

JOINT FORUM OF NON-EXECUTIVE UNIONS AND ASSOCIATIONS OF BSNL

MEMORANDUM

To,

Hon'ble Shri -----,
His Excellency the Governor of -----,

Respected Sir,

Sub: - **Submitting of memorandum regarding the non-settlement of burning issues of BSNL employees and that of the Company – req.**

We, the unions and associations of BSNL, submit the following memorandum, fervently seeking your kind intervention for the settlement of the following burning issues of BSNL employees and that of the Company.

Non-settlement of Wage Revision.

We wish to bring to your kind notice that the BSNL employees are suffering due to the non-settlement of the Wage Revision, which has become due from 01.01.2017. Especially, out of the 30,000 Non-Executives (Group 'C' and 'D' employees) of BSNL, around 12,000 employees are suffering from stoppage of annual increment, due to stagnation.

On 27th April, 2018, the Department of Telecommunications (DoT), which is the nodal department for BSNL, issued a letter to the Chairman and Managing Director of BSNL (CMD BSNL), wherein direction has been given to negotiate and to sign the Wage Revision Agreement with the Recognised Unions of the Non-Executives of BSNL and to send the same for it's approval. It is already 5 years since the aforementioned letter was issued. However, the BSNL Management is dragging it's feet on the issue and has not signed the agreement with the Unions of the Non-Executives. Out of the 30,000 Non-Executives in BSNL, more than 10,000 Non-Executives are suffering from stagnation, due to the non-settlement of Wage Revision.

The Wage Negotiating Committee, formed by the BSNL Management, to arrive at a negotiated settlement of the Wage Revision, is presently stuck in a stalemate, due to the adamant and unreasonable stand taken by the BSNL Management, with regards to the new pay scales. On 27.07.2018 itself, both the Management Side and the Staff Side of the Wage Negotiating Committee, have finalised the new pay scales of the Non-Executives, through consensus.

However, after the reconstitution of the Wage Negotiating Committee in November, 2021, the Management Side is taking an unjustified stand that, both the minimum and the maximum of the pay scales that have already been finalised, should be cut down. This demand is being raised by the Management Side in the name of reducing the burden on account of payment of Pension Contribution of the Company.

It is important to mention here that, the pay scales of the Executives have already been determined by the 3rd PRC. The BSNL Management has no power to cut down the pay scales of the Executives, so as to reduce the Pension Contribution on the new pay scales. As such, why the Management is out to cut down the already finalised pay scales of the Non-Executives? This unreasonable and unjustified stand taken by the Management has created the deadlock in the Wage Negotiating Committee.

Further, it is being argued by the Management that, the fitments rates as recommended by the 3rd PRC cannot be made applicable to the BSNL employees, since BSNL is a loss making company. It is needless for us to mention that, BSNL has become a loss making Company only because of the wrong policies of the government and not because of the employees. It is worth mentioning here that, Shri Ravi Shankar Prasad, the former Hon'ble Minister of Communications has stated inside and outside the Parliament that, BSNL was not allowed to grow by the previous government. When this being the fact, it is unreasonable for the BSNL Management and the government to deny the fitment rates as recommended by the 3rd PRC. Hence, it is demanded that, the Wage Revision should be settled without further delay.

Inordinate delay in the launching of BSNL's 4G & 5G services.

When the private operators have already launched their 5G service, BSNL has not even been able to launch its 4G service. This delay is only due to the roadblocks created by the government in BSNL's 4G launching.

In October, 2019, the Union Cabinet approved the Revival Package for BSNL. Allotment of 4G spectrum to BSNL is one of the important component of this Revival Package. By April, 2020, itself BSNL could have launched its Pan India level 4G service, by upgrading the 49,300 4G compatible BTSs that the Company is already having. However, the government did not grant permission for this upgradation. Further, in March, 2020, BSNL Management floated a tender to procure one lakh 4G BTSs. But the DoT told BSNL that, it should not procure equipments from global vendors like Nokia, Ericsson and Samsung and that equipments should be procured only from Indian vendors. Due to these roadblocks created by the DoT / government, BSNL is handicapped from launching its 4G service on time.

Due to the non-availability of high speed data service with BSNL, 77 lakh customers have left the Company in the year 2022 alone. Even thereafter, lakhs of customers are leaving BSNL due to the heavy delay in BSNL's launching of 4G & 5G services. This exodus of BSNL's customers is causing irreparable damage to the Company. The BSNL Management and the government are making tall claims regarding the launching of BSNL's 4G service with indigenous technology. At the same time, it is also stated by the BSNL Management that, it will take another 18 months for the Company to launch its 4G service. Hence, it is demanded that, all out efforts should be taken for the immediate launching of BSNL's 4G & 5G services.

New Promotion Policy for the Non-Executives of BSNL.

The Non-Executives of BSNL are being discriminated in the matter of promotions. Even the promotional prospects available to the Executives, under the Executive Promotion Policy (EPP) are being denied to the Non-Executives. The Non-Executive Promotion Policy (NEPP) is sufficiently old and is out-dated. Hence, it should be reviewed and a New Promotion Policy for the Non-Executives should be implemented.

In view of the foregoing, we earnestly solicit your kind intervention for the settlement of the aforementioned burning problems of the employees and the Company.

Thanking you,

Yours sincerely,