

BSNL EMPLOYEES UNION

Recognised Union in BSNL

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

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V.A.N. Namboodiri
General Secretary

BSNLEU/522(CL)

26.10.2009

To

**Shri Kuldeep Goyal,
CMD, BSNL
Bharat Sanchar Bhawan,
New Delhi – 110 001**

Sir,

Sub:-**Payment of wages and implementation of other facilities to Casual/Contract labour – req.**

With reference to the above subject, the following is submitted for your favorable consideration:-

(a) Wages for casual labor and TSMs:

At present the casual labor and TSM are paid as per the Fifth Central Pay Commission rate of wages. Even after implementation of 6th Pay Commission Report by the Central Government, the wages of casual labor and TSM in BSNL are not revised accordingly. Moreover, on the basis of equal pay for equal work, the casual labor and TSMs are to be paid on the basis of IDA pay scales.

(b) Payment of statutory wages for Contract labor:

For the contract labor working in BSNL, the principal employer is BSNL only and it is its statutory responsibility to ensure that the wages fixed as per the statute are paid by the contractors. The Government of India, Ministry of Labor and Employment has notified minimum wages vide gazette of India No.11258 dated 7.8.2008, No.2232 (E) and 2233 dated 18.09.2008 and No. 1285 (E) dated 20.05.2009 for the workers who were engaged in Government of India enterprises. The notifications direct to cover and pay the wages to the workers engaged through contract agencies also. Therefore these wages are to be paid to the contract labor in BSNL throughout the country. In case the wages announced by any State Government are higher than these rates, those rates are to be implemented. Otherwise these rates announced by the Central Ministry of Labour and Employment are to be implemented. Other social security provisions like EPF, ESI etc in the statute are to be properly implemented and it is the responsibility of BSNL management to get these provisions implemented properly.

(c) Implementation of instructions issued by the Corporate Office:

The instructions issued by Corporate Office in favor of the Contract labor for maintenance of registers, payment of wages etc., are not being implemented by the Circles. This requires immediate implementation.

(d) Implementation of EPF for casual labor:

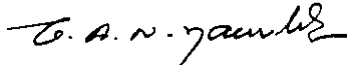
As per the statute, casual labor is eligible for EPF & ESI schemes provided he worked for more than 60 days in a period of 3 months or less. But this is not being implemented in BSNL.

(e) Creation of proper machinery at Circle and SSA level for implementing the statutory responsibilities regarding contract labour/casual labor:

Since we have come from Government setup, most of the officers are not aware of statutory obligations to be fulfilled by the management for contract and casual labour. Unless there is a machinery created specially, this responsibility will remain unattended, leading to legal complications

We shall be thankful for causing favorable orders on all the above issues.

Yours faithfully



**(V.A.N.NAMBOODIRI)
GENERAL SECRETARY**