

Record of the discussion of meeting held on 09.08.2010 between BSNL management & United Forum of BSNL Unions

In pursuance of the notice for lunch hour demonstration on 5.8.2010 and dharna on 12th August, 2010 given by the United Forum of BSNL Unions, a meeting was held between the management and United Forum of BSNL Unions at 11:00 Hrs on 9th August, 2010 in the Committee Room, 5th Floor, Bharat Sanchar Bhawan, New Delhi to discuss the demands raised by United Forum of BSNL Unions. The following were present in the meeting.

Management side members

1. Shri D.P.De, GM (Estt.)
2. Shri Shakeel Ahmad, GM (SR)
3. Mrs Smita Choudhary, GM (EF)
4. Shri Harshwardhan Singh DGM (Estt.)
5. Shri L.M.Kandpal , AGM (SR-III)

Members of United Forum of BSNL

1. Shri P.Abhimanyu
2. Shri V. Subburaman
3. Shri Suresh Kumar
4. Shri .R.L.Moudgil
5. Shri Devi Prasad Patwa
6. Shri B. R. Jakhatia
7. Shri Hari Singh
8. Shri N,D.Ram
9. Shri Dharmendra Verma

At the outset, GM (SR) welcomed all the participants in the meeting and expressed management's appreciation on the decision of the United Forum members for considering BSNL management request to withdraw Lunch hour demonstration scheduled on 05.08.2010. Thereafter point wise discussion on demands of the United Forum of BSNL Unions was started.

1. Implementation of Anomaly Committee report of aberrations which have been arisen in the wage revision w.e.f.1.10.2000

Shri P. Abhimanyu, General Secretary BSNLEU said that it is a long pending demand of the Union and the recommendations of the Anomaly Committee should be implemented without further delay. In response to this, GM (Estt.) informed the participants that Internal Finance has called for some real life aberration cases for deciding the issue. Estt. branch of Corporate Office had asked Tamilnadu, Karnataka, UP (W) Circles etc., to forward the anomaly cases. Requisite details have been received from one or two Circles and the same is

being forwarded to Finance section. It was agreed that efforts will be made to issue the orders on Anomalies before the forthcoming meeting of the National Council.

2. Implement the modifications and issue clarifications on Non-executive Promotion Policy (NEPP), as already demanded by the Staff side.

Staff side members mentioned that Promotion Policy has not been implemented in any of the circles despite the fact that orders have been issued four months back. Circles are waiting for clarifications from BSNL C.O. Therefore, the queries received so far by the section, should be replied immediately. On this demand, GM (Estt.) informed that clarifications on the points raised by field units and unions, are likely to be issued within a couple of days. General Secretary, BSNLEU further suggested that BSNL C.O. shall also write letter to all circles atleast to implement the cases where option has been exercised. The Management side clarified that some employees may like to change their option after issue of clarifications, since the last date for exercising option already stands extended. However, since the clarifications are likely to be issued in a couple of days, it may not be necessary to issue orders for partial implementation. On the issue of modifications in Non-Executive Promotion Policy, both sides agreed to discuss item in coming National Council Meeting where this issue is already included in the agenda.

3. Accord pay protection to all non-executives, who joined on or after 1.1.2007 and who are facing reduction in emoluments.

After discussions, both side members agreed that this issue needs discussion at length. Therefore, issue will be discussed in forthcoming National Council meeting.

4. Regularize left out casual labourers.

After elaborate discussions, union representatives agreed to hold a separate meeting with GM (SR) to discuss the issue.

5. Provide reservation for SC/ST employees in NEPP

The staff side members demanded that reservation for SC/ST employees in NEPP on the same pattern as adopted in case of OTBP/BCR promotions. The management side members clarified that as per available orders, the reservation for SC/ST is considered only on the post based promotions and not in the case of financial upgradation. However, if the Staff side is aware of any Government order on SC/ST reservation which has not been considered in N.E.P.P., the same may be furnished/submitted for consideration of the management. Finally it was agreed that the staff side will submit detailed proposal for consideration of management.

6. Fill up back log vacancies in all cadres for SC/ST employees.

Staff side pointed out that back log vacancies for SC/ST employees are not being filled in various cadres. GM (Estt.) informed the participants that necessary instructions in respect of TTA cadre has already been issued. Then staff side requested management to issue similar orders in respect of all other cadres, to which the Management side agreed to examine the same.

7. Suitably modify BSNL Medical Reimbursement Policy to remove the hardships being faced by the employees.

General Secretary BSNL EU expressed his dissatisfaction on the BSNLMRS order dated 16.04.2010. He further added that he had made request to the Chairman of committee on BSNLMRS to postpone the meeting for 3 days but the meeting was arranged and recommendations were passed. Moreover the suggestions/ view points submitted by him on the draft recommendations have also not been considered / incorporated and order has been issued. Reacting to this, GM (Admn.) clarified that the recommendations of the committee and suggestions submitted by him have been placed before the Management committee for decision. Based on the approval of the management committee, the said order was issued. GS, BSNLEU stated that they wanted to have further discussion on the matter and till that time the order be kept in abeyance. GM(SR) pointed out that since the recommendations have been approved by the management committee, therefore it may not be possible to withhold the orders. Since the issue has already been included in the agenda item of National Council meeting scheduled in last week of this month and further discussions can be made in the National Council Meeting.

During the discussion, the staff side also raised the issue of limiting indoor treatment facility to two children only; GM (A) informed the members that the clarification on this point is under consideration for making the order effective from prospective date.

8. Withdraw the proposed new Staffing norms and hold discussions with the Staff side.

The union side mentioned that their views on staffing norms have already been submitted to the Restg. Branch and considering the complexity of the issue involved, it is imperative to discuss the same in a meeting with the concerned officers in Restg. Branch. The Management informed that feedback as and when received from the unions/association on the staffing norms proposal already circulated shall be processed and submitted for further consideration/decision.

After elaborate discussion on the demands / issues raised by the United Forum, all the members expressed satisfaction on the discussions held and understanding reached. Thereupon, GM (SR) once again made an appeal to the United Forum of BSNL Unions to withdraw their proposed one dharna on 12.08.2010.