

FORUM OF BSNL UNIONS/ ASSOCIATIONS

D-7, Telegraph place, Gole Market, New Delhi – 110 001.

Forum / Circular

13th June 2013

***78.2% IDA FIXATION ORDERS ISSUED BY DOT AND BSNL**

***INDEFINITE STRIKE BY BSNL WORKERS FROM 12TH JUNE 2013 CALLED OFF**

***WARM GREETINGS AND THANKS TO THE BSNL EMPLOYEES**

Dear Comrades,

Forum of BSNL Unions / Associations warmly greets the BSNL workers for their steadfast and determined struggles which compelled the DOT and the BSNL Management to issue orders granting 78.2% IDA fixation which is fully justified and which was pending settlement for a long time despite an agreement with the BSNL Management one year back. Orders, both by DOT and BSNL, were issued on 10th June 2013. The meeting of the Forum held on 11th June, after discussion unanimously decided to call off the indefinite strike. Copy of the same signed by the General Secretaries is put in the websites of the unions/associations.

The Back Ground

Wage Revision for both Executives and Non-Executives in BSNL was to be implemented with effect from 01-01-2007 as in other Central PSUs. As per Department of Public Enterprises (DPE) OM No. dated 2nd April 2009, 78.2% IDA pay fixation with effect from 01-01-2007 was to be granted to the PSU employees. However, since the Pay Revision was already implemented for the Executives as per 2nd Pay Revision Committee before the issue of this order, they were granted only 68.8% fixation. In the case of Non-Executives, though the wage revision agreement was signed after the orders, the BSNL Management stubbornly refused to implement the same despite strong demand stating that 78.2% IDA fixation has not been granted to Executives and 'as and when BSNL management decides for 78.2% IDA merger for executives, the same benefit will be extended to the Non-Executives also'. Thus both the Executives and Non-Executives were denied the 78.2% IDA pay fixation.

The BSNL management tried to justify the denial of 78.2% IDA fixation on the plea of continued loss to the company. But the fact is that the BSNL was in profit for all the first 9 years till 2008-2009, and in 2008-09, BSNL's net profit was Rs. 574.85 crore, even after payment of taxes and Rs. 1272 crore before tax. Hence there was no justification for the plea of BSNL management and full fixation should have been granted then and there.

Further, while the justified demands of the Executives and Non-Executives were being denied one after another in the name of financial difficulties, BSNL Management issued orders on 25-05-2012, for payment of all allowances as recommended by the VI Central Pay Commission to the ITS officers who are not absorbed and are on deputation to BSNL. This was a complete discrimination against the Executives and Non-Executives compared to the ITS deputationists. It became clear that the loss to company was only a plea to deny the justified demand of the workers. The discriminatory decision of the management created complete unrest and strong resentment.

The Forum of BSNL Unions / Associations discussed this issue in its entirety and came to the conclusion that this gross injustice cannot be tolerated. Accordingly, the Forum served a strike notice for Indefinite Strike with effect from 13th June 2012. Massive Dharna was organised on 6th June which was successfully implemented all over India. The workers enthusiastically responded to the strike call and made all preparations for the same.

After hectic discussions with the management, an agreement was signed on 12th June 2012 that 78.2% IDA fixation will be implemented after approval by BSNL Board, Child Care Leave will be implemented and a Committee will be formed with regard to the superannuation benefits of the employees who are recruited by BSNL. As per the agreement, the strike was deferred.

BSNL Board approved the proposal for implementation of 78.2% IDA pay fixation and the same was sent to the DOT in September 2012 for approval. All the queries raised by DOT were effectively replied to by BSNL, but still no approval was received.

The continued delay resulted in serious frustration and anger amongst the employees. The Forum of BSNL Unions / Associations after thorough discussion decided to call for agitational programmes including indefinite strike from 12th June 2013 against the non-implementation of the one year old strike- agreement. It was also decided to organise Demonstrations on 22nd May and Dharnas on 6th June 2013 at C.O., Circle, SSA levels in preparation for the strike. Both the programmes were organised by the workers with massive participation and enthusiasm. The success of these programmes gave a clear indication that the strike is going to be a big success.

In between, the DOT unnecessarily referred the issue to BRPSE. This was done with a clear motive to delay the settlement. It is the clear stand of the Forum that the issue does not require the approval of BRPSE, since BSNL has not been brought under its review.

Orders issued

In response to the strike call given by the Forum, the Secretary DOT met the Forum leaders, which was a turning point. He assured the Forum leaders that he is positive about the agreement reached between the BSNL Management and Unions/ Associations. After that, things moved fast and the Minister Communications approved the proposal on 10th June and on the same day, the DOT issued the Presidential Directive for implementation of DPE OM dated 2nd April 2009 on 78.2% IDA pay fixation. On the basis of the above, BSNL Corporate Office also issued order for implementation of the same.

