

BHARATH SANCHAR NIGAM LIMITED
H.C. Mathur Lane, Janpath, New Delhi – 110001

No. BSNL/7-6/SR/2009

Dated 18th May, 2009

A meeting was held on 18th May, 2009 with the representatives of United Forum of BSNL under the Chairmanship of Director (HRD) in view of their proposed strike on 19th and 20th May 2009.

A list of participants is attached as Annexure I.

The following issues were discussed:

1. Immediate settlement of Wage Revision for Non-Executives

Management also agreed that wage negotiations of non-executive employees be expedited through negotiations in the Wage Negotiation Committee.

2. Fitment Benefit on par with top executives on pay+ 78.2% of pay

The issue can be discussed in the wage negotiation Committee as a part of the negotiation.

3. Five Year periodicity for wage revision

The Union demanded 30% fitment for 5 year periodicity. The management informed that the issue of periodicity of wage revision for non-executives will be referred to the DOT as per DPE guidelines. The fitment formula will be discussed in the wage negotiation committee.

4. Interim Relief @ 50% of basic pay or Rs. 3,000/- whichever is more be paid every month w.e.f. 01-01-2007, pending finalization of wage revision agreement and its approval by DOT/DPE

The management agreed to make an additional payment of interest free advance equal to 2 months basic pay.

5. HRA at par with the rates implemented for the Central Govt. Employees w.e.f. 01-09-2008

Orders for the payment of HRA based on DPE guide lines w.e.f. 27-02-2009 on the pre revised pay will be issued.

6. Annual increment @ 5% on basic pay be granted cumulatively for non-executives along with the revised pay scales w.e.f. 01-01-2007

The issue can be discussed in the wage negotiation committee as a part of the negotiation.

7. Pay fixation on promotion : Fitment benefit of two increments (10% of pay in the existing scale) be granted while fixing the pay in the promoted scale w.e.f. 01-01-2007.

The issue can be discussed in the wage negotiation committee as a part of the negotiation.

8. (a) Pensionary benefits for absorbed employees on par with Central Govt. Employee.

(b) Pension Scheme for BSNL Recruiters.

Pension of the BSNL Employees is governed by the Rules 37(A) of CCS (Pension) Rules. In this regard DOT has issued orders vide letter No. 40-31/2008 – Pen(T) dated 4th May, 2009.

8 (c) 50% IDA merger for pensioners.

The matter has already been taken up with the DOT. The case will be perused further with the authorities in DOT.

9. Allowances and Perks on par with executives

The issue can be discussed in the wage negotiation Committee as a part of the negotiation.

10. Contract Labour wages on par with the minimum pay of the concerned grade of non-executives.

The subject matter is beyond the scope of the recognized union.

Director (HRD) while concluding the meeting, appealed to the unions to call off the strike on 19th and 20th May 2009. The unions have agreed to defer the strike.

Sd/-

Arvind Pandey

Deputy General Manager (SR)

Copies to all participants

List of Participants:

From Management Side

1. Director (HRD) in the Chair,
2. Executive Director (Finance)
3. PGM (IR)
4. GM (Estt.)
5. GM (CA)
6. DGM (SR)

From Staff Side

1. Shri V.A.N.Namboodiri GS BSNLEU
2. Shri P. Abhimanyu
3. Shri V.Subburaman
4. Shri J.N.Mishra
5. Shri Suresh Kumar
6. Shri Hari Singh
7. Shri B.R.Jakhatia
8. Shri Hakam Singh.