

# BSNL EMPLOYEES UNION

Recognised Union in BSNL

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

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BSNLEU/ 422 (WAGE)

17.07.2018

To,

Ms. Sujata T. Ray,  
Director (HR) BSNL,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi – 110 001

Madam,

Sub: - **Demanding implementation of open ended pay scales for the Non-Executives, to avert the problem of Stagnation – req.**

We wish to bring to your kind notice that the Joint Committee for negotiating wage settlement of the Non-Executives has been constituted, and that an exploratory meeting is being held on 20.07.2018. We heartily thank you for constitution of the Committee and assure our fullest cooperation for the early finalisation of the wage settlement.

As you aware, the wage settlement has to be finalised at the earliest possible, so that it could get the approval of the DoT, and could be implemented before the announcement of the dates for the Parliament elections. BSNLEU assures it's fullest cooperation in this regard.

As regards wage settlement, we wish to draw your kind attention to one of it's crucial aspect. In the last wage settlement, which was implemented from 01.01.2007, there was a major flaw in the construction of the pay scales. The gap between the minimum and the maximum of the pay scales was kept very low by the Management. This was done with a view to keep the expenditure on pension contribution as low as possible. As a result of this, 90% of the employees in the RM and Group 'D' cadres, went into stagnation. The problem of stagnation did not spare even employees in the higher pay scales.

During the wage negotiations last time, BSNLEU, the then Sole Recognised Union, strongly demanded that sufficient number of spans should be provided between the minimum and the maximum of the pay scales. But the Management Side was totally against this demand. In fact, the Management Side at the beginning, suggested that 8 years' of span were sufficient for each pay scale, since no employee would remain in the same pay scale for more than 8 years, as per the NEPP. With much difficulty, BSNLEU made the Management to understand that this argument was wrong. Finally, the gap between the minimum and maximum of the pay scales was stretched up to 21 to 22 years.

Inspite of this exercise done by BSNLEU, a substantial number of employees suffered due to stagnation. We earnestly request that sufficient precaution should be taken this time, so that the problem of stagnation does not arise.

It is not out of context to mention here that, the All Unions and Associations of BSNL (AUAB) is pressing hard that, the government should collect pension contribution from BSNL, only based on the basic pay, and not based on maximum of the pay scale, in accordance with the government Rule. In the meeting held between the Hon'ble Minister of State for Communications and the AUAB on 24-02-2018, the Hon'ble Minister gave categorical instruction to the Secretary, Telecom, that only Government of India Rule should be implemented in the matter of collection of pension contribution from BSNL. Hence, we can very well say that Government Rule is going to be implemented soon, in the matter of payment of pension contribution by BSNL.

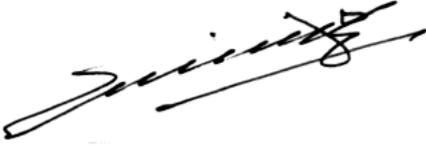
Thus, the very big problem, which compelled the BSNL Management to keep the maximum of the pay scales, as low as possible, is going to be solved once for all. In view of this, BSNLEU demands that the pay scales of the Non-Executives should be kept open ended, in the forth coming Wage Revision. In this regard, we wish to inform that the system of implementing open ended pay scales, is already in vogue in

many PSUs. Hence, BSNLEU earnestly urges upon the Management to implement open ended pay scales for the Non-Executives of BSNL, with a view to totally avert the problem of stagnation.

BSNLEU earnestly requests the Management to look into this issue sufficiently in advance, and with due seriousness, so that discussion on this issue does not consume much time in the negotiations for Wage Settlement, and the same could be finalised within the shortest possible time.

Thanking you,

*Yours sincerely,*

A handwritten signature in black ink, appearing to read 'P. Abhimanyu', written in a cursive style with a long horizontal stroke extending to the left.

**[P. Abhimanyu]**  
**General Secretary**

Copy to:- Shri A.M.Gupta, GM(SR), BSNL CO, Janpath, New Delhi – 110 001