Strike Called Off

The meeting of the Forum held in the afternoon of 11th June 2013, considering the fact that necessary orders have been issued, unanimously decided to call off the Indefinite Strike notified to start from 12th June. The meeting also thanked the DOT and BSNL Management for issue of the orders. The meeting especially appreciated the initiative taken by the CMD BSNL in this matter.

Another order is to be issued by the DOT for the pensioners, retired before 01-01-2007 for grant of 78.2% fixation. This has already been discussed by the Forum leaders with the DOT, and is expected without delay.

Dear Comrades,

This great achievement on IDA pay fixation of 78.2% could be achieved only

With the wholehearted support and active agitational programme by the

Employees. Our demand and agitational programmes have been fully justified.

The agitation has shown to the management that all the unions/associations

Have come together to fight for the cause of the employees. We congratulate

All the leaders and workers for their excellent support in achieving the best result.

Our Future Tasks

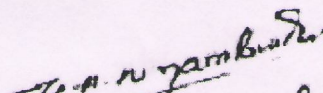
While rejoicing in our victory, we are not shifting away from our main concern about the viability of BSNL and the need for a better service to the nation. The Forum has submitted a detailed Memorandum to the Group of Ministers on 'Revival of BSNL & MTNL', which if accepted and implemented will surely revive the company. We have requested the Circle and SSA Secretaries to meet the Member/s of Parliament in their area, furnish a copy of the Memorandum and request them to take up the issues with the Finance Minister, who is the Chairman of the GoM. Maximum propaganda amongst the subscribers should be organised. Efforts should be made to get maximum publicity to our demands through the media, by issuing pamphlets, press release etc. We very well know that a change in the anti-PSU policy of the government and an efficient Management are important and we will have to move in that respect also.

The Steel Authority of India Ltd. (SAIL), which was in loss has come back and is revived. Air India, which was in loss, is gradually improving. Most of the Central PSUs are in profit. LIC, another PSU, is the number one brand in the country with more than 70% of market share and almost 100% satisfaction level. BSNL can also rise to the occasion and reach the highest level of efficiency and improve market share and restore its past glory. It is not easy, but once the workers are determined, nobody can stop them in their forward march. Within a few days, the Forum will meet again and will plan our future activities to improve BSNL financially and also provide the best service to the Nation.

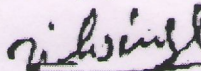
The present achievement should strengthen our unity and capacity to fight for a better future for BSNL, its workers and the country.

With Warm Greetings and Best Wishes,

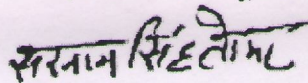
Yours Fraternally,

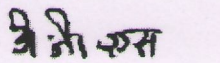

(V.A.N. Nambudin)
Convener, Forum

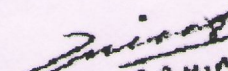
S.V.S. Subramanian
G.S. BSNL



(R. Srinivas)

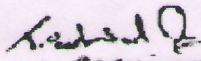
H. Srinivas
G.S. BSNL



K. Jayaprakash

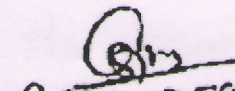

K. Jayaprakash
G.S. BSNL



(P. Anand)
G.S. BSNL

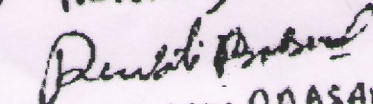

K. Jayaprakash
G.S. FNTD

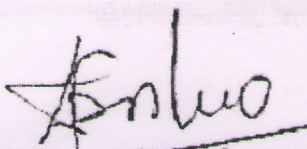

(K. Jayaprakash)
G.S. BSNL



K. Sebastian
G.S. BSNL

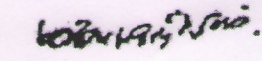

(CHANDESHWAR SINGH)
G.S. BSNL

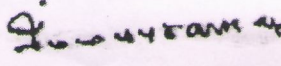

(S.P. Prasad)
President, BSNL

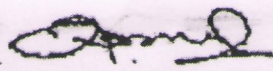

(REWATI DAS)
BSNL ATM S.S.



(C.D.P. Prasad)
(M. Prasad - AIRTEL)


K. Narayan Reddy
General Secretary,
BSNL Employees Sangh


M. Ramasundaram
General Secretary, BSNLEC


V. Subburaman
General Secretary, TEPU


P. Andlappan
General Secretary, FNTD BEA


K. Arumugam
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