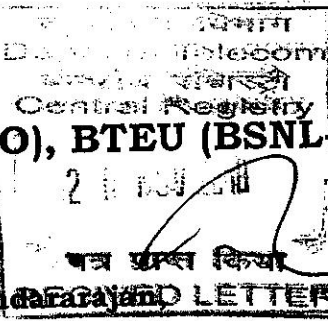


NUBSNLW (FNTO), BTEU (BSNL-BMS), TOA (BSNL-BMS)

Dated 16-11-2018

To

Smt. Aruna Sundarajan
Secretary,
Dept of Telecom,
New Delhi-110001



Shri Anupam Shrivastava,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi-110001

Subject: - Notice for agitational programme urging settlement of 3rd pay revision for BSNL employees & other issues - reg

Respected Madam/Sir,

It is extremely disappointing to learn that after a period of one year, DoT has returned BSNL proposal for pay revision of its employees, citing 'huge decline in revenue in 2017-18' and 'debt burden of Rs.9452 crore' and requested BSNL to submit a concrete viable proposal with a detailed analysis. This has come as a shock since this is at variance with the assurances given by Hon'ble MOSC on the matter.

2 DoT has made many observations, some contrary to facts, as if it has no role in the present financial status of BSNL and as if only BSNL and its employees are to blame, conveniently ignoring the fact that BSNL never was given autonomy in decision making and it was only DoT taking all decisions ever since BSNL was formed.

3. The below Board level Management in BSNL is entirely on deputation from DoT, enjoying revised pay w.e.f. 1.1.2016 and all perks at BSNL cost and DoT never thought of the 'affordability' for their pay revision and perks. Many facilities including LTC have been denied to BSNL employees but those on deputation have been happily enjoying those facilities, again at BSNL's cost. DoT never ever pointed a finger to this. But whenever pay scale, promotion and pension related issues of BSNL's own employees come up, DoT never failed to put its strong foot to deny genuine rights of BSNL employees. It is nothing but mockery of the system where those who are responsible for managing the business of BSNL get their pay revision without any hindrance but the employees toiling in the field are denied the same.

4. At every instance, the DoT has been citing the financial condition of BSNL to deny the due benefits to BSNL employees, by ignoring the fact that DoT is the guardian of the fully Government owned BSNL, on behalf of the Government of India. DoT has never made any effort to fulfill the Government's commitment at the time of formation of BSNL.

to ensure financial viability of BSNL. Neither has it implemented its own commitment in consecutive MoUs that pension contribution will be on the basis of actual pay.

5. Everyone knows that BSNL was allowed to enter mobile services very late after ensuring that the private operators had established strong roots. Still BSNL offered wonderful services without any hidden costs and became the Number 2 in Mobile services. BSNL was making profit till the year 2008-09 but was pushed toward the downhill by not allowing it to expand its operation. Shri Ravishankar Prasad, the former Minister of Communications is on record stating in the Parliament that **"the slipping was due to inadequate investment in infrastructure expansion in recent years leading to delay in expansion of mobile network" and the company was also made to pay "market rate (of Rs 18,500.38 crore) for both 3G and broadband wireless access (BWA) spectrum"**. Even today BSNL is being tactically denied 4G spectrum so as to cripple its wings, since BSNL has stood its ground strongly when the private operators like Airtel and Vodafone were losing their customers due to entry of Reliance Jio. BSNL has been able to match Reliance Jio tariff by tariff and plan by plan thereby becoming MNP positive. This is the only reason for the recent decline in revenue of BSNL which was earlier seen improving fast. BSNL debt is significantly low compared to the debt burden of other private operators. The strategy followed by BSNL is to survive the crisis created by Reliance Jio for the entire Telecom Industry and then to consolidate. The present status of falling revenue may continue for a few quarters but is very likely that the revenue improves afterwards because net mobile/ FTTH / Domestic Leased Line connections are increasing every month.

6. It is intriguing that DoT was sitting over BSNL proposal for pay revision sent in November 2017 for almost a year, waiting for an opportunity to turn down the proposal when decline in revenue became a convenient ruse.

7. All through the years, BSNL has stood for the People of India, making telecom facilities most affordable, compelling other operators too to fall in line, reaching to people in rural, remote and terrorism-prone areas, providing services to the forces guarding the Nation, remaining the only reliable network during natural calamities and of all, implementing the social obligations of the Government of India. All these have been possible only because of the dedication and commitment of the employees of BSNL. And to deny them their due pay revision citing the financial status of BSNL, for which the employees are in no way responsible, is nothing but an act of greatest cruelty.

8. BSNL employees have been pushed to the wall and therefore they are left with no option other than resorting to agitation action in order to protect their future and protect their rights. We hereby issue notice for

AGITATION PROGRAMME as per the details given below

1. **Jago BSNL's employees Jago programme** by wearing of Black Badges and lighting of Candle (in evening) in front of BSNL Corporate Office gate w.e.f. 26.11.18 to 30.11.18
2. Lunch Hour demonstration during lunch Hour on 01.12.18 and further Trade Union action if required. ^{at CHQ Circle & SA Hearts}

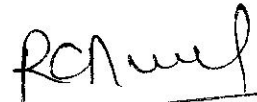
Urging immediate settlement of

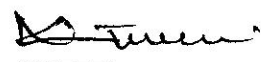
1. **Implementation of 3rd PRC in BSNL and finalization of wage negotiation of Non-executives along with allowances including settlement of the left out issues of 2nd PRC.**
2. **Simultaneous pension revision to BSNL/DoT pensioners who retired prior to 01-01-2017.**
3. **Pension contribution by BSNL on actual pay instead of maximum of pay scale.**
4. **Repatriation to all non-absorbed officers from BSNL to their respective Department**
5. **Immediate Step for Revival of BSNL like Allotment of 4G spectrum to BSNL, Financial support to BSNL etc.**

Yours sincerely

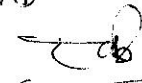


K. JAYAPRAKASH
G. S. NUBSNLW (PATO)


R.C. Pandey
G.S. BTEU BSNL (BMS)


(Anil Kumar Tiwari)
G.S. TOA (BSNL) BMS

duplicate copy send for cmd


20/11/2018
W-12.25 H/RS

Copy to :

1. The Chief Labour Commissioner (Central), Shram Shakti Bhawan, New Delhi
2. The Director (HR), BSNL Board, New Delhi
3. The General Manager (SR), BSNL CO, New Delhi