

# 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)**

**22.09.2009**

To

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

Sir,

**Sub.: Payment of Productivity Linked Incentive (PLI) to the Non-executive Staff of BSNL for the Year 2008-2009 – Demand for Modification – Req.**

This has a reference to the Order No. 12-2/2009-PAT(BSNL) dated 18.09.2009 vide which an amount of Rs. 3500/- has been granted as PLI for the year 2008-09 to the Non-executive staff of BSNL. We strongly protest against this unilateral decision of the BSNL management and demand payment of PLI according to the existing formula.

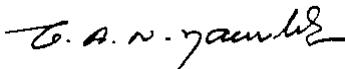
In this context, we like to recall the history behind evolution of the present PLI formula. Consequent on our persistent demand for formulating a viable Bonus Scheme for Non-executive employees of BSNL through negotiation, DoT vide letter No. 11-18/2003-SU dated 10.06.2005 addressed to the CMDs of BSNL & MTNL proposed a PLI Scheme based on DPE MoU Rating and it was finalized vide its letter No. 11-18/2003-SU.II dated 13.10.2005. The main features of the guidelines were: (i) For Non-executives, minimum amount would be Rs. 7000/- and maximum Rs. 10000/-, (ii) PLI would be granted even if the MoU Rating comes down to 'Fair' while making profit, (iii) The provision of '5% of distributable profit' would be effective only when the aggregate perks of an employee cross 50% of his basic pay. On the basis of this formula, PLI is being paid to the employees since the year of 2004-05 onwards.

In view of the above, it is clear that Non-executive employees of BSNL are fully eligible to get PLI for the year 2008-09 with Rs. 7000/- as minimum. But the management has denied this benefit unilaterally on the plea of lesser profit, for which Non-executive employees have absolutely no responsibility, since it is the outcome of the wrong policies perused by the management and its failure to procure and provide equipments for expansion in time.

We have opposed the management's intention to reduce PLI vide our letter No. BSNLEU/404(Bonus) dated 03.09.2009 addressed to the Director (HR) and demanded full bonus as per extant PLI Scheme. We have reiterated our demand to you also during the meeting held on 15.09.2009. But it is observed that the management has ruled out all logic and issued order reducing PLI for 2008-09 in a most arbitrary manner and thereby virtually abrogating the PLI formula unilaterally, which is contrary to the proviso of the Industrial Dispute Act 1947.

The Non-executive employees across the country are very much aggrieved due to unilateral decision of the management and resorted to strong demonstrations on 22.09.2009 to voice their genuine grievances. We demand that revised order for payment of PLI according to the PLI Scheme, as mentioned above, with Rs. 7000/- as minimum be issued immediately.

Thanking you,



**V.A.N.Namboodiri  
General Secretary.**