

Meeting held between BSNLEU and Director (HR).

On 17.04.2025, BSNLEU had written letter to the PGM(SR), requesting to arrange for meeting with the Director (HR), to discuss certain important issues of the employees, on which the Union had already written letters to the Management. This meeting with the Director (HR) is held yesterday the 28.04.2025.

Com.Animesh Mitra, President and Com.P.Abhimanyu, GS, participated in the meeting. Dr. Kalyan Sagar Nippani, Director (HR), presided over the meeting. Shri S.P. Singh, PGM(Estt. & Rectt. & Admn.), Ms. Anita Johri, PGM(SR & Restg.) together with Ms. Asha Bavaliya, DGM (SR) represented the Management Side. The issues raised by BSNLEU and the reply given by the Director (HR) are given below:-

(1) Declaration of the results of the JTO LICE conducted in Punjab circle for the Vacancy Years 2015-16, 2016-17 & 2017-18.

Both the President and General Secretary of BSNLEU expressed their utmost pain and anguish over the non-settlement of this burning issue of Punjab circle, as a result of which the future of a good number of young employees is being ruined. The Corporate Office had cancelled the JTO LICEs conducted in Punjab circle for the Vacancy Years 2015-16, 2016-17 & 2017-18, under the pretext that, the circle is having JTOs in excess of the sanctioned strength. Ever since then, BSNLEU is continuously writing letters and discussing the issue with the CMD BSNL and the Director (HR), demanding to withdraw the order of the Corporate Office, cancelling the 3 JTO LICEs. As a result of the representations made by BSNLEU, the Corporate Office directed the CGM, Punjab circle, to submit a report on this issue. Based on this, the CGM, Punjab circle, sent a report to the Corporate Office on 28.02.2025, suggesting that, the letter of the Corporate Office, cancelling the 3 JTO LICEs, should be withdrawn and that, the results of the 3 JTO LICEs should be declared. Based on this recommendation of the CGM, Punjab circle, BSNLEU once again wrote letter to the Director (HR) on 03.03.2025, demanding to immediately declare the results of the 3 JTO LICEs. Yesterday, this issue was raised seriously before the Director (HR). In reply, the PGM(Estt.) told that, already Punjab circle is having around 150 surplus JTOs and hence declaring the results of the 3 JTO LICEs and sending the qualified candidates for training is not possible. However, the Union pleaded to the Director (HR) to sympathetically approach this case. Ultimately, the Director (HR) replied that, the review of the Restructuring Scheme is currently going on and that, the demand of BSNLEU would be considered depending upon the outcome of the review of the Restructuring Scheme. But, the Union once again pleaded to the Director (HR) to consider other possibilities of resolving this burning problem.

(2) Issuing Presidential Orders to the 140 RMs of Bihar circle.

The Union pointed out that, around 140 RMs working in Dharbanga and surrounding OAs of Bihar circle, are denied of their Presidential Orders for the past 25 years. Already, the Hon'ble CAT, Patna Bench, issued order in favour of 191 Mazdoors in 1999. Based on this, TSMs orders were issued to 191 Mazdoors and thereafter, 140 Mazdoors were regularised as RMs. However, Presidential Orders were not issued to these 140 RMs. The affected officials had approached the Hon'ble CAT, Patna Bench and the Hon'ble CAT issued order on 20.03.2025, quashing all the impugned orders issued by the Management and directed the BSNL Management and the DoT to grant all the consequential benefits to the petitioners. In yesterday's meeting, representatives of BSNLEU told the Director (HR) that, the 140 RMs have already suffered for the past more than 25 years and that all of them are likely to retire within the next 1 or 2 years. Hence, BSNLEU demanded that, the BSNL Management should take necessary steps for the implementation of the order of the Hon'ble CAT, delivered on 20.03.2025. The Director (HR) gave a patient hearing and stated that the case would be looked into appropriately.

(3) Revision of Transport Allowance.

BSNLEU has already written letter to the Director (HR) on 16.12.2024, demanding that the Transport Allowance of the employees should be revised. BSNLEU has pointed out that, due to high rates house rent, most of the Non-Executives are having their residences only in the outskirts

of the cities and towns, as a result of which, each Non-Executive is spending around Rs.200 to Rs.300 per month for reaching the office and going back. In yesterday's meeting, once again BSNLEU strongly demanded that, the Transport Allowance should be revised. In reply to this, the Director (HR) told that the Management had already constituted a Committee for the revision of allowances of the Executives and Non-Executives. BSNLEU demanded that, the Management should take expeditious decision in revising the Transport Allowance.

(4) Reimbursing the cost of mobile handsets for Non-Executives.

