

# PREPARE FOR STRUGGLE TO ACHIEVE A BETTER WAGE REVISION

## DEFEAT THE COLLABORATION OF NFTE-FNTO WITH THE MANAGEMENT AGAINST WORKERS

---BSNLEU

### Demands

1. **Fitment benefit on par with top-level executives**
2. **Five year periodicity for wage revision**

Dear Comrades,

On 5-3-2009 the BSNL management has released orders on wage revision of executives, allowing 30% fitment benefit (increase of 30% on Pay+68.8% DA, without considering DA merger w.e.f. 01-1-2007) in pay fixation in revised pay scales. Again on 2-4-2009, Government issued another order allowing 30% fitment benefit to executives on Pay+78.2% of Pay considering DA merger. This means the executives will get arrears again. If the non-executive union has signed agreement before wage revision of executives, the management would have given less benefit to the non-executives and more to the executives as was done earlier. To avoid this cheating, the BSNLEU has decided to wait until the wage revision of the executives and then fight for achieving fitment benefit for non-executives on par with executives. Meanwhile BSNLEU fought along with other PSU unions under the banner of CPSTU and achieved an order from DPE (Department of Public Sector Enterprises) on 1-5-2008 allowing wage revision periodicity as 5 years, instead of 10 years. After this order, the Executives Pay Revision Committee, the Government and BSNL also have not specified 10 year periodicity for wage revision of executives and left it for future decision. Now if we are firm and achieve 5 year periodicity, the executives also will be given 5 year periodicity.

In the Wage Negotiation held on 2-4-2009 with the representative Union BSNLEU, the management proposed 30% fitment benefit on par with executives, with 10 year periodicity or 10% fitment benefit with 5 year periodicity. The aim of management is to create compulsion on the Union to agree for 10 year periodicity for 30% fitment benefit. **But BSNLEU is firm to achieve fitment benefit on par with executives under any circumstance and also five year periodicity for wage revision.** If we could achieve fitment benefit on par with executives with 5 year periodicity, our wages will be revised now from 1-1-2007 and will again be revised from 1-1-2012. But if we agree for 10 year periodicity, after wage revision from 1-1-2007, our next wage revision will be only in 2017.

Since no periodicity of 10 years is prescribed for executives, why should management say that it is 10 years for executives and try to impose it on us? It is unfortunate that NFTE and FNTO have gone to the management on 6-4-2009 and conveyed their willingness to the proposal of management for denying 5 year wage revision to non-executives. They told the management that no periodicity be mentioned. When we are having DPE order allowing 5 year periodicity, why should they propose like this? They are collaborating with the management against the workers.

Even though 30% fitment benefit is prescribed for all executives including CMD, in an indirect way, 40% to 71% fitment benefit was granted to top level executives like GM, Director and CMD. Therefore in the wage negotiation held on 8-4-2009, BSNLEU demanded that for non-executives, the fitment benefit should be on par with top level executives and the wage revision periodicity should be 5 years.

BSNLEU calls upon all non-executives to unite together and get prepared to fight for achieving these demands.



BSNL EMPLOYEES UNION

----- BRANCH