



BHARAT SANCHAR NIGAM LIMITE
H.C. Mathur Lane, Janpath. New Delhi-110001

No. BSNL/7-6/SR/2009

Dated: 18th May, 2009

A meeting was held on 18th May, 2009 with the representatives of United Forum of BSNL under the Chairmanship of Director (HRD) in view of their proposed strike on 19th & 20th May, 2009.

A list of participants is attached at Annexure I.

The following issues were discussed:

1. Immediate settlement of Wage Revision for Non-executives:

Management also agreed that wage negotiations of non-executive employees be expedited through negotiations in the Wage Negotiation Committee.

2. Fitment Benefit on par with Top-Executives on Pay + 78.2% of pay.

The Issue can be discussed in the wage Negotiation Committee as a part of the Negotiation.

3. Five Year Periodicity for Wage Revision.

The Union demanded 30% fitment for 5 years periodicity. The Management informed that the issue of periodicity of wage revision for non-executives will be referred to the DoT as per DPE guidelines. The fitment formula will be discussed in the Wage Negotiation Committee.

4. Interim Relief @ 50% of Basic pay or Rs. 3000, whichever is more, be paid every month with effect from 1.1.2007, pending finalisation of Wage Revision Agreement and its approval by DoT/DPE.

The Management agreed to make an additional payment of interest free advance equal to two months basic pay.

5. HRA at par with the rates implemented for Central Govt. Employees w.e.f. 1.09.2008.

Orders for the payment of HRA based on DPE guidelines w.e.f. 27.2.2009 on the pre-revised pay will be issued.

6. Annual Increment at the rate of 5% on Basic pay be granted cumulatively for non-Executives along with the Revised pay Scales with effect from 1.1.2007.

The Issue can be discussed in the wage Negotiation Committee as a part of the Negotiation.

7. Pay Fixation on promotion: Fitment Benefit of two increments (10% of pay in the existing scale) be granted while fixing the pay in the promoted scale with effect from 1.1.2007.

The Issue can be discussed in the wage Negotiation Committee as a part of the Negotiation.

8(a) Pensionary Benefits for absorbed employees on par with Central Govt. Employees;

(b) Pension Scheme for BSNL recruitees

Pension of the BSNL employee is governed by the Rules 37A of CCS(Pension) Rules. In this regard DoT has issued orders vide letter No. 40-31/2008-Pen(T), dated 4th May, 2009 .

8© 50% IDA Merger for Pensioners.

The matter has already been taken up with the DoT. The case will be pursued further with the authorities in DoT.

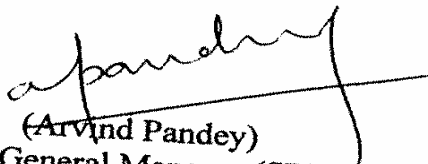
9 Allowances and perks on par with executives.

The Issue can be discussed in the wage Negotiation Committee as a part of the Negotiation.

10 Contract Labour Wages on par with minimum pay of the concerned grade of Non-Executives.

The subject matter is beyond the scope of the recognised union.

Director (HRD) while concluding the meeting, appealed to the Union to call off the strike on 19th & 20th May, 2009. The Union has agreed to defer the strike.


(Arvind Pandey)
Dy. General Manager (SR)

Copy to all participants

List of Participants

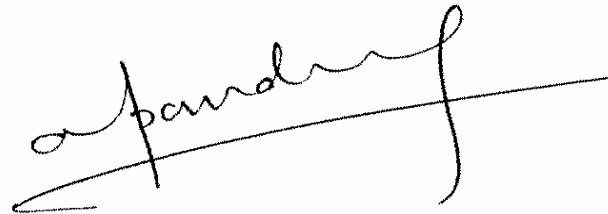
From Management Side

1. Director (HRD),
2. Executive Director (Finance)
3. PGM(IR)
4. GM(Estt)
5. GM(CA)
6. DGM(SR)

In the Chair

From Staff Side:

1. Shri V.A.N. Namboodiri, GS,BSNLEU
2. Shri P. Abhimanyu
3. Shri V.Subburaman
4. Shri J.N. Mishra
5. Shri Suresh Kumar
6. Shri Hari Singh
7. Shri B.R. Jakhatia .
8. Shri Hakam Singh

A handwritten signature in black ink, appearing to read 'S. Pandey', written over a horizontal line.