



BSNL EMPLOYEES UNION

Central Head Quarters

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General Secretary

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BSNLEU/211 (Formal Meeting)

06.06.2025

To,

Dr. Kalyan Sagar Nippani,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sub: - **Requesting to grant a Formal Meeting to discuss important grievances of the employees - reg.**

Sir,

We request that a Formal Meeting may kindly be granted to discuss certain important grievances of the employees. The list of issues to be discussed in the Formal Meeting are given below.

We request that the Formal Meeting may be granted at the earliest possible.

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 for the Formal Meeting

- (1) **Enhancing the ceiling for outdoor medical reimbursement with voucher.**
Presently, the Corporate Office has fixed 12 days' basic pay + DA as of 01.04.2020, as the ceiling for outdoor medical claims with voucher. It is already 5 years since this ceiling has been fixed. During these 5 years the CGHS rates have considerably been enhanced by the government. Further, the costs of medicines have also sky-rocketed due to inflation. Under these circumstances, the employees are finding it extremely difficult to cope with their outdoor medical expenditures. In view of this, we request that the following measures may be taken to mitigate the sufferings of the employees.

 - a) The ceiling for outdoor medical claim with voucher should immediately be re-fixed as 12 days' pay (basic pay + DA) as of 01.04.2025.
 - b) Hereafter, the above ceiling should be reviewed every year and it should be fixed as 12 days' pay (basic pay + DA) as of the 1st April of that particular year.
 - c) Originally, the annual ceiling for reimbursement for outdoor treatment had been fixed at 23 days' pay (basic pay + DA), vide Corporate Office letter no.BSNL/Admn.1/15-12/18 dated July 10, 2018. However, subsequently, this annual ceiling had been reduced from 23 days to 12 days. We demand that the ceiling may once again be restored to 23 days' pay (basic pay + DA).
- (2) **Removal of discriminations between the EPP and the NEPP – non-implementation of the decision taken in the 40th meeting of the National Council held on 13.01.2025.**
Detailed discussions took place in the 40th meeting of the National Council held on 13.01.2025, on the issue of removal of the discrimination existing between the NEPP and the EPP. It was pointed out by the Staff Side that, the Non-Executives are being given upgradation of pay scales on completion of every 8 years, whereas the Executives are being given upgradation of pay scales on completion of every 5 years. The Staff Side argued that, the Management cannot adopt two different yardsticks for giving Time Bound Upgradation of Pay Scales to the Non-Executives and the Executives. After detailed discussions, the Director (HR) was kind enough to appreciate the genuineness of the grievance of the Non-Executives on this issue and stated that a committee would be formed to settle this issue. It is already four and half months since the 40th meeting of the National Council has taken place. To our knowledge, no committee has been constituted so far, as was assured by the Director (HR) in the meeting of the National Council. In view of this, we request you to kindly look into the matter and to take early steps for the constitution of the committee and removal of the discrimination prevailing between the NEPP and the EPP.
- (3) **Discrimination in the reimbursement of the cost of mobile handset - requesting for extension of the facility to all the Non-Executive cadres.**
BSNLEU has strongly demanded that the facility of reimbursement of the cost of mobile handset should be extended to the Non-Executives also. BSNLEU has made it amply clear that the Non-Executive cadres of JEs, Sr.TOAs, TTs, ATTs, etc., are also using mobile phones extensively in discharging their official duties. Further, the Non-Executives engaged in marketing activities use their mobile phones extensively to bring new customers to the Company and also to increase its revenue. The Non-Executives are also included in the official WhasApp Groups being run by their superiors, for the purpose of effective official communication. It will not be an exaggeration if we state that, the JEs are entrusted even with the responsibilities of JTOs, SDEs and DEs. As such, what is the logic behind the stand of the Management in denying the facility of reimbursing mobile cost even to the JEs. Keeping the above factors into consideration, BSNLEU has demanded that the facility of reimbursement of the cost of mobile handset should be extended to all the Non-Executives. However, it is highly unfortunate that, the Management has not accepted our demand so far. In view of the foregoing, we request you to kindly consider extension of the facility of reimbursing the cost of mobile handsets to the Non-Executives also.
- (4) **Declaring results of the JTO LICEs conducted in Punjab circle, for the vacancy years 2015-16, 2016-17 & 2017-18.**
As you are aware, BSNLEU is continuously taking up the issue of declaration of the results of the JTO LICEs conducted in Punjab circle for the vacancy years 2015-16, 2016-17 and 2017-18.

