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General Secretary

BSNL EMPLOYEES UNION

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Resolution on 3rd Wage Revision.

Resolution passed in the Central Executive Committee meeting of BSNL Employees Union, held at Hyderabad on 06th & 07th August, 2021.

The DoT, vide it's letter no.F.62-2/2016-SU dated 27th April, 2018, directed the Chairman and Managing Director of BSNL to arrive at a wage settlement for the Non-Executives of BSNL, after holding negotiations with the Recognised Unions of BSNL. The above cited letter also directed that, the wage settlement should be submitted for the approval of the DoT, before it is implemented. Based on this letter of the DoT, a Joint Wage Negotiation Committee, consisting of the BSNL Management and the representatives of the Recognised Unions of the Non-Executives has been formed. The first round of discussion of this Joint Wage Negotiation Committee was held on 20th July, 2018. This was followed by 6 more rounds of discussions. The most important part of this Wage Negotiation, viz., the construction of the New Pay Scales, has also been completed.

A meeting was taken by Ms. Aruna Sundararajan, the Secretary, Telecom, on 02nd December, 2018, with the representatives of the All Unions and Associations of BSNL (AUAB). This meeting was also attended by Shri Anupam Shrivastava, the CMD BSNL and other top officers of BSNL. The issue of Wage Revision of the Non-Executives was discussed at length in this meeting. **The Secretary, Telecom, specifically directed the CMD BSNL in that meeting, to continue and conclude the negotiations for the Wage Revision of the Non-Executives.** The DoT has issued minutes for this meeting which has been communicated vide BSNL letter no.BSNL/7-1/SR/2018 dated 02nd December, 2018.

Thereafter, Shri Manoj Sinha ji, the Hon'ble Minister of State for Communications chaired a meeting on 03rd December, 2018, attended by the representatives of the AUAB, senior officers of the DoT, including the Secretary, Telecom and senior officers of the BSNL, including Shri Anupam Shrivastava, CMD BSNL and Ms. Sujata Ray, Director (HR). The following 4 demands of the AUAB were discussed in that meeting.

- (1) Allotment of spectrum to BSNL for providing 4G services.
- (2) Pension Contribution at actual basic pay levels.
- (3) Revision of Pension to BSNL retirees w.e.f. 01.01.2017.
- (4) Implementation of 3rd PRC for Executive cadre and Wage Revision for Non-Executives.

In that meeting, Shri Anupam Shrivastava, CMD BSNL informed the Hon'ble Minister of State for Communications that **the negotiation of the BSNL Management, with the Unions in relation to the Wage Revision of the Non-Executive employees was in the final stage.** On hearing the statement of the CMD BSNL, the Hon'ble Minister of State for Communications directed that an institutional mechanism be put in place for periodic interaction between AUAB, BSNL Management and the relevant DoT officers, to continue with the discussion on the aforementioned four demands of the AUAB. The DoT has issued minutes for this meeting, which has been communicated by the BSNL, vide it's letter no.BSNL/7-1/SR-2018 dated 04th December, 2018.

Thus, it is crystal-clear from the foregoing that, the issue of the Wage Revision of the Non-Executives has been discussed at the highest level in the DoT, as well as in the Ministry of Communications and directions have been issued by the Hon'ble Minister of State for Communications, as well as by the Secretary, Telecom, that the Wage Revision of the Non-Executives should be concluded at the earliest.

Even after the Hon'ble Minister of State for Communications and the Secretary, Telecom, have given directions to the BSNL Management, to conclude the Wage Revision of the Non-Executives of BSNL expeditiously, it is regrettable to note that, the BSNL Management is not resuming the Wage Negotiations, that have been arbitrarily and unilaterally suspended by them. It is not out of context to mention here that, as per the Press Statement released by the DoT and published in the Press Information Bureau on 11th January, 2021, BSNL has turned Rs.602 crore EBITDA positive, in the first half of the financial year 2020-21.

In view of the foregoing, this Central Executive Committee meeting of BSNLEU urges upon the BSNL Management to honour the commitment given by the Hon'ble Minister of State for Communications and the Secretary, Telecom, by expeditiously settling the Wage Revision of the Non-Executives of BSNL.



**[P. Abhimanyu]
General Secretary**

- Copy to: (1) The Hon'ble Minister for Communications, Sanchar Bhawan, New Delhi – 110001.
(2) The Hon'ble Minister of State for Communications, Sanchar Bhawan, New Delhi – 110001.
(3) The Secretary, Telecom, Sanchar Bhawan, New Delhi – 110001.
(4) The Chairman & Managing Director, BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(5) The Director (HR), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(6) The Director (CFA), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(7) The Director (CM), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(8) The Director (EB), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.
(9) The Director (Finance), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001.