

# BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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BSNLEU/422 (WAGE)

24.10.2018

To

Shri Anupam Shrivastava,  
CMD BSNL,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Sir,

Sub: - **Forwarding of the resolution on wage revision, passed in the CEC meeting of BSNLEU – req.**

We wish to bring the following resolution to your kind notice, which is passed in the Central Executive Committee meeting of BSNL Employees Union, held at Ghaziabad, on 22<sup>nd</sup> & 23<sup>rd</sup> October, 2018.

Thanking you,

Yours sincerely,



[P.Abhimanyu]  
General Secretary

Encl: As above.

Copy to: (1) Ms. Sujata T. Ray, Director (HR & Finance), BSNL, Janpath New Delhi.  
(2) Shri H.C. Pant, Chairman, Joint Committee on Wage Negotiation of the Non-Executives.  
(3) Shri Saurabh Tyagi, Sr.GM(Estt.), BSNL CO.  
(4) Shri A.M. Gupta, GM(SR), BSNL CO.  
(5) Ms. Smita Chaudhary, GM(FP), BSNL CO.

**Resolution on Wage Revision, passed in the Central Executive Committee meeting of BSNL Employees Union, held at Ghaziabad on 22<sup>nd</sup> & 23<sup>rd</sup> October, 2018.**

This meeting of the Central Executive Committee of BSNLEU, notes with serious concern, the developments related to the 3<sup>rd</sup> Wage Revision of the employees. Pending Cabinet approval for relaxing the "Affordability Clause", contained in the recommendations of the 3<sup>rd</sup> PRC, the DoT has given clearance to BSNL, for starting negotiations with the Recognised Unions, to finalise the wage revision. The Joint Committee for negotiating wage settlement, has made several sittings and has almost finalised the new pay scales.

However, a deadlock has arisen in respect of revision of HRA. The Management Side of the Joint Committee has informed that HRA revision could not be done for the Non-Executives, in view of the critical financial condition of BSNL. They have also informed that the Management had already recommended 3<sup>rd</sup> Pay Revision to the Executives, by freezing the HRA as of 31.12.2016. They argue that HRA revision could not be given to the Non-Executives, since the same has already been proposed to be frozen, in respect of the Executives. Further, the Staff Side is informed that HRA revision will create an additional burden of Rs.570 crore, as a result of which the entire proposal for wage revision is likely to be rejected by the DoT. Proposal has also been made by the Management Side that, HRA revision could be considered on a later date, as and when the financial position of the Company improves. This proposal of the Management is totally unacceptable.

Denial of wage revision or HRA revision to the employees, citing BSNL's financial position, is not only unjustified but also misleading. It should be kept in mind that the entire telecom market is disrupted due to the predatory pricings of Reliance Jio. It should not be forgotten that major private operators viz., Airtel and Vodafone Idea have gone into loss. Further, these private operators are having huge debts, whereas BSNL's debt is comparatively insignificant. We also wish to cite that BSNL recorded faster growth in the mobile segment, compared to Airtel, Vodafone and Idea in 2017. Further, as per TRAI report, BSNL is the only Company apart from Reliance Jio, which has recorded growth in AGR in the year 2017. BSNL's AGR has increased by 6.8% in June quarter, as per TRAI report.

Hence, we wish to point out that BSNL is not a sinking ship. Market analysts have confirmed that call and data tariffs will start rising from April 2019 onwards. Hence, BSNL's financial crisis is not going to linger on for long. Once, the disruption of market created by Reliance Jio ends, BSNL's financial position will also start improving.

Hence, citing BSNL's present financial position, and denying HRA revision to the employees for the next 10 years is totally unacceptable. This CEC meeting of BSNLEU urges upon the BSNL Management to finalise the wage settlement of the Non-Executives without further delay, by granting HRA revision.

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