

**Record of discussion in the meeting with Director (HRD), BSNL on 8.12.08**

The following attended the meeting:

Shri Gopal Das, Director(HRD), BSNL  
Shri S.C.Misra, CGM Bihar Circle  
Shri Shakeel Ahmad, GM(SR), BSNL CO

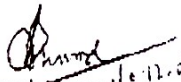
Shri V.A.N.Namboodiri, GS BSNLEU  
Shri Suresh kumar  
Shri R.S.Chauhan

The meeting was held in response to letter dated 4.12.08 of GM(SR) addressed to GS BSNLEU with the appeal to withdraw the strike proposed on 11<sup>th</sup> and 12<sup>th</sup> December 2008 and look for resolution of his demands by mutual dialogue. Status / agreed action points on various demands raised by GS BSNLEU are as follows:

1. Immediate Wage negotiation/ Wage revision: Guidelines from administrative ministry are yet to be received. However, it was agreed to have another exploratory meeting on 15.12.08 on the charter of demands submitted by GS BSNLEU.
2. Grant Interim Relief: As per decision taken in National Council, matter has already been referred to DoT.
3. Reduce disparity between executives and Non-executives: The demand is in the context of wage revision and therefore will be discussed during wage negotiation.
4. Pay minimum Bonus of Rs. 10,000/-: It was informed that payment of bonus with minimum amount of Rs. 7000/- has been made as per approved policy and in view of the present financial condition of the company, there was no scope to increase the minimum limit at this stage. The issue has been already been discussed in National Council.
5. Implement Anomaly Committee report: The file has not been returned by DoT. It was agreed to pursue the matter with DoT at higher level.
6. Implement Promotion policy: It was informed that processing of Committee's recommendation has already started. It was agreed that efforts will be made to bring the proposal for consideration of Management Committee within 15 days.
7. Ensure SC/ST Reservation in Promotions/ Upgradations: It was assured that all constitutional safeguards as applicable to promotion/ upgradation of SC/ST candidates will be ensured.
8. Regularise Casual Labour: The matter has been considered in National Council and action will be taken as per decision taken therein.
9. Settle Contract Worker Issues: Suitable instructions already stand issued to field units in this regard.
10. Liberalise Compassionate Ground Appointments: It was informed that as per DoP&T guidelines and Supreme Court judgement, CGA can be made only up to 5% of direct recruitment quota vacancies in case of indigent condition of deceased's family. However, as per decision taken in National Council, existing policy will be reviewed after one year hence.

11. Issue Presidential Orders for RM/TSM: Required information in respect of DoT period TSMs who were regularised in BSNL has been received from 19 circles and has been sent to DoT for issue of PO. Efforts will be made to collect information from other circles and to expedite issue of PO.
12. Upgradation of pay scales of SrTOA/TM/Grade IV etc.: The matter is under discussion in the designated committee.

At the end, Management assured its best efforts to resolve the issues and requested GS BSNLEU to withdraw the strike notice. GS BSNLEU agreed to respond positively to the gesture shown by management.

  
(Shakeel Ahmad) 10.12.08  
GM(SR), BSNL CO

No. BSNL/7-6/SR/2008 dated 10.12.08

Copy for information and necessary action to:

1. PPS to Director(HRD)
- ✓2. GS, BSNLEU
3. GM (SR)
4. GM (Estt)