

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

**No. BSNL/7-6/SR/2009**

**Dated 18<sup>th</sup> May, 2009**

A meeting was held on 18<sup>th</sup> May, 2009 with the representatives of United Forum of BSNL under the Chairmanship of Director (HRD) in view of their proposed strike on 19<sup>th</sup> and 20<sup>th</sup> 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 4<sup>th</sup> 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 19<sup>th</sup> and 20<sup>th</sup> 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.