

UNITED FORUM OF BSNL UNIONS

**BSNL EMPLOYEES UNION
TELECOM EMPLOYEES PROGRESSIVE UNION
BSNL MAZDOOR SANGH (BTEF)
ALL INDIA BACKWARD CLASSES TELECOM EMPLOYEES SANGATHAN
SC/ST EMPLOYEES WELFARE ASSOCIATION OF BSNL
BAHUJAN TRADE UNION OF BSNL
SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS**

UF / GL

28.07.2009

48 HOURS STRIKE ON 19 – 20 AUGUST, 2009

Demands

❖ Immediate Wage Revision

- (a) *Fitment Benefit on par with Top-Executives on Pay+78.2% DA.*
- (b) *Five year periodicity for Wage Revision.*
- (c) *Annual Increment at the rate of 5% on Basic Pay be granted cumulatively for Non-Executives along with the Revised Pay Scales with effect from 1-1-2007.*
- (d) *Pay Fixation on Promotion: Fitment Benefit of two increments (10% of pay in the existing scale) be granted while fixing the pay in the promoted scale, with effect from 1-1-2007.*
- (e) (i) *Pensionary benefits for absorbed employees on par with Central Government Employees.*
(ii) *50% IDA merger for pensioners.*
- (f) *Allowances and perks on par with executives.*
- (g) *Casual / Contract Labour wages on par with minimum pay of the concerned grade of Non-Executives.*

❖ Implementation of Promotion Policy

❖ Implementation of Anomaly Committee Report

❖ Stop unfair labour practices by BSNL management

Programmes

- 31.07.2009** : ***Serving of strike notice with demonstration at all SSA / Circle level***
- 11.08.2009** : ***Massive Dharna at SSA / Circle level***
- 19 – 20 August, 2009** : ***48 hours strike from 0000 hrs on 19.08.2009***

Dear Comrades,

The undue delay in settlement of Wage Revision and other important demands in violation of earlier strike agreement, the lethargic attitude of the BSNL management as also the unfair labour practices resorted to by it had compelled the United Forum Unions to call for another strike.

It was assured in the strike agreement signed on 18.05.2009 that the wage revision of non-executive employees will be expedited through negotiations in the wage negotiation committee. (BSNL/7-6/SR/2009 dated 18.05.2009). Eventhough two months are over, there is no improvement except that one meeting of the Committee was held on 05.06.2009. No meeting has taken place for about 2 months.

For ITS officers who are on deputation in BSNL, VI CPC recommendations were implemented in a very quick manner. The II Pay Revision Committee recommendations were implemented by February, 2009 for BSNL executives. Despite the fact that the wage negotiation for non-executives started by 15th December, 2008, after a strike called on by United Forum, further discussions were stopped on the complaint of NFTE-FNTO alliance that no negotiation be conducted during the membership verification period. Although a series of wage negotiation committee meetings were held, no settlement could be reached due to the complete negative attitude and indecision of the management which compelled the United Forum to issue call for strike on 19 – 20 May, 2009.

In the discussion on 18th May, 2009, one day prior to the strike, the management agreed to expedite wage agreement and assured issue of orders immediately on HRA w.e.f. February, 2009 and 6 months of advance pay instead of four months offered earlier. While orders were issued accordingly on the above two issues, there was no improvement on wage negotiation, except that a meeting was held on 5th June, 2009. For the last two months, no further meeting has taken place. It is also not known when the next meeting will take place, after a new chairman is appointed since the earlier chairman, wage negotiation committee has already retired on 30th June, 2009.

In the meanwhile, exploiting the critical situation and resentment of workers at the undue delay in wage revision, NFTE – FNTO Alliance with the tacit support of the management is floating declarations to be filled up by workers, giving their willingness to accept whatever is offered by the management. But despite maximum instigation by management as well as NFTE – FNTO alliance, they could not canvass even 5% of workers to sign such surrender declarations. Instead of dropping such anti-worker method, they have now started forging signatures of many officials, (who are unaware of this malpractice) and submitting the same to management in an attempt to increase the number of declarations. Such nefarious method can never succeed and will fail.

But the important issue is the utterly unfair labour practice adopted by management against the recognised union. Just like in private sector, BSNL management is supporting scab unions in an effort to isolate the recognised union and its allies. Making agreement with scab unions hours before discussion with recognised unions, changing rules arbitrarily to allot unjustified seats in Work Committees to NFTE – the list is long. The management of a Central Public Sector cannot be allowed to violate all rules, regulations and conventions to support certain unions, which tows the management line.

The implementation of Promotion Policy which was signed on 30th October, 2008 and the recommendations of the Anomaly Committee report signed in 2005 are two other demands which is raised in the strike notice. Thousands of workers have retired and will retire without getting the benefits if there is further delay in their implementation.

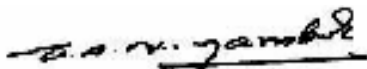
The restoration of 5 years periodicity for wage revision, instead of 10 years, the settlement of long pending issues of Casual / Contract Workers and BSNL Pensioners are some of the other major demands. The demand of 5 years periodicity has been raised by non-executive unions in all Central PSUs and agitation has already started in certain PSUs on this demand. Management as well as DoT is adopting a casual attitude in settling the fully justified demands.

The National Steering Committee of the United Forum consisting of seven All India Unions in its meeting held on 27th July, 2009, taking all the above facts into consideration, has decided to call for 48 hours strike commencing from 0000 hours on 19th August, 2009 for settlement of the demands mentioned above.

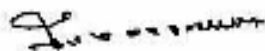
We call upon the entire BSNL Workers irrespective of union affiliations to organize and fully participate in the strike to ensure a better deal to the BSNL workers.

With Warm Greetings,

Yours Faithfully,



V.A.N. Namboodiri
GS, BSNLEU



V. Subburaman
GS, TEPU



Suresh Kumar
GS, BSNLMS



A.B. Pati
GS, AIBCTES



B.R. Jakharia
GS, SC/STEWA



Hari Singh
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