



**P. Abhimanyu**  
General Secretary

# **BSNL EMPLOYEES UNION**

Central Head Quarters

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**BSNLEU/ 211 (Formal Meeting)**

**16.02.2023**

To,

**Shri Arvind Vadnerkar,**  
**Director (HR), BSNL**  
**Bharat Sanchar Bhawan,**  
**H.C. Mathur Lane,**  
**Janpath, New Delhi – 110 001**

Sir,

Sub: - **Requesting to grant a Formal Meeting to discuss important issues - req.**

We request you to kindly grant a Formal Meeting to BSNLEU, to enable us to discuss the following important issues of the Non-Executives. The list of issues which are to be discussed in the Formal Meeting, are enclosed herewith. We request that the meeting may please be held at an early date.

Thanking you,

*Yours sincerely*

**[P. Abhimanyu]**  
**General Secretary**

Encl: As above.

Copy to: Ms. Anita Johri, PGM (SR), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi- 110 001

**Items for discussion in the Formal Meeting, to be held by  
the Director (HR), with BSNLEU.**

**(1) Settlement of issues related to the working women of BSNL.**

The BSNL Working Women's Coordination Committee (BSNLWWCC), in its All India Convention, held at Kanyakumari on 10.12.2022, has raised the following demands, related to the working women of BSNL. It is demanded that, these demands may kindly be looked into and also appropriate actions taken by the Management.

- i. The BSNL Corporate Management should ensure the independent and effective functioning of the Internal Complaints Committees (ICCs) functioning at the Circle / BA and OA levels, in implementing the directions of the Hon'ble Supreme Court and orders being issued by the Union Government, from time to time. Especially, the ICCs should be insulated from being influenced or coerced by higher officers. The happenings at Ludhiana in Punjab circle, where the GMTD himself indulged in sexual harassment of women employees, exposed the ineffectiveness in the functioning of the ICCs.
- ii. Strict and timely action should be taken by the authorities at various levels, on complaints of sexual harassments.
- iii. Safety of the women employees should be ensured at work places, having interface with customers.
- iv. Strict implementation of the DoP&T orders on Child Care Leave, should be ensured.
- v. Special Medical Leave for women employees above 45 years, should be implemented.
- vi. Menstrual leave for 3 days per month should be implemented for the women employees. In 2018, India introduced the Menstruation Bill in Parliament, which stated that the companies must provide a leave of at least two days every month. Recently, the Cochin University of Science and Technology has implemented Menstrual Leave.
- vii. Separate toilets and dining rooms should be provided for women employees at all work places in BSNL.

**(2) Premium amount of the Group Health Insurance should be paid by the Management.**

A Group Health Insurance Scheme for the willing employees has been implemented in BSNL. For this, the BSNL has signed an MoU with the Oriental Insurance Company Ltd. This Group Health Insurance Scheme has been implemented w.e.f. 01.05.2022 and more than 10,000 employees have joined this Scheme. It will not be out of context to state that, the employees have been forced to switch over to the Health Insurance Scheme, due to the difficulties they have faced in availing treatment under the BSNL MRS. The difficulties faced by the employees in getting cashless treatments from Empanelled hospitals, are well known to the Management. Consequent to the implementation of the Group Health Insurance Scheme, the medical expenditure of the Company would have certainly come down, when more than 10,000 employees are not making claims under the BSNL MRS. At the same time, an employee, is spending from his pocket Rs.16,041/- as annual premium, for a policy of Rs.5 lakh (for self, spouse and 3 children). This is certainly a big burden for the employees. Hence, it is demanded that, the premium amount of the Group Health Insurance should be borne by the Management.

