

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

No: UA/2018/46

22.11.2018

To

(1) The Secretary,
Department of Telecommunications,
Ministry of Communications,
Sanchar Bhavan, 20, Ashoka Road,
New Delhi-110 001.

(2) The Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110001.

Madam / Sir,

Subject: - **Submitting explanatory note on the charter of demands for the indefinite strike from 03.12.2018 - req.**

Ref: - **Strike notice of the AUAB, issued vide letter No: UA/2018/44 dated 15.11.2018.**

The All Unions and Associations of BSNL (AUAB) has issued notice for indefinite strike from 03.12.2018, vide letter cited under reference. In this connection, the following explanatory note, on the charter of demands contained in the strike notice, is submitted for favour of your kind information and necessary action.

(1) 3rd Pay Revision of BSNL employees w.e.f. 01.01.2017.

In the meeting held with the representatives of the AUAB on 24.02.2018, the Hon'ble Minister of State for Communications was kind enough to assure that, a Cabinet Note would be prepared, for the consideration of the Cabinet, for the settlement of 3rd Pay Revision of BSNL employees. However, the DoT, which is responsible for preparing the Cabinet Note, has not completed the job even after the lapse of 9 months. It is understood that the DoT is not willing to consider the 3rd Pay Revision of BSNL employees, in view of the present financial condition of the Company. Everyone knows that BSNL's revenue has drastically gone down, only because of the predatory pricings being adopted by the Reliance Jio. Due to the disruption created by Reliance Jio in the telecom sector, even Airtel and Vodafone Idea are running in huge losses.

Further, it is a known fact to every one that, the government did not allow BSNL to procure equipments for the expansion of it's mobile networks for 7 years from 2007, which is the sole reason for BSNL's going into loss. Shri Ravi Shankar Prasad ji, former Hon'ble Minister of Communications, has made statements many times in this regard.

In this connection, we wish to quote the statement made by Shri Ravi Shankar Prasadji, former Minister of Communications, in his interview given to the CNBC-TV18 on 28.02.2015, wherein he has stated on record as, ***"Both BSNL and MTNL were in profit by the year 2005-2006, thousands and thousands of crore. What happened in the subsequent years that they have come under such a critical state? Something which I can openly tell you today that every attempt was made that they are not allowed to expand."***

Hence, we submit that the government alone is responsible for the present financial problems of BSNL, and the employees should not be made scape goats for the same.

Despite this, both the employees and the Management have collectively taken very serious efforts, as a result of which BSNL's revenue increased, its losses went down appreciably and also the Company made operating profits in 2014-15, 2015-16 and 2016-17. In 2017, so far as mobile segment is concerned, BSNL recorded higher growth rate than Airtel, Vodafone and Idea. In 2017, BSNL's growth in the mobile segment was 11.50%. Whereas, Airtel's growth in the mobile segment was only 9.13%. The growth recorded by Vodafone was a meagre 3.83%. The growth of Idea was only 3.14%. It is also very important to note that BSNL made this achievement with the 2G and 3G, while the other private operators have deployed state-of-the-art technologies, including the 4G. The unions and associations of BSNL have launched many movements to improve the quality of BSNL's services and also to increase the revenue of the Company. For example, they launched the "**Customer Delight Year**" in 2014. The "**Intensive Marketing Campaign**" was launched in 2015. "**The Service With A Smile (SWAS)**" was launched in 2016. Presently, the "**BSNL At Your Door Steps**", is being implemented.

It is very important to mention here that the government has already given a bail out package to the private telecom companies, which are stressed by the predatory pricing of Reliance Jio. It is also learnt from the media that, the government is in the process of implementing one more bail out package to the private telecom companies.

At the same time, the government is holding the employees responsible for the financial problems of BSNL. It is denying wage revision to the employees citing the financial problems of the Company. This is untenable and unacceptable.

It is also not out of place to mention here that the ITS officers, who are working in BSNL on deputation, and who constitute the top management of the Company, have already got their pay revision, as per the recommendations of the 7th CPC. This has created an anomalous situation in BSNL, in which the top officers of the Company have already got their pay revision, whereas, their subordinate officers and employees are denied pay revision. Such an anomalous situation is not prevailing in any PSU. Hence, 3rd Pay Revision of BSNL employees, with 15% fitment, should be settled immediately.

(2) Allotment of 4G spectrum to BSNL.

In the meeting held on 24.02.2018, the Hon'ble Minister of State for Communications was kind enough to state that, 4G spectrum would be allotted to BSNL, as per the terms and conditions submitted by BSNL to the government. However, even after the lapse of 9 months, BSNL has not been allotted with 4G spectrum. When all the private companies are providing 4G service, BSNL is placed in a miserable condition of competing with them with 2G and 3G. The delay on the part of the government, in the allotment of 4G spectrum to BSNL is very unfortunate. It is demanded that expeditious action should be taken by the government to immediately allot 4G spectrum to BSNL.

(3) Pension Revision of BSNL retirees.

The BSNL retirees, who are absorbed from the DoT, are eligible for pension revision w.e.f. 01.01.2017. Both the BSNL retirees, as well as the Central Government retirees, are covered by the same rules, viz., the CCS Pension Rules 1972. Rule 37A has been put in place, for providing Government pension from the consolidated fund of India for the CPSU employees absorbed from Govt. service on IDA scales, counting the combined service. While the

Central Government pensioners have already got their pension revision, the BSNL pensioners are left high and dry. In the meeting held with the AUAB on 24.02.2018, the Hon'ble Minister of State for Communications assured that steps would be taken to implement revision of pension to BSNL retirees from 01.01.2017. However, the DoT is linking the pension revision of BSNL retirees with the pay revision of the serving employees, which is untenable and unacceptable. We demand that BSNL pensioners should be immediately given pension revision.

(4) Calculation of pension contribution based on basic pay.

The DoT is collecting excess money from the BSNL, in the name of Pension Contribution. While in the case of the Central Government employees, as well as the DoT officers working on deputation in BSNL, the Pension Contribution is being calculated based on the actual basic pay, as per FR 116. However, the DoT is collecting Pension Contribution from BSNL, based on the maximum of the pay scale of each BSNL employee, since 01.01.2007. In the meeting held on 24.02.2018, the Hon'ble Minister of State for Communications was kind enough to direct the Secretary, Telecom, that only the Government Rule should be made applicable to BSNL in the matter of pension contribution. We are extremely sorry to say that the DoT has so far not implemented the direction given by the Hon'ble Minister of State for Communications. Hence, it is demanded that the DoT should collect pension contribution from BSNL, calculated on the basis of actual basic pay. It is also demanded that the excess amount collected from BSNL all these years, on account of payment of pension contribution, should be immediately returned.

(5) Settlement of the left out issues of 2nd PRC.

The 2nd PRC recommended that each PSU should contribute 30% of the pay of its employees, towards superannuation benefits. Eventhough, most of the PSUs have already implemented this recommendation of the 2nd PRC, BSNL has not implemented it fully. The present financial condition of the Company cannot be cited as a reason for denying the future social security of the Directly Recruited Employees of BSNL. Hence, it is demanded that the recommendation of the 2nd PRC, in respect of superannuation benefits of the DR employees of BSNL, should immediately be implemented fully.

In view of the above submissions, it is requested that expeditious measures may kindly be taken to solve the issues amicably.

Thanking you,

Yours sincerely,



Com. Chandeshwar Singh
Chairman, AUAB.



Com. P. Abhimanyu
Convenor, AUAB.