

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

23.01.2010

Excellent Achievement

Wage Agreement signed

on 15.01.2010

Dear Comrades,

The Wage Agreement for Non-Executives in BSNL has been signed on 15th January, 2010 between the Official Side and the Staff Side, after a series of meetings of the committee and very hard bargaining.

The Memorandum by the recognised union was submitted on 3rd September, 2008. However, an exploratory meeting was held in January, 2008 itself. Protesting against the delay in starting the negotiation, United Forum decided for one day strike on 12th December, 2008, which was deferred after discussion with the management who agreed to start negotiation immediately and held another exploratory meeting on 15th December, 2008 in which the wage issues were discussed in general. But further meetings were postponed as NFTE-FNTO alliance objected on the plea that Membership Verification was already scheduled.

Further meetings started with effect from 3rd March, 2009 with Shri R.K. Batra, PGM (Trg.) as Chairman, Wage Committee. A sub committee was constituted to study about the pay revision in other PSUs. The sub committee went to SAIL, GAIL & NTPC and found that no negotiation has been started so far, but got many inputs from the earlier wage revision in 1997. The official side insisted on 10 years agreement whereas the union wanted 5 years agreement.

Since the wage negotiation was being delayed, the United Forum called for 2 days strike on 19th & 20th May, 2009 to press settlement of issues urgently. During the strike discussion with Director (HRD) on 18th May, as per assurance that 6 months advance as also grant of HRA in the revised rates from 27.02.2009, the strike was deferred. Both the assurances were implemented by issuing necessary orders immediately.

In the meantime, the II Pay Revision Committee for executives in PSUs (Rao Committee) had already submitted its report and in BSNL, the management implemented the wage revision for executives on as per order dated 27.02.2009. The Central Govt. had already implemented VI-CPC Report for Central Government employees, including unabsorbed Group A / ITS Officers who are on deputation in BSNL on 24.11.2008 (w.e.f. 01.01.2006).

This situation was utilized by the NFTE-FNTO alliance to create panic among the workers. They propagated that the revenue and profit of BSNL has gone down and there will be huge loss for BSNL in the coming days and that if the wage settlement is delayed, the non-executives will not get anything. They made massive propaganda that it is better to accept whatever is offered, instead of bargaining with the management. Certain unions sent letters to Corporate Office requesting that they are prepared to accept whatever is offered by management. But even the large majority of their own workers refused to sign, well realizing the trap. In the letter, they also mentioned that whatever the Rao Committee has recommended for non-executives be implemented. In fact, Rao Committee was appointed for wage revision of executives and the committee did not make any recommendations regarding the payscale for non-executives.

The management also created difficulties by delaying meetings as also not appointing the new Chairman, Wage Revision Committee after the earlier Chairman, Shri R.K. Batra, PGM retired.

48 Hours Strike 19 – 20 August, 2009:- It is in this context that the United Forum gave a call for 48 hours strike on 19 – 20 August, 2009 to ensure speedy discussion and settlement. The strike was a big success with more than 2 lakh workers participating in the same.

The strike had its impact. Regular meetings started under the new Chairman, Shri S.R. Kapoor, ED (Finance) and continued till 15th January, 2010 on which day, the agreement was signed.

Salient Points of agreement

- ❖ **Pay Revision with effect from 01.01.2007**
- ❖ **30% fitment on Basic Pay + 68.8% IDA. Benefit of 78.2 % IDA, when granted for executives**
- ❖ **3% cumulative rate of increment**
- ❖ **Longer span of pay-scales to avoid stagnations**
- ❖ **HRA with retrospective effect from 27.02.2009**
- ❖ **Allowances increased**
- ❖ **Skill upgradation Allowance of 2% introduced**
- ❖ **Maternity leave enhanced from 135 to 180 days**
- ❖ **Management will persue pension issues with DoT**
- ❖ **Anomalies / Aberrations will be addressed**
- ❖ **Management & Workers will jointly make efforts to improve services**

It is a great achievement that we have been able to discuss and settle the issues and a good agreement has been reached. We express our thanks to Hon'ble Minister of Communications whose intervention helped for early settlement.

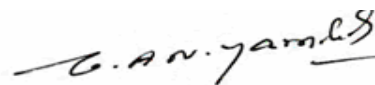
Implementation: - The agreement has to be approved by Management Committee and then forwarded to BSNL Board and next to DoT and DPE for approval. In the last wage revision (conversion from CDA to IDA payscales) it took four months to get orders issued. We are making efforts so that orders are issued earlier.

Dear Comrades,

We congratulate all of you for the excellent support given by you for enabling us to make the present agreement, which is the maximum we could obtain in the present adverse conditions.

With Warm Greetings,

Yours Fraternally



V.A.N. Namboodiri
GS, BSNLEU



V. Subburaman
GS, TEPU



Suresh Kumar
GS, BSNL MS



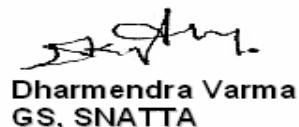
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