

15.12.2011

The management of BSNL is represented by Sh. Mukesh Minar, DGM(SR) and Sh. Satish Wadhwa, AGM(SR).

The Joint Action Committee is represented by Sh. V.A.N.Namboodiri, Convenor, JAC (President, BSNL Employees Union); Sh. Suresh Kumar, GS, BSNL Mazdoor Sangh; Sh. Sarnam Singh, Secretary and Sh. Satish Goswami, - BSNL Mazdoor Sangh.

At the outset the management submitted a copy of the recorded note of bi-partite discussion held between the management of BSNL and the JAC on 12.12.2011. It was further learnt from the management as well the representatives of JAC that just before attending this conciliation proceedings they had a discussion where the CMD and Director(HR) including other senior officials of BSNL were present. Although the minutes of the discussion are yet to be brought out, the JAC reported that the management without acceding to any of the demands more or less held the same views as held in the earlier discussion held on 12.12.2011.

It was conveyed to the JAC that a perusal of the charter of demands reveals that some of the demands do not pertain to the direct concern of the workers and are more related to the organizational issues of BSNL as a whole. The JAC strongly contended that this is the way they have been taking up the demands of the employees including the core issues of the Organization for the last so many years. The JAC added that as the demands raised by them are of all India nature conciliation at the highest level of the Chief Labour Commissioner(Central)'s organization would have been more appropriate. The JAC emphatically wanted it to be recorded that the management, as evident from the record note of discussion dated 12.12.2011 and other wise also, has been maintaining the stand that they have taken up many issues pertaining to their demands with the DOT. Given the fact of the matter it is in the interest of early resolution of the demands and also in the interest


of smooth and harmonious industrial relations in BSNL, the JAC wanted that DOT also should be invited to participate in the conciliation proceedings in order that certain decisions can be taken on the spot.

The JAC is also advised to submit their rejoinder on the comments made through the minutes of discussion dated 12.12.2011 and also on the minutes of discussion dated 15.12.2011, if any, which are to come out shortly.

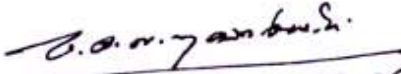
The management's representatives reiterated that there are certain demands raised by the JAC which have just been deferred due to current acute financial stringencies and not rejected. In view of the submissions made by the parties as mentioned above and also for the reasons that the minutes of the bi-lateral meeting held today i.e. 15.12.2011 are yet to be brought out, the conciliation proceedings are adjourned to 22.12.2011 at 1100a.m. The parties present should note the date and time and attend accordingly. The CLC© in the meantime made his presence in the RLC©'s office and held brief discussion with the parties with the direction to transfer the file to his office so that conciliation can be held by him on and at the time the date so fixed. The notice to DOT to be issued.

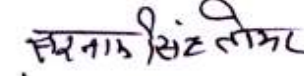
F.O. of BSNL  
15.12.2011

Mukesh Mehta  
15/12/11  
(DGM SR, BSNL)

  
15/12/11  
(SURESH KUMAR)  
G.S. BSNL MS

  
(S.K. Das)  
Regional Labour Commissioner©  
New Delhi.

  
C.V.D.N. NAMBOODIRI  
President BSNL EU, CAI VENU, JAC.

  
P. H. S. RIZVI  
