



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/422 (WAGE)

04.12.2020

To,

**Shri Arvind Vadnerkar,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001**

Sir,

Sub: - **Requesting to resume negotiations for revision of wages of the Non-Executives - reg.**

Ref: - **Corporate Office letter no.BSNL/7-1/SR/2020 dated 03.12.2020.**

With reference to the letter cited above, we wish to bring the following to your kind notice, on the subject mentioned above.

BSNLEU is demanding that, the BSNL Management should once again resume the negotiations for revision of wages. This is one of the important demands for the one strike, held on 26.11.2020. We have also submitted an explanatory note, wherein the status of this issue is also mentioned in detail. The ALC(C), New Delhi, is presently holding conciliatory meetings on this issue.

The BSNL Management, vide it's letter cited under reference, addressed to the Chief Labour Commissioner, has provided a status report on the charter of demands. A copy of this letter is endorsed to our Union also.

As regards the demand of Wage Revision, the following is stated in the letter cited under reference.

“(c)based on discussion, the Committee proposed scales for Wage Revision and the record of discussion of Joint Committee was sent for signature to Unions. But Unions had objections and recorded disagreement.”

The above statement gives an impression that the Unions have signed a disagreement. We hope this impression has not been created with an ulterior motive.

The true status of the wage negotiations is that, consensus has already been reached on all the major aspects of the wage revision, including construction of the new pay scales. The only thing is that, no consensus could be reached between the Management and the Unions in respect of payment of HRA arrears. If consensus is not reached on an issue, at a particular point of time, it can always be renegotiated. It is important to note that, all these happened nearly a year ago. Hence, BSNLEU is repeatedly demanding for the resumption of the wage negotiations.

The DoT, vide it's letter no.F.62-2/2016-SU dated 27th April, 2018, has clearly mandated the BSNL Management to hold negotiations with the Recognised Unions, for the revision of wages, sign an agreement and send the same for it's approval. The BSNL Management is duty-bound to implement this direction of the DoT. ***Passing over the ball into the court of the DoT, by way of seeking a clarification, and thereby keeping the entire issue in the cold storage, does not augur well for the labour relations in the Company.***

We wish to state that, the DoT is well aware of the guideline of the DPE that, the negotiated pay scales of the Non-Executives should not exceed the pay scales of the Executives. However, despite this clause contained in the DPE guideline, the DoT has mandated the BSNL Management to sign a wage revision agreement and send the same for it's approval.

We also wish to bring to your kind notice that, the aforementioned clause, contained in the DPE guideline, has never been discussed with Recognised Unions, for finding out a via media. Hence, the BSNL Management is duty-bound to convene a meeting of the Joint Committee for wage negotiations.

In view of the foregoing, we once again urge upon you to kindly revisit the issue and cause to issue the instruction for the early resumption of the wage negotiations.

Thanking you,

Yours Sincerely,



[P. Abhimanyu]
General Secretary

- Copy to: (1) Ms. Shashi Negi, Chief Labour Commissioner (Central), Shram Shakti Bhawan, Rafi Marg, New Delhi-110 0011
(2) Shri Anshu Prakash, Secretary, (Telecom), Department of Telecom, Sanchar Bhawan, New Delhi- 110 001
(3) Shri Bharat Kumar Jog, Member (Services), DoT, Sanchar Bhawan 20, Ashoka Road, New Delhi 110001
(4) Ms. Anita Praveen, Additional Secretary, DoT, Sanchar Bhawan 20, Ashoka Road, New Delhi 110001
(5) Shri Jagmohan Singh, Assistant Labour Commissioner (Central),Jeevan Deep Building, Parliament Street, New Delhi-110001
(6) Shri H.C. Pant, Chairman, Wage Negotiations Committee, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(7) Shri A.M. Gupta, Sr.GM(SR), BSNL C.O., Bharat Sanchar Bhawan, H.C. Mathur Lane, Janpath, New Delhi – 110001