The results of these examinations could not be published originally, due to the pendency of court cases. Consequent to this, the successful candidates of these examinations also could not get their JTO promotion. We wish to once again point out that, JTO LICE is an All India level competitive examination. The examinations for the vacancy years 2015-16, 2016-17 and 2017-18, were not only conducted in Punjab circle, but in all the circles of the country. While the successful candidates of all other circles have already been promoted as JTOs, the successful candidates of Punjab circle are denied of their legitimate JTO promotions, for no fault of theirs.

The court cases related to the aforementioned JTO LICEs have already come to an end. Ever since then, BSNLEU has been insisting upon the Corporate Management to declare the results and send the successful candidates for training. However, instead of declaring the results and sending the successful candidates for training, the Management had cancelled all the aforementioned examinations in an arbitrary manner. Such a thing has never happened in the 25 years of history of BSNL. We learn that the CGM, Punjab circle, has sent a favourable recommendation to the Corporate Office. ***The CGM, Punjab circle, has recommended that, the Corporate Office should declare the results of the JTO LICEs conducted for the vacancy years 2015-16, 2016-17 and 2017-18.***

BSNLEU has already raised the demand that, supernumerary posts should be created to give promotion to all the successful candidates of the aforementioned JTO LICEs in Punjab circle. This is not a new practice, but is being followed since the days of the P&T. Even a decade ago, supernumerary JTO posts have been created in BSNL, to protect the promotions of the candidates who had been promoted through a qualifying examination. We request that the same methodology should be again followed to solve this problem once for all.

(5) **Inclusion of union representatives in the Committee for Revision of Allowances.**

When the Wage Revision of the Non-Executive employees was settled w.e.f 01-01-2007, none of the allowances was revised. The strong demand of BSNLEU, for the upward revision of allowances, was rejected by the Management. Thereafter, on many occasions, BSNLEU has raised the demand for revision of allowances. But, the Management had always maintained that, revision of allowances would be done only together with the wage revision. The Management should have settled the revision of allowances of the Non-Executive employees w.e.f 01-01-2017, when the next wage revision became due. However, wage revision itself has not taken place from that date, as a result of which revision of allowances has also not taken place. The talks for the wage revision of the Non-Executive employees are under way in the Joint Committee for Wage Revision. Under these circumstances, BSNLEU has already written letter to the Management, demanding the revision of Transport Allowance. The Joint Committee for Wage Revision needs to look into the question of revising all other the allowances of the Non-Executives. Under these circumstances, it is learnt that, the Management has formed a committee, consisting of certain officers, to look into the issue of revision of allowances. Revision of allowances comes under the domain of the Joint Committee for

Wage Revision. If the Management wants to get the matter looked into by a separate committee, then, that committee should also consist of the representatives of the recognised trade unions of the Non-Executives.

(6) **Requesting to reconsider the decision of the Management to suspend all sports activities in BSNL.**

The Corporate Office, vide it's letter no. BSNL CO letter no.36-8/2018-BSNL (Sports) dated 29.04.2025, has suspended all sports activities, including All India Sports and Cultural Tournaments and participation of BSNL teams in the National and National Level Tournaments, till further order. The Management has stated that, this austerity measure was taken, keeping the financial health of the Company into consideration. It is further stated that, the facility of providing 2 hours, 4 hours, daily off for practice to the sports persons is also discontinued with. BSNL Management has recruited employees under Sports Quota, who are performing well in the National level tournaments. Due to the suspension of all sports activities and also the facility of providing 2 hours, 4 hours, daily off for practicing for the sports persons, BSNL sportspersons will lose their talents and will become unfit for future participation in the tournaments. Hence, we request you to kindly withdraw the letter mentioned above and to permit the sports activities of BSNL to continue without any stoppage.

(7) **Implementation of the order delivered by the Hon'ble CAT, Patna Bench on 20.03.2025 in OA /050/00413/2018 with 16 other OAs.**

Almost for the past 4 years, BSNLEU is continuously taking up the case of issuing Presidential Orders to 140 RMs of Darbhanga and other OAs of Bihar circle.

The case relates to 191 Mazdoors of Darbhanga, who were granted Temporary Status by the General Manager, Darbhanga, vide letter no.GMTD/DBN/DRM/2000-2001 dated at DBN the 01.05.2001. The General Manager, Darbhanga, has issued the Temporary Status, in compliance with the judgement delivered by the Hon'bleCAT, Patna on 18th February, 1999 in the OA-599 of 1996 with MA-147/98. The above mentioned order of the Hon'ble CAT, Patna Bench, reads as follows:-

- (iv) ***The Respondents shall draw up a seniority list of the DRMs / Casual Labourers and assign them proper seniority with reference their initial dates of engagement, as well as length of service.***
- (v) ***The Respondents shall examine the question of conferment of Temporary Status and regularisation of their services as per the relevant Rules. The exercises relating to (iv) & (v) shall be completed within 4 months from the receipt of a copy of this order.***