**(3) Upgradation of the pay scales of the cadres of Junior Engineer, Sr.TOA and Telecom Technician.**

It is an undeniable fact that, technology is changing rapidly in the telecommunications sector. Especially, huge technological changes have taken place in the past one decade. Consequent to this, the job content of the Non-Executives also have undergone a sea-change. Even though, the entry level qualification of the JE cadre is 3 year diploma, it is an undeniable fact that, 99% of the Directly Recruited JEs working in BSNL are Engineering Graduates. This cadre is manning all the vital equipments and installations in BSNL. This is the reason why the designation of the TTA (Telecom Technician Assistant) has also been changed as Junior Engineer. Similarly, the technologies being handled by the Sr.TOA cadre and the Telecom Technician cadre have also undergone a vast change. Undoubtedly, these cadres also work in high-tech areas. This has warranted upgraded pay scales for the cadres of Sr.TOA and the Telecom Technician also. Hence, it is demanded that, the pay scale of the Junior Engineer cadre should



be upgraded from NE 9 to NE 10. Similarly, the pay scale of the Sr.TOA cadre should be upgraded from NE 7 to NE 8 and that the pay scale of the Telecom Technician cadre should be upgraded from NE 6 to NE 7.

**(4) Regularisation of casual labourers and issuing of Presidential Orders – denial of the both to 140 officials of Bihar circle.**

On the eve of formation of BSNL, prolonged discussions were held between the Unions and the DoT, with regards to the regularisation of casual labourers. After many rounds of discussions, it was agreed by the DoT that, all the casual labourers would be regularised. Consequent to this, vide letter no.269-94/98-STN-II dated 29.09.2000, the DoT issued instructions for the regularisation of all the casual labourers. As per this letter, the following categories of casual labourers were agreed to be regularised by the DoT.

- i. **All casual labourers who have been granted temporary status.**
- ii. **All full time casual labourers.**
- iii. **All part time casual labourers who were working for 4 hours per day or more and who were converted into full time casual labourers.**
- iv. **All part time casual labourers who were working for less than 4 hours per day and were converted into full time casual labourers.**
- v. **All Ayas and Supervisors converted into full time casual labourers.**

Accordingly, a large number of casual labourers were regularised w.e.f. 01.10.2000. However, many casual labourers were not regularised as per the DoT order, due to administrative lapses. Hence, the Union has taken steps to get them regularised. In this connection, we would like to point out that, the above cited DoT order has not been implemented in respect of 191 casual labourers of Bihar circle, working in the erstwhile Darbhanga district, consisting of the present Darbhanga BA, Madhubani OA, Samastipur OA, Begusarai OA and Khagaria OA.

In this regard, we would like to bring to your kind notice that, as per the aforementioned DoT letter, all the casual labourers as on 29.09.2000 were to be regularised. In this connection, BSNLEU has already raised the demand of issuing Presidential Orders to 140 employees of Bihar circle. It is very important to mention here that, all the 140 officials had entered the DoT in the 1980s. As of September, 2000, they had worked as casual labourers for 15 to 20 years. Hence, all of them should have been regularised in accordance with the DoT letter no.269-94/98-STN-II dated 29.09.2000. However, they had been appointed as adhoc RMs and Presidential Orders have not been issued to them so far.

Hence, it is demanded that, all the 140 officials belonging to the aforementioned BAs and OAs of Bihar circle may be issued with Presidential Orders.

**(5) Non-declaration of the results of the JTO LICE conducted in Punjab circle.**

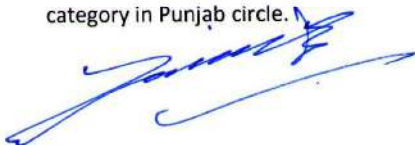
The issue of non-declaration of the results of the JTO LICE (50% quota), held in Punjab circle on 26.05.2019, is still lingering on. This has created complete frustration among the affected candidates. BSNLEU is repeatedly discussing this issue with the Corporate Management, including in the Formal Meetings held earlier. However, this issue has not been resolved yet. It is requested that, needful intervention may kindly be made by the Corporate Office, for an early resolution of this case.

