

# ORGANISATION OF BSNL UNIONS AND ASSOCIATIONS

(AIBSNLOA, BEA, BSNLWRU, FNTOBFA, BSNLSU,  
TEU (BSNL), BTU BSNL, AIBCTES, BSNLEC, BSNL AU, DEU BSNL)

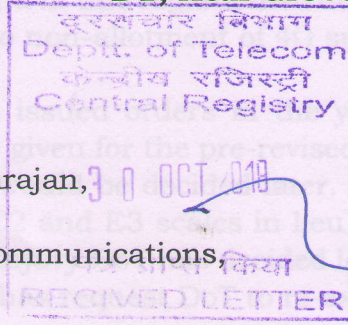
D1, Atul Grove Road, New Delhi

ORG/BUA/ 27

Dated: 30<sup>th</sup> October 2018

To

1. Smt. Aruna Sundararajan,  
Secretary,  
Department of Telecommunications,  
New Delhi



2. Shri Anupam Shrivastava,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi

**Subject: Extension of solidarity and support to the agitation protesting against delay in implementation Of 3<sup>rd</sup> Pay revision for BSNL employees & other issues – regarding**

Respected Madam/Sir,

On behalf of the Organisation of BSNL Unions & Associations, comprising 11 BSNL unions and associations we hereby convey the deep concern and anxiety among BSNL employees over the undue delay in implementation of 3<sup>rd</sup> pay revision and other vital issues.

2. We have been regularly pursuing some vital issues like 3<sup>rd</sup> pay revision for BSNL employees and Pension contribution by BSNL on the basis of actual pay instead of maximum of the pay scale for almost a year now.

3. Ever since the 3<sup>rd</sup> Pay Revision Committee submitted its recommendations, we have been demanding exemption of affordability clause for BSNL, listing out the justifications in detail. We have taken up the issue with DoT & DPE and have sought the intervention of Hon'ble Prime Minister of India and Hon'ble Minister of State for Communications. We have also been meeting many Members of Parliament requesting to use their good offices to impress upon the Government the justified need for pay revision for BSNL employees by relaxing the affordability condition. When we met Hon'ble MOSC on 10.8.2018 he informed us that he was taking all necessary steps for pay revision of BSNL employees. It is now almost seven months after DPE replied to DoT's reference suggesting examining the issue at their end for getting Cabinet approval for relaxation of the affordability condition. Although DoT authorities have been assured us many times for an early submission of Cabinet note for approval by Union Cabinet but nothing has materialised till date.

4. On our demand for pension contribution by BSNL on the basis of actual pay instead of the present practice of contribution on the maximum of the pay scales, nothing has been done till date, even DoT had assured many times to ensure deduction of pension contribution on the basis of actual pay drawn. BSNL is being unjustly compelled to pay pension contribution in respect of the employees absorbed from Department of Telecommunications based on maximum of the pay scales, a stipulation originally meant for those who are on deputation from Government service.

5. After the implementation of 2<sup>nd</sup> pay revision for BSNL employees in the year 2009, it took two more years to revise the pension of BSNL absorbed pensioners due to delay in deciding the methodology to be followed. Finally, pension revision was ordered after obtaining Cabinet approval. It is therefore pertinent to note that while submitting Cabinet note for pay revision, approval of

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pension revision is simultaneously sought for. No effort appears to have been taken on these lines also.

6. When we met the Hon'ble MOSC on 10.8.2018, he said that he is aware that BSNL does not have 4G spectrum and in this regard, instruction will be issued by DOT soon. BSNL is left behind in the competition due to non-allotment of 4G spectrum in time.

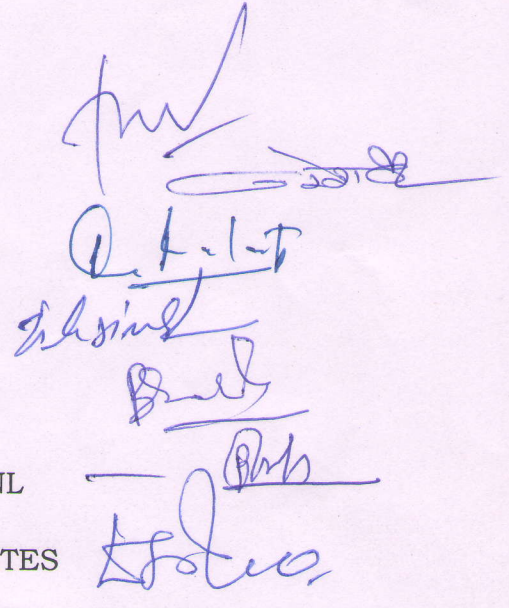
7. When BSNL issued orders in the year 2009 for pay revision of BSNL Executives, no replacement scales were given for the pre-revised E1A and E2A pay scales but it was mentioned that the replacement scales would be decided later. In the background of DPE ruling out intermediary scales our demand for E2 and E3 scales in lieu of E1A and E2A pay scales still remains unsettled. As if to adding insult to injury DoT has decided lower scales of E1 and E2 in lieu of E1A and E2A pay scales. Although BSNL has request DoT to re-examine the issue, DoT remains unhelpful.

8. In the meeting of the OBUA held on 29.10.2018, therefore has decided to extend solidarity and support to the call for agitational programme already announced by another forum of BSNL Unions and Associations, protesting against the delay in settlement of the above issues.

With high regards,

Yours sincerely,

1. S. P. Sharma, Chairman, OBUA	GS, BSNLWRU
2. Rakesh Sethi	GS, AIBSNLOA
3. Rana Pratap	GS, BEA, BSNL
4. Zile Singh	GS, BSNLSU
5. B. D. Sharma	GS FNTD BEA
6. Ram Prakash	GS, BTU of BSNL
7. D. P. Patwa	President, AIBCTES (Wky)



Copy to :

- (1) Chief Labour Commissioner (Central), Shram Shakti Bhawan, New Delhi
- (2) Ms. Sujata T Ray, Director (HR), BSNL Board, New Delhi
- (3) Shri A.M.Gupta, General Manager (SR), BSNL Corporate Office, New Delhi

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