

BSNL Employees Union
Bharatiya Telecom Employees Union (BSNL)
National Union of BSNL Workers (FNTO)
BSNL Mazdoor Sangh
BSNL Association of Telecom Mechanics
BSNL Officers Association

Date: 21.11.2019

To

(1) Shri Anshu Prakash,
Secretary, Telecom,
Department of Telecommunications,
Ministry of Communications,
Sanchar Bhavan, 20, Ashoka Road,
New Delhi - 110 001.

(2) Shri P.K. Purwar,
Chairman & Managing Director,
Bharat Sanchar Nigam Ltd.,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110001.

Sir,

Sub: - Organising hunger strike on 25.11.2019 – req.

The DoT and the BSNL Management are implementing a Forced Retirement Scheme (FRS) in BSNL. Employees are being forced and coerced to go on VRS by the BSNL Management. In the press meet held on 23.10.2019, Shri Ravi Shankar Prasad ji, Hon'ble Minister of Communications & IT, categorically announced that the VRS that was going to be implemented in BSNL and MTNL, would be purely voluntary. However, contrary to the statement made by the Hon'ble Minister, the BSNL Management is creating a fear psychosis in the minds of the employees with regards to the reduction of retirement age, long distance transfers, increased workload, etc., and thereby compelling the employees to go on VRS.

As per the CCS Pension Rules 1972, an employee has to apply for pension commutation, within one year of his retirement. Otherwise, he has to undergo medical examination. Also, if an employee dies before applying for pension commutation, then his family is not entitled for getting the same. According to the VRS-2019, an employee who goes on VRS, can apply for his pension commutation only when he attains the age of 60. So, naturally, the employees going on VRS will be facing extreme hardships in availing the benefit of pension commutation. The DoT and the BSNL Management are forcing the BSNL employees to go on VRS, without incorporating the necessary amendments to the CCS Pension Rules 1972.

Similarly, concrete assurance needs to be given, in respect of eligibility to 3rd Pay Revision, to the employees who go on VRS, whenever 3rd Pay Revision is implemented in BSNL retrospectively. The Hon'ble Supreme Court of India, in the judgement of IFCI Ltd. Vs. Sanjay Behari and others case (C.A.No.6995/2019) on September, 17, 2019, has ruled that ***the VRS is a package by itself and the employees retired under the VRS scheme cannot claim any benefits beyond what has been envisaged in the VRS.*** In view of this Hon'ble Supreme Court judgement, the DoT and the BSNL Management have to make it clear beyond any doubt that the employees who go on VRS will be made eligible for 3rd Pay Revision implemented retrospectively.

Since, the BSNL Management, as well as the DoT, are not inclined to take any action on the above mentioned issues, we, the above mentioned unions will be holding a one day hunger strike on 25.11.2019, at the Corporate Office, Circle and District levels, on the following charter of demands.

Demands:

- (1) Immediate action with regards to VRS – 2019.
 - (a) Make necessary amendments to the CCS Pension Rules 1972, to remove the hurdles in the payment of pension commutation to those who go on VRS.
 - (b) Ensure the benefit of 3rd Pay Revision, when implemented retrospectively, to those who go on VRS.

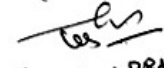
- (2) Do not roll back the retirement age of BSNL employees. Honour the commitment given at the time of absorption in BSNL, vide BSNL letter no.BSNL/4/SR/2000 dated 02nd January, 2001, wherein it is stated, **“Age of superannuation for all the non-Board level employees in BSNL will be regulated in accordance with Government rules.”**
- (3) Do not force the employees to go on VRS, by creating panic in respect of reduction of retirement age, transfers, workload, etc.
- (4) Launch BSNL’s 4G service immediately.
- (5) Settle 3rd Pay Revision without delay.
- (6) Ensure immediate Pension Revision to BSNL retirees. Delink pension revision from Pay Revision.
- (7) Timely payment of salary to the employees.
- (8) Immediate remittance of recoveries made since May, 2019, on account of GPF contribution, society dues, bank loan EMI, LIC premium, union subscription, etc., to the concerned organisations.
- (9) Immediate payment of wage arrears of the contract workers.
- (10) Immediately hold talks with the unions and associations in respect of transfers, manpower management and about the structure of BSNL, in the post VRS scenario. Do not take arbitrary decisions, bypassing unions and associations in these matters.
- (11) Settle the issue of 30% superannuation benefit to the Directly Recruited employees.


It is hereby categorically informed that, if the DoT and BSNL Management do not take suitable steps to address the above mentioned issues, we will be constrained to appeal to the employees to withdraw their option given for VRS-2019.

Thanking you,
Yours sincerely,



(P. ARHIMANYU)
GS, BSNLEU


(R. ARUN)
GS BTEU (BSNL) BMS


(K. JAYA PRAKASH)
GS NUBSNLW (FNU)


(SURESH KUMAR)
GS BSNLMS.


(Anil Kumar)
GS, BSNL ATM


(H.P. Singh)
G.S.BSNL/OA

Copy to: (1) Shri Rajan Verma, Chief Labour Commissioner (Central), Shram Shakti Bhawan, Rafi Marg,
New Delhi-110001
(2) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, New Delhi – 110001