**(6) Dereserving of 95 JTO posts of ST category in Punjab circle.**

95 JTO posts, belonging to the ST category, are remaining unfilled in Punjab circle for the past many years. These 95 ST posts have already been carried forward for many Recruitment Years. However, these posts are not filled up. **The reason is that, not even a single ST category candidate is available in Punjab circle.** The relevant DoP&T order on the subject states as follows:-

***“In case of promotion, if sufficient number of SC/ST candidates fit for promotion against reserved vacancies are not available, such vacancies may be dereserved and filled by the candidates of other communities.”***

However, the 95 ST vacancies available in Punjab circle, in the cadre of JTO, are lying unfilled for many years, despite being carried over for many Recruitment Years. It is demanded that action should be immediately initiated in accordance with the DoP&T rules for the dereserving of 95 JTO posts of ST category in Punjab circle.



**(7) Reducing the period of qualifying service to 4 years, for appearing in the JTO LICE.**

As per the existing JTO(T) Recruitment Rules, five years of qualifying service is required for appearing in the JTO LICE, under the 50% Internal Quota. BSNLEU had raised an agenda item in the National Council meeting, wherein it has demanded that, the qualifying service of the DR JEs, for appearing in the JTO LICE, should be reduced to 4 years. However, partially accepting the demand of BSNLEU, the Management had reduced the qualifying service to 5 years. In the present scenario, there is need to further reduce the qualifying service for appearing in the JTO LICE from 5 years to 4 years. In this connection, the attention of the Management is invited to the Recruitment Rules issued by BSNL, in respect of the Management Trainees, vide letter number 400-106/2007-Pers 1(Pt.) dated 1<sup>st</sup> September, 2009. As regards, the qualifying service for the Internal Candidates, the following is mentioned in the MT Recruitment Rules.

The annexure A of the schedule to the Recruitment Rules of MTs states, "4 years work experience within BSNL."

Management Trainee is a superior cadre. However, for appearing in the MT exam, the Internal Candidates require only 4 years of qualifying service. The JTO cadre is a lower cadre, compared to the MT. However, for appearing in the JTO LICE, the qualifying service is stipulated as 5 years. This is unfair to say the least. Hence, it is demanded that, the qualifying service for appearing in the JTO LICE may be reduced from 5 years to 4 years.

**(8) Requesting for one time diversion of the Direct Recruitment Quota posts to the TT LICE.**

The Recruitment Branch of the Corporate Office, vide letter no.BSNLCO-11/13(14)/1/2022-RECTT-CO dated 02.02.2023, has directed the CGMs of 15 circles, to hold the TT LICE under 50% quota, for the vacancy years of 2020 & 2021. However, TT LICE will not be held in 14 circles viz., Assam, Andhra Pradesh, Bihar, Chennai Telephones, Himachal Pradesh, NE-I, NE-II, Tamil Nadu, West Bengal, Jharkhand, Sikkim, J&K, UP(East) and NTR. The Management is well aware that, a large number of candidates belonging to the cadres of Assistant Telecom Technician, etc., are languishing in stagnation for the past so many years. As such, ensuring to hold the TT LICE in all the circles, would give an opportunity for such employees to overcome the problem of stagnation. For the Telecom Technician cadre, 50% posts are filled up by holding the LICE and the remaining 50% posts are filled up through Direct Recruitment. BSNL has never filled up the Telecom Technician posts through Direct Recruitment. Hence, it is demanded to make a one time diversion of the 50% Direct Recruitment Quota posts and make the same available for the TT LICE.

**(9) Implementation of EPF in respect of the employees whose Presidential Orders are cancelled by the DoT.**

Presidential Orders, that had been issued to 73 officials working in CNTxE, Bhubaneswar, as well as in various BAs of Odisha circle, were cancelled by the DoT. Those Presidential Orders were issued nearly 20 years ago. Due to the cancellation of the Presidential Orders, these employees are treated as BSNL recruitees now. The names of the 73 officials, the unit they belong to and their PO cancellation order, number are already submitted to the Corporate Office. In this connection, it submitted that, all the aforementioned 73 officials continue to be covered under the GPF scheme. Since all these officials have been treated as BSNL recruitees, they are not entitled to be covered under the GPF scheme. Hence, immediately EPF has to be implemented in respect of all these 73 officials.



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