Again, in compliance with the above judgement, the General Manager, Darbhanga, appointed 140 TSMs as Regular Mazdoors, vide letter no. GMTD/Rectt./TSM-RM/49 dated 18.07.2002. However, in this letter, it is mentioned that, ***the grant of RM status to the 140 TSMs is purely on adhoc basis, if at any stage the work diary/Labour card of any candidate is found to be false/forged, the RM/TSM status shall be withdrawn and shall be liable for removal from job after observing necessary formalities.***

It is also important to mention here that, charge sheets were issued to all these officials and subsequently all the charge sheets have been withdrawn based on BSNL Corporate Office letter no.8-1/2018-LG dated 11.10.2018. Since they are not issued with Presidential Orders, the aggrieved officials approached the Hon'ble CAT, Patna Bench. In it's order mentioned in the caption, the Hon'ble CAT, has come to the following conclusions:-

- (i) *The matter has already been adjudicated even upto the level of Hon'ble High Court.*
- (ii) *The punishment imposed has already been served.*
- (iii) *Some of the applicants have been terminated wrongly only on the basis of Vigilance advice.*
- (iv) *Since in OA No. 46/2020, the enquiry report dated 04.01.2017 mentions that one of the members of the High Power Committee has stated that his signature is not there on the HPC report, we have every reason to believe that the HPC report is tainted. Moreover, the inquiry report has not held the applicant guilty. (Annexure A-3 of OA 46/2020).*
- (v) *The High Power Committee report has not been placed before this tribunal by the respondents and it is not clear as to what is the basis of holding the labour card to be forged. Who has enquired and what is the basis of arriving at this conclusion?*
- (vi) *We are aware of the settled law that the courts/tribunals should not normally interfere with the charge memo. But since the very fact that the charge memo is itself relying on tainted documents there is scope of interference by the Tribunal. Additionally some of the applicants in the OA have been terminated so the apprehension of other applicants regarding meeting the same fate cannot be held to be without any sound reason when the respondents are working with predetermined mind set. Another issue that some of them have already undergone punishment for the same charge also makes it a fit case for interference in the instant charge memo.*

The Hon'ble CAT has further issued the following directions to the respondents:-

“Under the peculiar facts and circumstances of the case, the consequential benefits in favour of applicants within a period above OAs are allowed. The impugned orders in all the OAs are hereby quashed and set aside. The respondents are accordingly directed to consider the case of the applicants for grant of all consequential benefits in favour of applicants within a period of three months from the date of receipt of this order. Pending MAs, if any, in the above OAs are also disposed of accordingly. No order as to costs.”

In the backdrop of the clear-cut order delivered by the Hon'ble CAT, Patna Bench, we fervently appeal to you to kindly implement the directions of the Hon'ble CAT. The officials connected in this case have suffered for nearly 3 decades. They have been denied of their due promotions. All these officials are left with only 1 or 2 years of service. The uncertainties and financial loss being suffered by these officials have to come to an end. Hence we request you to kindly consider the sufferings of the affected officials and to give them relief by implementing the directions of the Hon'ble CAT at the earliest.

(8) Denial to reconstitute the circle council and Local Councils in certain circles.

It is a matter of serious concern that, in some circles, circle council and local councils are still not re-constituted, resulting in undue delay in the settlement of staff grievances. It has been brought to our notice that, Circle Council has not yet been re-constituted in Uttarakhand, Chhattisgarh, Gujarat, etc. Further, it has also been brought our notice that, Local Councils are still not re-constituted in Jamnagar and Surendranagar districts of Gujarat circle. In this connection, we wish to submit that, the CHQ of BSNLEU has already approved and sent the nominations to the Staff Side of the Local councils of Jamnagar on 03.12.2024 and Surendranagar on 27.12.2022. In view of the foregoing, we request you to kindly ensure that, the Circle Councils of Uttarakhand, Chhattisgarh and Gujarat, as well as the Local Councils of Jamnagar and Surendranagar are re-constituted immediately and meetings are also conducted.

(9) Sanctioning of Festival Advance to the employees.

BSNLEU is continuously demanding that, the system of sanctioning Festival Advance should be restored for the employees. Employees have been getting Festival Advance even from the days when the P&T department was functioning. Whatever amount given to the employees as Festival

Advance, is recovered back from the salary of the employees. As such, it will not be a big financial burden for the BSNL Management to restore the payment of Festival Advance. Hence, we request the Management to take a positive decision in the matter of payment of Festival Advance and issue necessary order to the field units.