BSNLEU has already written letter to the Director (HR) on 19.11.2024, demanding that, the facility of reimbursing the cost of mobile handsets should be extended to the Non-Executives also. The issue was once discussed with the Director (HR) and at that point of time, he was positive towards settling the issue. However, in yesterday's meeting, the Director (HR) replied that, this demand has been rejected by the Management. BSNLEU pointed out that, very recently Management had issued letter for providing laptops to the Executives up to the level of JTOs and at the same time, the Management is neglecting the Non-Executives. Hence, BSNLEU demanded that, the Management should revisit its decision, so that the facility of reimbursing cost of mobile handsets is extended to the Non-Executives.

(5) Relaxing the condition for availing "Two Hours Daily-Off".

Recently, Corporate Office has issued revised guidelines for the sports persons for availing "Two Hours Daily-Off" for practicing. As per these revised guidelines, stringent condition has been imposed for availing "Two Hours Daily-Off" for practicing. The guideline says that, for availing "Two Hours Daily-Off" for practicing, the sports person should have won a medal in the last 4 years, in International, National and National level tournaments. On 08.04.2025, BSNLEU has already written letter to the Director (HR), demanding that this is a stringent condition should be relaxed for the years 2025 and 2026. This is because, no tournament was held in the years 2020 and 2021 due to Covid pandemic. In 2022 and 2023, tournaments were held but only for a few games were held. As a result of this, many genuine sports persons have become in eligible for availing "Two Hours Daily-Off". Hence, BSNLEU strongly demanded that, this stringent condition should be relaxed for the years 2025 and 2026.

(6) Requesting to post regular CGMs for West Bengal, Chennai and Jharkhand circles.

There is no regular CGMs for the circles of West Bengal, Chennai and Jharkhand circles. As a result of this, developmental works are affected and settlement of staff grievances are also badly affected. On 10.02.2025 and 17.04.2025, BSNLEU has already written letter to the CMD BSNL, demanding for the immediate posting of regular CGMs in the circles of West Bengal, Chennai and Jharkhand. In yesterday's meeting, this issue was seriously raised by BSNLEU. The Director (HR) agreed with the view point of the Union and assured that this matter would be seriously looked into.

(7) Removal of discrimination in the matter of allowing 2nd Saturday as a closed holiday.

The Corporate Office has issued letter on the issue of availing 2nd Saturday as a closed holiday. As per this letter, 2nd Saturday is permitted as a closed holiday for the offices of PGM, GM, TDM and TDE, including TRA, Commercial, Admin., Fig. However, the Non-Executives who are engaged in the operational duties at the field level are denied 2nd Saturday as a closed holiday. On 20.02.2025, BSNLEU has written letter to the Director (HR), demanding that, 2nd Saturday should be allowed as a closed holiday to the Non-Executives who are engaged in carrying out operational duties in the field level. The Union also demanded that, alternatively, compensatory off should be provided, if 2nd Saturday is not permitted as a closed holiday. The Director (HR) replied that, this issue was looked into but could not be considered at present.

(8) Allotment of residential quarters to NTR circle.

BSNLEU has already written letter to the Director (HR) on 21.02.2025, demanding that, residential quarters should be allotted to the Recognised circle unions of CNTx (North) circle. This demand has been raised, keeping in view the special circumstance of that circle. CNTx circle is having its staff working in all the North Indian circles and the employees come over to Delhi for various

purposes and they need arrangement for staying. The Director (HR) replied that a Committee would be formed to look into this demand. However, BSNLEU pointed out that, the Director (HR) is empowered to make changes to the policy for the allotment of quarters and office accommodation to the Recognised Unions. BSNLEU further demanded that the Director (HR) to settle this issue expeditiously and that there is no need to constitute any Committee.

(9) Vindictive attitude of Shri Mansur Alam Toppo, AGM (CFA), Meerut.

BSNLEU has already written letter to the Director (HR) on 25.03.2025, wherein the Union had accused that Shri Mansur Alam Toppo, AGM, Meerut, is harassing the members of BSNLEU. This is because, the district union of BSNLEU had written letter to the Management, regarding the corrupt practices of Shri Mansur Alam Toppo, AGM, Meerut. Consequent to this, the AGM has started victimising leaders and members of BSNLEU. It was pointed out that, dies-non has been imposed on Com.Aswhin Kumar, Organising Secretary (CHQ), BSNLEU, for participating in lunch hour demonstrations. The Union also pointed out that, various vigilance cases are pending against Shri Mansur Alam Toppo, AGM and that he should not be allowed to victimise BSNLEU leaders for questioning his corrupt practices. The Director (HR) spoke to the CGM, UP (West) and directed him to look into this issue and to take necessary action immediately.
