

## ***Why deadlock in the Wage Negotiating Committee?***

The DoT vide its letter no. no.F.62-2/2016-SU dated 27<sup>th</sup> April, 2018, has directed the CMD BSNL to get a Wage Revision agreement signed with the Recognised Trade Unions of the Non-Executives and send the same for its approval. Based on this direction of the DoT, a Joint Wage Negotiating Committee was formed. After threadbare discussions in the Joint Wage Negotiating Committee, the following new pay scales for the Non-Executives were finalised in the Joint Wage Negotiating Committee, through consensus between the Staff Side and the Management Side.

Grade	Existing (Rs)	Revised ( Rs)
NE-1	7760-13320	19000-45700 ✓
NE-2	7840-14700	19200-49900 ✓
NE-3	7900-14880	19300-53000 ✓
NE-4	8150-15340	19900-56300 ✓
NE-5	8700-16840	21300-59800 ✓
NE-6	9020-17430	22000-63500 ✓
NE-7	10900-20400	26600-69300 ✓
NE-8	12520-23440	30600-79600 ✓
NE-9	13600-25420	33200-86300 ✓
NE-10	14900-27850	36400-94500 ✓
NE-11	16370-30630	39700-104000 ✓
NE-12	16390-33830	39900-114800 ✓

This Joint Wage Negotiating Committee was reconstituted after the retirement of Shri H.C. Pant, Chairman of the Committee. However, after the re-constitution of the Joint Wage Negotiating Committee, the Management Side started pressing on the Staff Side members to modify the proposed new pay scales, which have already been finalised in the Joint Wage Negotiating Committee through consensus. The Management Side wants to cut down the minimum and the maximum of all the pay scales of the Non-Executives, with the view to reduce the expenditure on account of pension contribution. The pay scales of the Executives are already finalised by the 3rd PRC. The BSNL Management has no power to cut down the pay scales of the Executives. Under this circumstance, it will be a great injustice that, the Management wants to cut down the minimum and maximum of the pay scales of the Non-Executives, in the guise of reducing the expenditure on pension contribution. Cutting down the maximum of the already agreed pay scales of the Non-Executives, will only help to make the "Stagnation" as a perennial problem. Hence, a deadlock has arisen on this issue in the Joint Wage Negotiating Committee. The Staff Side members do not want to cut down the pay scales which have already been finalised through consensus between the Management Side and the Staff Side. It is requested that, the top Management should intervene on this matter and remove the deadlock that has been created by the members of the Management Side in the Joint Wage Negotiating Committee.

***(BSNLEU's item for the National Council meeting)***