



BSNL

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## NATIONAL FEDERATION OF TELECOM EMPLOYEES

**BSNL**

*(Regn. No. 4906 dated 17/9/2001)*

C-4/1, Bangla Sahib Road (Baird Road), New Delhi - 110001

No. TF- 38/3

Dated 23.11.2011

To,

Chairman-cum-Managing Director,  
B.S.N.L  
New Delhi

Subject : **Notes on items of Strike demands.**

Sir,

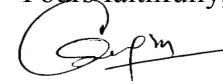
Kindly refer to our Notice No. TF 38/3 date 19/11/2011 regarding proposed one day strike on 15<sup>th</sup> December. The notes on the demands are appended below for perusal and considerale.

1. Proposal of VRS to Staff :- BSNLWA and NFTE BSNL are opposed to the proposal of retrenchment of employees through VRS. The absorbed employees are covered under Rule 37A and entitled for Govt Pension. The VRS cannot be applied on such category of staff. We have earlier suggested voluntary Replace Scheme in place of VRS but the suggestions and proposal has not been considered in real perspective. The railway has introduced replacement scheme under which sons / daughters of the employees can seek employment in case of voluntary retirement we request that VRS proposal be dropped and in its place voluntary Replacement Scheme be introduced which will be increative for aged employees who will seek voluntary retirement and in their places their sons / daughter of employees may get employment wage burden will also reduce.
2. Financial viability of BSNL :- At the time of formation in of BSNL the Govt by its Cabinet decision assured to keep the BSNL financially viable. The ADC and compensation of Rs 2000 crores support for uneconomical activities done by BSNL is also stopped. The BSNL has also been burdened with the pension expenses to the tune of 40% although Govt promised to pay the pension.  
The BSNL should get choice and freedom for selecting the circles for 3G spectrum and unutilized surplus spectrum be surrendered to the DOT. The License fee be also reimbursed. Huge expenditures are being incurred on the TAC members nominated by DOT. The TACS be either disbanded or expenditures incurred on TAC members reimbursed by Govt.
3. Procurement of equipments :- Despite assurances the GSM equipments, cables, Dropwires Modem etc could not be provided in the field. The development of Telecom Services is completely stopped

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4. 78.2% IDA fixation :- The demand is legitimate claim of the employees. The Govt of India, Department of Public Enterprise has decided 78.2% IDA fixation while evolving new pay structure. This order has been implemented in all the PSUS except in BSNL causing monetary loss to employees. The benefit of 78.2% IDA fixation be extended to BSNL staff with immediate effect and arrears be paid when the financial condition of the company improves.
5. Restoration of Medical Allowance, Leave encashment and LTC facilities :- The facilities have arbitrarily been stopped. The restoration of Medical Allowance with vouchers be discussed and solution found out by decreasing the numbers of days if necessary
6. Repatriation of ITS officers :- Such ITS officers who have not opted for BSNL be repatriated to end the present stalemate prevailing in the field.
7. Bonus to staff :- The BSNL staff are not getting Bonus for last two years. The staff be paid minimum bonus i.e. exgratia in the analogy of CG employees.
8. Extend Minimum Trade Union facility to the registered and applicant unions Despite pursuance no step has been taken to evolve mechanism for redressal of grievances of more than 50% staff who don't belong to the recognized union. There is thus communication gap between staff and management affecting the performance and Industrial relation in the company.

Yours faithfully,



(Chandeshwar Singh)  
General Secretary