

# 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)**

**07.11.2009**

To

**The Chief Labour Commissioner of India,  
Ministry of Labour, Govt. of India,  
Shram Shakti Bhawan,  
Rafi Marg,  
New Delhi – 110 001**

Sir,

Sub: **Unjustified reduction in Productivity Linked Incentive – reg.**

I wish to bring the following issue to your kind notice for favour of necessary action.

BSNL employees are being paid Productivity Linked Incentive (PLI) from the year 2004-05, as per the scheme introduced by DoT vide it's letter no.11-18/2003-SU.11 dated 13<sup>th</sup> October, 2005. As per this scheme and based on the MoU Grading, employees are being paid PLI. The minimum PLI to be paid to the Non-Executive employees is Rs.7000 and the minimum PLI to be paid to the casual labourers is Rs.3000/-, as per DoT's scheme.

Since BSNL is given the MoU Grading of 'FAIR' for the year 2008-09, the Non-Executive employees are eligible for the minimum PLI of Rs.7000/- and the casual labourers are eligible for the minimum PLI of Rs.3000/-, as per DoT's scheme.

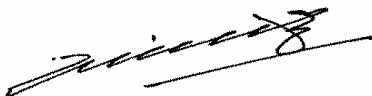
BSNL issued order for payment of PLI for the year 2008-09, vide letter no.12-2/2009-PAT (BSNL) dated 18.09.2009. As per this order, the Non-Executive employees are paid only Rs.3500/- and the casual workers are paid only Rs.1500/-.

This order of the BSNL, reducing the eligible PLI of the Non-Executive employees and casual labourers by 50%, is unjustified, arbitrary and violative of the DoT order on the subject. BSNLEU has conveyed it's protest to the CMD, BSNL, vide it's letter no.BSNLEU/404 (Bonus) dated 22.09.2009 and vide letter of even no. dated 29.09.2009. It has demanded that full PLI should be paid to the employees. The union has also conducted nation-wide demonstrations on 22.09.2009, protesting against the arbitrary reduction in the PLI. However, BSNL management has so far not accepted the demand of the union to pay the PLI arrears,

The action of the BSNL management, arbitrarily reducing the quantum of the PLI is violative of the Industrial Disputes Act, 1947. Hence, I request you to intervene in this dispute and ensure payment of eligible PLI, to the Non-Executive employees as well as to the casual labourers. I am enclosing copies of the above mentioned letters for your kind reference.

Thanking you,

*Yours Sincerely,*



**(P. Abhimanyu)  
Dy. General Secretary**

Encl: (i) Copy of DoT letter no.11-18/2003-SU-11 dated 13<sup>th</sup> October, 2005.  
(ii) Copy of BSNL Lr. no.12-2/2009-PAT (BSNL) dated 18.09.2009.  
(iii) Copy of BSNLEU Lr. no. BSNLEU/404 (Bonus) dated 22.09.2009.