

FORUM OF BSNL UNIONS/ASSOCIATIONS

Circular No. I

New Delhi, 07th June 2012.

ORGANISE INDEFINITE STRIKE FROM 13TH JUNE, 2012.

- **Revise pay with 78.2% IDA merger from 01.01.2007.**
- **Revise perks and allowances – Transport Allowance, Children Education Allowance, Tuition fees, Hostel subsidy, Family Planning Allowance, Professional Upgradation Allowance etc.**
- **Restore Medical Allowances.**
- **Restore All India LTC / Leave Encashment.**
- **Implement Child Care Leave.**
- **Implement Superannuation benefits to BSNL recruited officials.**

Dear Comrades,

The time for a serious struggle on the immediate financial demands of the BSNL workers has arrived. You are fully aware that the Unions/Associations in BSNL have been demanding the BSNL Management for settlement of the long pending demands of the workers. Though the Govt of India, DPE and DOT had issued orders/approval for merger of 78.2% IDA with pay from 01.01.2007, three years back in 2009 itself, the Management has been delaying the same on the plea of the bad financial condition of the company. 78.2% IDA merger is most important since it is part of the basic pay, and allowances, pension etc are calculated on this amount. 78.2% IDA merger is necessary for full neutralization of the cost of living. Delay in implementation of this IDA merger has resulted in serious loss to the pensioners and the workers. While full neutralization is implemented for the non-absorbed ITS officers, it is denied to the BSNL absorbed/recruited employees. This discrimination should end and the merger should be ordered for the BSNL workers immediately.

The various allowances for the Executives/Non-Executives have not been revised for a long period on one plea or another. This has resulted in denial of justice to the employees. For example, while the NE-1 employee gets a transport allowance

of a mere Rs. 300/- per month, the top management officers get Rs. 10000/- or more either by granting luxury cars with driver allowance and petrol charges or through high transport allowance. Medical Allowances as per BSNLMRS Rules are denied to the employees as also pensioners. Curtailment is made on All India LTC and Encashment of Leave. While child care leave is allowed by the government, it is denied to the executive and non-executive employees. Superannuation Benefits as per DPE guidelines are not implemented for BSNL recruited employees. In fact, the BSNL management has arbitrarily denied the benefit of Pay and allowances ordered by Government and DPE. At the same time all benefits, perks and allowances are granted to non-absorbed ITS officers by the same management. On 25th of May, this year, fifteen allowances including hiked transport allowance are granted to them. Though the orders are suspended for the time being after the strike notice was issued by the forum of Unions/Associations, mentality of BSNL management could be well understood by this different treatment and discrimination against BSNL absorbed/recruited employees. This injustice cannot be tolerated any more.

The BSNL Unions/Associations have been making all-out efforts for the development and expansion of BSNL. It was only due to the Anti-PSU policies of the government and lethargy and inefficiency of the BSNL management which mainly consist of unabsorbed ITS officers who are least concerned for the development and expansion of services and interest of workers that the future of the company is at peril. Due to the uncertainty prevailing in the company by the non-relieving of repatriated ITS officers, the financial viability of the company has been adversely affected and market share reduced. It was only after continued struggles by the Unions/Associations, that Management has been compelled to initiate the procurement of even the barest minimum equipments. **The management has no right to impose the burden of their mismanagement and loss of revenue on the shoulders of hardworking and dedicated employees.**

While we are trying to improve the services on one side, we have also to ensure that the workers' interests are safe guarded. We cannot allow the management to trample upon our rights and justified demands. That is why the Unions/ Associations have come together under the Forum of BSNL Unions/Associations and served notice on BSNL Management for indefinite strike with effect from 13th June 2012 on the demands mentioned above. The demonstrations on 31st May and Dharna on 6th June 2012 in preparation for the strike have been complete success throughout the country. The workers' response to the program has been inspiring.

