by Restructuring branch is against the National Council decision and service condition. Business Area Head should not be authorised to displace the employees from their SSAs.

(8) The unions strongly demanded that the CGM's be directed to ensure holding of DPC's for upgradation of employees in NEPP. Confirmation of employees should also be completed before January, 2020. He agreed to take steps for settling the issues.

The unions also strongly protested against the fear being developed by higher ups when the unions are cooperating. It was brought to his notice that KPI are being circulated by interested quarters in Corporate Office to create fear complex amongst employees. He was surprised over this. Director (HR) appealed to unions to withdraw the notice of hunger fast.