

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/404(Bonus)

29-09-2009

To

**Shri Kuldeep Goyal,
CMD BSNL,
Bharat Sanchar Bhawan,
New Delhi – 110001**

Sub: - **PLI for 2008-2009 –req.**

Ref: - **Lr.No. 12-2/2009 – PAT(BSNL) dated 18-09-2009.**

Sir,

The BSNL management has issued orders, granting Rs. 3500/- as PLI for Non-executives. This arbitrary decision of the management to reduce PLI for 2008-2009 is fully unjustified to say the least. The argument of the management to reduce the PLI is that there is reduction in the profit for the year and hence the full PLI cannot be given. It also says that the distributable profit for grant of PLI does not allow to pay more amount. These arguments have no basis if we check the facts.

The PLI (Productivity Linked Bonus) formula for BSNL and MTNL was announced by DOT vide No.11-18/2003-SU. II(Pt.) dated 19th September 2006 on the basis of DPE guidelines in the matter conveyed vide DOT letter of even No. Dated 5th October 2005. While the PLI amount is calculated on the basis of MOU grading, it was specifically mentioned that the minimum and maximum ceiling of the PLI shall be Rs. 7,000/- & Rs. 10,000/- for non-executives and Rs. 10,000/- & Rs.12,500/- for executives. It was also mentioned that the PLI to casual labourers will be Rs.3,000/- fixed.

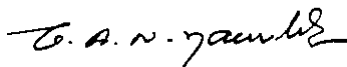
As far as the non-executives are concerned, there is no restriction based on the limit of 5% of the distributable profit. This is only applicable for the executives as per DPE guidelines. The management has now invoked this provision for the non-executives without any justification.

The profit this year has been reduced not because of any lack of performance on the part of the executives, but due to the lack /crunch of mobile lines for which the management was fully responsible, who have reduced the tender order from 45.5 million to half. Further the increased expenditure for payment of arrears of wage revision cannot be a reason for reducing PLI.

When leaders of the United Forum met the CMD, BSNL and Director (HR), BSNL, on September 15, 2009, we pressed for payment of minimum PLI of Rs. 7000/- to the Non-Executives. Since we did not get positive response, the United Forum conducted nation wide dharna/demonstrations, on September 17, 2009, to press our demand of payment of Rs. 7000/- as minimum PLI. Once again, after the issuing of the PLI order, the United Forum conducted nation wide demonstrations on September 22, 2009 expressing our opposition to the reduction in the quantum of PLI.

In view of the foregoing, I request you to kindly issue order immediately for payment of the balance amount of PLI i.e., Rs. 3500/- to the Non-Executives and Rs. 1500/- to the casual labourers.

Yours Sincerely



(V.A.N. NAMBOODIRI)

General Secretary

Copy to : 1. The Chief Labour Commissioner, Shram Shakthi Bhawan, New Delhi – 110001.
2. The Director (HR), BSNL, New Delhi – 110001.