



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

TF – 4/5

Dated: 29.09.11

NFTE – BSNL Formal Meeting with the Management

To,

1. All CHQ office-bearers & Special invitees.
2. All Circle Secretaries.
3. All District / Divisional Secretaries and Branch Secretary.

Dear Comrades,

We write to you to apprise with the details of meeting held with the BSNL Management.

The management invited NFTE-BSNL for a discussion on the latest developments including the proposal of VRS to the employees / executives who have completed the age of 45. The meeting took place on 27th September. NFTE-BSNL was represented by Comrades Islam Ahmad, Chandeshwar Singh, C.K.Mathivanan and Rajpal. The management side was consisting of Director (HRD), PGM (SR), GM (Restructuring) and GM (Estt).

NFTE-BSNL took this opportunity and conveyed the displeasure of employees over the arbitrary withdrawal of medical allowance (without voucher), Postponing LTC facility and cancellation of 10 days Earned Leave Encashment facility while availing LTC for tour. NFTE-BSNL expressed its strong disapproval of the arbitrary attitude of the management in deciding the issues, which affect the work force without consulting the unions. The management of late only informs everything to the unions and avoids any meaningful discussion with the unions before taking any decision that may affect lakhs of employees. This attitude does not augur well to the industrial harmony in BSNL. It was pointed out to the top management that immediate withdrawal of its 5th September order will only bring industrial peace in BSNL. However the Director (HRD) agreed to review the whole thing after studying the financial impact. We also demanded that actual expenditure on Indoor medical treatment may be reimbursed to the staff instead of restricting the same to the CGHS rates forcing the employees to pay from their pockets which defeat the very purpose of BSNL MRS Facility. NFTE-BSNL also pointed out the discrimination in settling the medical claims between the top executives like CGMs etc and the lower ranked employees. Director (HRD) assured us to enquire and remove such discrimination immediately.

The management conveyed that Tenders for various items like underground cables, Data cards, Dslams, Modem II are being finalized and the supply of the same may begin shortly. NFTE-BSNL pointed out that customer should have the choice to select Telephone instrument either from BSNL or outside vendors. But in some circles the customer is forced to purchase telephone instruments only through outside market. This has resulted in cancellation of several new connection advice notes. The Director (HRD) agreed with us and promised to rectify this mistake.

Selling wireless modem by the franchisees at CSCs while we have no supply of them does not look nice and our CSC staff are helpless. We brought this to the knowledge of the Top management for immediate correction.

NFTE-BSNL also drew the attention of the management to the fact that CSCs working hours are arbitrarily changed to 08 am to 08 pm without posting necessary additional staff. Due to this the staff working in CSCs are frustrated lot. Their working hours, weekly off and closure of CSCs during holidays are the pricking issues that needs the urgent attention of the Management. NFTE-BSNL opposed the practice of ordering additional responsibility to the nearby SSA heads whenever particular SSA head proceeded on leave. This does not work well in the field. Instead the senior most officer in the same SSA may be given temporary officiating for the period of absence. The management assured us to consider our point taking all side opinions.

The Director (HRD) explained the steps taken by the CMD and the BSNL board to enhance the revenue and profitability of the company. He appealed for the cooperation of all employees and unions in this regard. As per his information the company has recorded 2% increase in revenue although the 2010-2011 financial year ended with a net loss of Rs. 6000 crores. However he was very optimistic that around 2012 BSNL will achieve a turn around in its business. In the end the management wanted to present the proposal for VRS to the employees so that the expenditure on salary account is reduced considerably.

NFTE-BSNL at the outset expressed its strong opposition for the proposed VRS scheme to the employees who have completed the age of 45. We told the proposal is nothing but a complusory retirement since already employees are going out through VRS. The management informed us that it is voluntary and no one will be compelled to go out through this VRS. The Director (HRD) informed us that to implement the VRS management solely depend upon the financial assistance asked for from the Government of India. No move to obtain bank loans (or) disinvest the shares of BSNL to meet the expenditure on account of compensation payment to the VRS optees. He also categorically told us that since BSNL is now a loss making industry only Gujarat type compensation package is possible and as per the package only 35 days pay + IDA will be paid for every completed year of service. Thus the wide spread rumours that 60 days pay + IDA will be granted as VRS compensation was proved to be an utterly a false propaganda by few vested interested groups.

NFTE-BSNL put forth the arguments to counter the managements view that by reducing the staff strength by one lakh old gory will be brought back to BSNL. We cautioned the management that VRS instead of solving any problem will create more problems and surely disrupt the Telecom services and affect the efficiency.

NFTE-BSNL is of the firm opinion that the policy of the government of India and the pro-private sector attitude of successive Telecom ministers only resulted in destroying the solid financial base of the BSNL. Untill and unless these policies of the government are changed / modified no improvement is possible in BSNL. During the discussion NFTE-BSNL offered number of suggestions to enhance profitability and increase the revenue. Returning 3G Spectrum in the non-profitable circles was one suggestion we gave for reducing the expenditure. The management is of the opinion to return certain spectrum of Broadband wireless Access and sharing of towers with other operators so that expenditure is reduced.

NFTE-BSNL is of firm opinion that without a sustained united strike the anti-worker policies of the management cannot be stopped / defeated. Hence we have to prepare for strong opposition to VRS proposals through strike and other Trade Union Methods.

With greeting,



(Chandeshwar Singh)
General Secretary