



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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29.11.2022

BSNLEU/ 422 (WAGE)

To,

Shri R.K.Goyal
Chairman,
Joint Wage Negotiating Committee, BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Strongly protesting against the fabricated and one sided Record of discussion that took place in the Joint Wage Negotiating Committee meeting held on 28.11.2022 – req.**

Ref: - **BSNL letter no.BSNL/38-1/SR/2016 dated 29.11.2022**

With reference to the letter cited above, we like to bring the following to your kind notice.

We are not only astonished, but are shocked to see the Record of discussions of the Joint Wage Negotiating Committee meeting held on 28.11.2022, released vide the letter cited under reference. Whatever discussions that have taken place in the meeting, have been twisted and fabricated to suit the convenience of the Management. We strongly condemn the manipulations that have been done in the Record of discussions. At the end of the meeting, the Chairman of the Committee, Shri R.K. Goyal, summed the following as the decisions of the meeting.

- (1) Pay scales were discussed and offered to the Union Side for comments.
- (2) Minimum 5% fitment, or at par with the Executives, whichever is higher.
- (3) Allowance revision will be discussed in the next meeting.

However, the Management Side has recorded totally irrelevant statements. Especially, in Para no.5, it is stated as follows:-

➤ ***“Unions agreed that inflated ‘maximums’ of the pay scales which did not benefit employees may be curtailed.”***

We severely condemn this statement. In the meeting, BSNLEU tried it's best to make the Management Side to understand that, the pay scales that they had offered are totally unacceptable. Prolonged discussions were held, to modify the pay scales offered by the Management Side. When this being the fact, stating that the Unions agreed to curtail the inflated maximums, is mischievous, to say the least. Management cannot be allowed to write 'cock and bull' stories in the Record of discussions. We strongly demand that, the aforementioned statement should be removed from the Record of discussion.

Secondly, it was agreed both by the Management Side and the Unions that, the fitment will be 5%, or at par with the Executives, whichever is higher. However, it is completely fabricated in the Record of discussions and it is written that, ***since BSNL is in loss since 2009-10, 5% fitment cannot be given.*** Management Side cannot be allowed to talk something in the meeting and recording something else in the Record of discussions. BSNLEU strongly condemns this double speaking by the Management Side.

As regards revision of allowances, both the Management Side and the Unions agreed that, it would be discussed in the next meeting. However, in the Record of discussions, allowance revision has been linked with the financial burden, that is likely to be created as a result of Wage Revision with 0% fitment.

We can only understand that, the Management Side has recorded irrelevant things in the Record of discussions, with the view to please their higher-ups. But, BSNLEU cannot allow such dubious role to be played by the Management Side.

In view of the foregoing, we request you to kindly ensure the complete modification of the Record of discussion that has been released vide the letter cited under reference.

Thanking you,

Yours sincerely,

[P. Abhimanyu]
General Secretary

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