(10) Neglecting of the circles with hilly and far flung terrains in the matter of sanctioning of staff.

BSNLEU has already brought to your kind notice that, uniform norms should not be adopted for sanctioning of posts to the circles having hilly and far-flung terrains and the circles located in the plains. BSNLEU has demanded that, special norms should be implemented for hilly circles like Himachal Pradesh, Jammu & Kashmir, Uttarakhand and also North-Eastern circles which have far-flung terrains. However, it is a matter of regret that, the Management has not looked into our demand in the right perspective. Recently, the General Secretary, BSNLEU, attended meetings in circles like Himachal Pradesh, NE-I and NE-II. In those meetings, severe complaints were raised by the representatives of the employees, regarding manpower shortage in these circles.

In Himachal Pradesh, there is acute shortage of manpower. As we have already mentioned in our letter cited under reference, many parts of Himachal Pradesh circle remain snow laden for many months of the year. There is acute manpower shortage for the maintenance of BSNL's services in this circle. However, due to the adoption of flawed norms for the sanctioning of manpower, Himachal Pradesh is considered to have surplus manpower in the Non-Executive cadres.

So far as the North Eastern circles of NE-I and NE-II are concerned, they have many far-flung terrains. The matter of special sanctioning of posts for NE-I and NE-II circles was already discussed with the erstwhile CMD BSNL, Shri P.K. Purwar, and he has assured that, special sanctioning of manpower would be considered for NE-I and NE-II circles. However, this has not been done. Due to the adoption of flawed norms for the sanctioning of manpower, Himachal Pradesh, NE-I and NE-II circles are considered to have surplus manpower, even though practically these circles are facing acute shortage of manpower. In view of this, we once again urge upon you to kindly take a re-look into this issue, so that the above mentioned circles get special sanctioning of manpower.

(11) Revision of the wages of the casual labourers on 7th CPC pay scale.

Casual labourers are the poorly paid lot in BSNL, even though they are doing the jobs of regular employees. Their wages have not been revised since 2010. It was revised and implemented from 01.01.2010 based on 6th CPC recommendations. However, even after the implementation of the 7th CPC recommendations with effect from 01.01.2016, the wages of these casual labourers have not been revised. Hence we request to review and revise the wages of TSMs and casual labourers based on 7th CPC pay scales.

(12) Inordinate delay in sanctioning special incentives and concessions to the employees posted in Kashmir Valley.

The DoP&T vide Office Memorandum Number e.F.No.A-24011/3/2025-Estt. (Leave) dated 24th February, 2025, has extended the package of Concessions / Incentives to the Central Government employees in Kashmir Valley for a further period of three years w.e.f. 01.08.2024. The DoT has endorsed the aforementioned Office Memorandum of the DoP&T, vide letter cited under reference. The BSNL employees who are posted in Kashmir Valley are entitled for the payment of the Special Concessions / Incentives as stated in the aforementioned OM of the DoP&T.

BSNLEU has written letter to the Corporate Office on 03.03.2025, requesting to implement the above mentioned letter of DoP&T. However, till now, the Corporate Office has not issued any letter for the extension of Special Concessions / Incentives to the employees posted in Kashmir Valley. The same may be issued without further delay.

(13) Supply of liveries to the employees.

The employees were earlier supplied with liveries such as towel, uniform, shoes, chappals, etc. However, these items are not being supplied to the employees at present. It is requested that supply of liveries may be resumed.

(14) Denial of career progression to the outstanding sports personnel.

BSNLEU is repeatedly taking up the issue of denial of career progression to the outstanding sports personnel. However, the Sports Cell of the Admn. Branch is taking arbitrary decisions. A case in point is that of Ms. Nandita Datta, West Bengal circle. As per the CGM Office recommendation Ms. Nandita Datta has won 3rd position in women's singles (individual event) in the All India Inter Institutional Badminton Tournament and individual championship held at Mumbai from 28th to 31st August, 2016. Further, she has obtained 3rd position in women's doubles (individual event) in AIPSSPBI Badminton Tournament held in Karnataka from 24th to 27th February, 2018. As per Corporate Office letter no.29-13/2017-BSNL Sports dated 21st September, 2017, women's doubles position in All India BSNL Badminton Tournament is also considered as individual event. Thus, Ms. Nandita Datta has obtained 3rd position in two individual events and is entitled for career progression. However, Corporate Office vide letter no.BSNLCO-ADMN/74(17)/1/2021-Sports dated 24.12.2024 has denied career progression to Ms. Nandita Datta. It is requested that this issue may be reviewed and career progression may be given to Ms. Nandita Datta. Copies of all the letters / correspondences are enclosed for your ready reference.
