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General Secretary

# **BSNL EMPLOYEES UNION**

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## **Explanatory note to the charter of demands contained in the strike notice for the General Strike being held on 26.11.2020.**

- 1) The Government is not allowing BSNL to start its 4G service. BSNL has been forced by the Government to cancel its tender, that had been floated to procure equipments, for rolling out its 4G service. This is atrocious. As per media reports, the DoT Committee has decided to advise BSNL to roll out its 4G network, through a System Integrator. No Indian telecom operator has so far rolled out its network, through a System Integrator, since it is costly and prone to technical glitches. When the private telecom operators are procuring world class equipments from international vendors, BSNL should be forced by the government, to procure the unproven equipments of local vendors. This tantamount to denial of level playing ground to BSNL. Hence, we demand that BSNL should be allowed to procure its equipments on an equal footing, vis-a-vis the private operators. The matter of procuring 4G equipments should be left to BSNL Management and there should not be any interference from the government.
- 2) As per the direction of the DoT, the BSNL Management started negotiations for wage revision of the Non-Executives. However, these negotiations have been called off abruptly by the Management. We demand that, the BSNL Management should immediately resume the wage negotiations and sign the agreement with the Recognised Unions.
- 3) 79, 500 employees have been sent home in BSNL, under the VRS. As such, the requirement of the contract workers in BSNL has become all the more crucial. However, the BSNL management has massively retrenched the contract workers in the recent months, through mindless outsourcing of works. As a result of this, the landline and broadband services in BSNL are badly affected. In fact, lakhs of landline and broadband connections are getting disconnected every month. This has resulted in heavy loss of revenue to the Company. Hence, we demand that, the Management should immediately re-engage the retrenched contract workers. It should also review the outsourcing policy. Further, the contract workers are not paid wages for more than a year now, as a result which, 14 contract workers have committed suicide. Hence, we demand that, the Management should immediately make payment of the wage arrears of the contract workers.
- 4) BSNL pensioners are covered by the CCS Pension Rules 1972, like the other Central Government pensioners. While the Central Government pensioners have got their pension revision after 10 years, the same is being denied to BSNL pensioners. Strangely, the DoT is linking the pension revision of BSNL pensioners to the wage revision of the serving employees. This is not acceptable. The BSNL pensioners should immediately be given pension revision, with effect from 01-01-2017.
- 5) It is already 10 years, since the Non-Executive Promotion Policy (NEPP) is implemented. During this period, technology has changed tremendously and the working conditions of the employees have also changed a lot. Further, the BSNL management is not prepared to accept the demands of the Recognised Unions, to make changes in the NEPP, which are badly required. Hence, we demand that, a new promotion policy should be implemented to the Non-Executives of BSNL.

- 6) The Management is wantonly delaying the holding of various Internal Competitive Examinations, for the Non-Executives. The JE LICE, Telecom Technician LICE and the JAO LICE were not held for the past many years, despite being repeatedly insisted upon by the unions. Similarly, the holding of the JTO LICE is also being unnecessarily delayed. The Management itself committed to hold the JTO LICE immediately, when the unions demanded relaxation for the JTO LICE, held in May 2019. However, this promise is not honoured. Hence, it is demanded that, the Management should immediately hold all the aforementioned LICEs.
- 7) No empanelled hospital is providing cashless treatment to the BSNL employees, as provided under the BSNL MRS. This is because, the Management has not made payment of the bills of these hospitals for years together. Non-availability of cashless treatment in the empanelled hospitals is creating sufferings to the employees in this COVID-19 pandemic situation. Hence, it is demanded that, the Management should immediately take steps, to ensure the availability of cashless treatment to the employees, in the empanelled hospitals.

The Postal Department has already issued order, for the payment of a cash compensation of Rs. 10 lakh, to the families of the employees who die due to COVID-19. Demand has already been raised before the BSNL Management that, it should also give the cash compensation of Rs. 10 lakh, to the BSNL Employees who die due to COVID-19. Management should come forward to settle this demand immediately.

- 8) The Group Term Insurance (GTI) is already implemented to the Executives in BSNL. However, the same has not been implemented to the Directly Recruited Employees, belonging to the Non-Executive category, despite being insisted upon by the unions, for a very long time. There is no justification to deny the implementation of the GTI to the Non-Executives. Hence, it is demanded that, the Management should immediately implement the GTI to the Non-Executives also.
- 9) It is a serious violation on the part of the BSNL Management, that it is not implementing the Government orders, in respect of making contribution to the Superannuation Benefits of the Directly Recruited Employees. As per the Government orders, the BSNL Management should contribute 30% of the pay of the Directly Recruited Employees, to Superannuation Benefits. Many times, the Management has given commitment in this regard. However, it has not honoured it's commitments. Hence, it is demanded that, the Management should immediately fulfil it's commitment and implement the Government orders on the subject.
- 10) The revision of the wages of the casual labourers has become overdue. The unions are demanding settlement of this problem for a long time. However, the Management has not settled this demand. Hence, it is demanded that, the Management should immediately revise the wages of the casual labourers.

In addition to the above demands, we fully support the 7 point charter of demands of the Central Trade Unions, raised for the General Strike, to be held on 26-11-2020. We demand that, the Government of India should take immediate steps to settle the 7 point charter demands of demands of the Central Trade Unions.



**[P. Abhimanyu]**  
**General Secretary,**  
**BSNLEU.**