

## AUAB Charter of Demands

**1. Disbursement of Salary on the due date:**

It is top priority of BSNL Management to pay salaries on time, but because of reduction in cash collection during first 2-3 weeks of the month, it is not becoming possible to pay it on the First of every month. But all out efforts are being made to pay salaries as soon as funds are arranged after paying of the statutory liability/ Bank interest. The Management will make efforts to pay it on time subject to funds availability but not later than 20<sup>th</sup> of the month.

**2. Wage Revision of the Non-Executives/3<sup>rd</sup> PRC for Executives:**

The Wage Revision Negotiation Committee shall be constituted as some Members have retired and a preliminary meeting of a new committee will be held monthly.

**3. Time-bound promotion as approved by the Board before Restructuring, by taking sufficient number of posts in various grades, as single cluster in Restructuring:**

- (a) Restructuring is being done in the light of VRS-2019 and business renewed requirements of BSNL. But the case has been taken so that the promotional prospects of executives are not adversely hampered. Sufficient posts are kept for advancement of executives at various levels.
- (b) For Non-executives also most of the demands as put up by both the recognized unions have been incorporated. It is expected that this restructuring will be completed by **31.10.2021**. The final numbers of posts are at least 10 to 15% higher than the existing working strength of BSNL.

**4. Withdrawal of the Show-Cause Notices under FR 17(a):**

Personnel Cell will review in a month's time in light of assurances given by worthy CMD BSNL in meeting with unions/associations.

**5. Holding of various LICEs of the Non-Executives:**

Notification for LICE for Non-Executives will be issued, as soon as restructuring is finalized.

**6. Removal of stringent conditions incorporated in Para- 9 of BSNL Transfer Policy:**

The Committee consisting of Sr.GM(Estt.), Sr.GM(SR) and Two nominated members from Union/Associations can be formed to include other genuine/emergency conditions requiring Rule-9 transfer.

7. **Threatening letters against dharna, hunger strike etc:**

SR Cell will review the issue.

8. **SAB contribution pending from April, 2020:**

The contribution will be paid in next three months in installments every month.