

The 38th National Council meeting took place today under the Chairmanship of Smt. Sujata T. Ray, Director (HR). The members of official and staff side both attended.

At the request of staff side the facilitation of Smt. T. Sujata Ray, Director (HR) who is retiring on 30-04-2019 was taken up first. The GM (SR), Shri A.M. Gupta, narrated head and heart qualities of Madam and felt sorry on the retirement. Comrades Chandeshwar Singh (Leader, Staff Side), P. Abhimanyu (Secy, Staff Side), Islam Ahmad and Swapan Chakravarti mentioned her dynamic qualities and sensitiveness to humane sufferings. Director (HR) reciprocated the feelings and expressed gratefulness for the love and affection. She told that she is keeping spot in her heart. Thereafter, Comrades C. Singh, Islam Ahmad and P. Abhimanyu offered Bouque, Shawl and Momento to her respectively.

After completion of the facilitation programme the formal meeting commenced.

The Chairperson, Director (HR) in her opening remarks said it has been her endeavour to get issues settled. But all may not have been settled. She appreciated role of NC members in this regard. The dignity of the institution has been maintained by leaders despite recent clarion call on the demands. The period of mine has been of sincerity, transparency and cleanliness.

Leader staff side, Com. C. Singh

The leader, staff speaking on the occasion drew the attention of Chairperson on the following problems.

- (1) Third wage revision.
- (2) Issuance of Pos of TSMs regularized on 01-10-2000 or thereafter.
- (3) Wage revision of casual labourers as per 7th CPC.
- (4) New Promotion Policy for non-executives.
- (5) Removal of ban in compassionate ground appointment.
- (6) LICE for JEs and TTs.
- (7) Withdrawal of illegal notice served on two employees for compulsory retirement in Punjab.

Secy, Staff Side, Com. P. Abhimanyu

Com. Abhimanyu raised the following points.

- (I) Wage revision process should commence soon.
- (II) 8th verification for recognition of union should take place urgently.
- (III) More than one union should be recognized and provision of 51% clause be withdrawn from the rule as per our demand.
- (IV) Land monetisation is being done by DOT to generate fund for VRS and not for BSNL's development. The staff side is opposed to VRS.

(V) JAO R/R be finalized and LICE notified at the earliest

Chairperson, Director (HR):-

Responding to the remarks of Leader and Secy, Staff Side she stated as below.

- (I) GM (SR) will take care of compulsory retirement cases.
- (II) JAO R/R is pending for approval by board.
- (III) The Cabinet note is still not ready on VRS and new Govt has to take up the matter. The issue of VRS has become very viral. She agreed that money earned through monetization should not be used for funding VRS. It should be for development of PSU.

Thereafter, agenda items were taken up.

Agenda Items:-

(1) Resume the wage negotiation for the non-executives:-

The BSNL will approach to the DOT for guidelines to resume negotiation.

(2) JAO 40% LICE:-

The amended JAO R/R is still awaiting the approval of BSNL Board.

The staff side pointed out that their request to include screening Test qualified personnel for one more chance for JAO LICE be included in the proposal RR. The official side agreed to this.

- (3) Eligibility of the Candidates with M. Com and M.A. qualification from Madurai Kamraj University in the JAO LICE.

Not agreed to:

(4) Review of the results of S/C S/T Category in AM LICE on 20-01-2019:-

It will be as per DOT guidelines.

(5) Financial health of BSNL:-

The BSNL will intimate to DOT the staff side concerns on the issue on the basis of documents supplied by union. The BSNL will discuss with all stake holders.

- (6) New Promotion Policy for non-executives:-

The issue is linked with Cadre hierarchy and wage revision.

- (7) Repatriation of staff from rural area of the tenure period.

Repatriation will be after completion of the prescribed period. The confusion on the orders issued for austerity measures will be resolved within a week.

- (8) Relaxation for 10th standard educational qualification for LICE:-

Not agreed to.
