

## **A brief note on wage revision talks held on 08.04.2009**

A meeting of the wage negotiation committee took place on 08.04.2009. Coms. V.A.N. Namboodiri, P. Abhimanyu, P. Asoka Babu, K.R. Yadav and Mihir Das Gupta, together with other leaders of the United Forum participated in the talks.

Both the proposals made by the official side, in the meeting held on 02.04.2009, i.e., 10 year agreement with 30% fitment and 5 year agreement with 10% fitment, were totally rejected by the staff side. As regards periodicity of wage revision, we made it clear that ***we would accept only a 5 year agreement and there is no question of accepting a ten year agreement.***

As regards fitment, we made it clear to the official side that we want parity with the fitment given to the Executives at the top level and not at the lower level. Among the Executives, 72% fitment is given at the CMD level at minimum pay. Whereas, only 30% fitment is given for the lower level executives. There is no parity among the various levels of executives. Hence, it is unfair to give us only 30% fitment, in the name of parity with the executives.

We demanded that in all fairness, the Non-Executives should be given fitment at par with the top level Executives. Otherwise, the existing relativity in the BSNL will be disturbed. The minimum pay in BSNL is 4000 and the minimum of CMD's pay scale (highest pay scale in BSNL) prior to executives wage revision was 27,750. However, the CMD scale minimum is now revised to 80,000. Hence, the non-executive minimum pay should also be revised in such a manner, so that the relativity with the CMD scale is maintained.

To maintain this relativity, 30% fitment is not sufficient for the Non-Executives. To maintain the ratio of existing 1:7.875 between Group D minimum pay and CMD maximum pay, 135% fitment benefit is required. We also pointed out that fitment benefit on pay+78.2% of pay was allowed for executives as per recent DPE order and same is to be allowed for non-executives. The official side could not counter the reasoning in our argument and assured to come back after discussion with the top management.

On the question of Interim Relief, Official Side said that they could give an advance equivalent to two months basic pay. We told that this is quantum is very paltry and demanded advance of Rs.50,000 to 80,000. On this issue also, official side assured to come back after discussion with their Higher-ups. The next meeting is fixed to be held on 15.04.2009.

The staff side representatives discussed the developments and came to the conclusion that giving call for agitational programme may become necessary, if improvement is not there in the next meeting to be held on 15.04.2009. It is also decided that a letter shall be written to the CMD immediately communicating this message.

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