

Resolutions passed

in the 3rd All India conference of AIBSNLOA held at Chennai on 5th and 6th February 2019

- 1. Third Pay Revision of BSNL Executives:** It was AIBSNLOA which first raised the issue of exemption for BSNL from the affordability, advancing rational arguments. While AIBSNLOA has been pursuing for this exemption with all its resources and to the extent possible by roping in other non-recognised unions and associations, the recognised unions and associations resorted to strike, for obvious reasons, even without making efforts to have a dialogue with DoT and the Minister. When a united strike became necessary, they ignored unity and then surrendered to the pressure from DoT and Minister, deferring the strike. Thus, their peaking at the wrong time and falling at the right time, has done irreparable damage to the demand. We have information that the recognised unions and associations have agreed for pay revision with 5% fitment and that VRS has also been proposed along with pay revision. But, they have issued notice for 3 days strike from 18.2.2019, raising doubts about the genuineness of their strike call. This Conference directs the General Secretary to take appropriate decision on further course of action, in consultation with other constituents of OBUA and likeminded unions and associations.
- 2. Pension Contribution on actual pay:** This Conference had detailed discussions on the issue and opined that applicability of FR 116 for absorbed employees in respect of pension contribution to the Government itself is wrong. Even after DoP&T orders modifying pension contribution on the basis of actual pay instead of maximum of the pay scales w.e.f. 1.1.2006, denying implementation of the orders by DoT is irrational. This Conference directs CHQ to take up the issue with Prime Minister of India, the Finance Minister and the others concerned.
- 3. Allotment of 4G spectrum:** This Conference resolves that BSNL has to provide LTE based 4G services to remain competitive in the market. But BSNL should have initiated the process for obtaining the additional spectrum well in advance. Even if the spectrum asked for by BSNL is provided now, it may take many months to start its LTE based 4G services. Therefore, BSNL should now concentrate to complete expansion under VIII.4 which has been heavily delayed and completion of this project with redeployment of 3G sites has a huge potential in generating revenue. Simultaneously efforts should be made to utilise the available spectrum for 4G services. It is imperative that the process for launching 5G services should be initiated right now, without waiting till the 5G services are launched by other operators.
- 4. Simultaneous Pension Revision along with Pay revision:** The Conference discussed and understood the futility of some unions and associations demanding delinking of pension revision from pay revision, since the concept of pension revision itself comes from a Supreme Court Judgment that there cannot be disparity in pension between the present pensioner and the future pensioner. Pension revision came into existence only after the

V CPC recommended pension revision with the same fitment as given to the serving employees on pay revision. Therefore, the demand for pension revision for BSNL employees on the same fitment as given to Central Government employees for their pay revision is illogical and unimplementable, although it may be attractive, given the anomalies which will arise in such a context, which will be against the Supreme Court orders. After the last pay revision for BSNL employees w.e.f. 1.1.2007, pension revision was implemented only in 2011 as Cabinet approval was required. Now that the pay revision itself has to get approval by Cabinet, this Conference urges simultaneous decision by the Cabinet for pension revision also.

5. **Ensuring pay scales at par with MTNL Executives:** BSNL Executives were lower pay scales starting with intermediary scale of E1A for JTO after absorption in BSNL, while their counterparts in MTNL were drawing E2 scales. Thus, BSNL Executives are still drawing one level lower pay scales than their counterparts in MTNL. The lower scales were justified by the Government at that time on the plea that BSNL employees are paid pension by Government on their combined service under amended Rule 37A of pension rules, while MTNL employees had no such provision. However, the Government decided in December 2013 to extend Rule 37A to the MTNL employees also with retrospective effect from 1.10.2000. It was then also decided that the pay scales of BSNL and MTNL Executives will be brought at par at the time of third pay revision. This Conference urges the Government to implement its decision on this issue while revising the pay scales as per 3rd pay revision orders.
6. **Recruitment of Management Trainees:** AIBSNLOA has always stood for scraping the MT recruitment and if absolutely required to drop external recruitment and utilise all the vacancies for recruitment from internal candidates. When MT recruitment was last notified in 2015, AIBSNLOA had raised serious questions on seniority in MTs and segregating year-wise vacancies, which remain unanswered till now. This Conference urges the Management to clarify on the issues raised before further proceeding with the recruitment and to go for only internal recruitment for the time being.
7. **Superannuation benefits to BSNL recruited employees:** When all the other associations were pressing for implementation with 30%, which was delaying the scheme unwantedly, AIBSNLOA took the stand that the scheme should be implemented first with whatever contribution possible by BSNL at that time, which can be improved upon later. Our stand was accepted by others later and the Rules commenced with 3% in May 2016 and subsequently 2% was added in October 2017. This conference directs the CHQ to pursue with Management for further increasing the contribution by BSNL.
8. **Executive Promotion Policy Amendment & Recruitment Rules:** AIBSNLOA has been persistent in its demand that time bound functional promotions upto SG JAG grade should be implemented as assured at the time of absorption. This would have avoided seniority issues and related court cases and ensured promotions from the due dates so that all Executives would have retired in higher grades. AIBSNLOA's presentation on EPP A&RR was based on the same lines. This Conference resolves that the CHQ should continue to

take up the matter with the Management and should work out a viable proposal for providing fast track promotions to the younger Executives.

9. **Interim report of IIM Ahmedabad:** The IIM Ahmedabad is based on its visit to five circles and meeting a few people and submitted in a short period of four months after it was given the work. It appears like a Project Report by an MBA candidate and is based on data available in public domain, like newspaper reports, TRAI statistics etc., rather than like a Consultant's report. However, all stake holders are required to give some deep thought over its suggestions for restructuring the organisation through VRS and reduction in retirement age. It is true that the ratio of employee cost to revenue remains a cause of concern, in the absence of fruitful training and redeployment in the last 15 years. In the year 2011 when VRS was first mooted, AIBSNLOA observed that "Any responsible trade union/association should analyse the proposal taking into account the background and all the relevant facts and should face the challenge squarely, instead of merely recording the protest and allowing things to flow out of their control, without benefiting anyone. The leadership should be bold enough to work out solutions without token opposition and should ensure that the VRS optees are not at the mercy of the Management and those remaining after VRS do not face undue hardship." This Conference reiterates the observation and appeals to all stakeholders to take a pragmatic view on this.
10. **Financial viability of BSNL:** This conference believes that the financial crisis faced by BSNL due to reduced cash flow is a temporary phenomenon and BSNL Management will be able to take some course correction to restore normalcy. Growth in BSNL customer base is an encouraging sign. AIBSNLOA had been suggesting concrete plans for increasing revenue and decreasing expenditure, many of the plans still not receiving the attention they require from the Management. This Conference resolves that CHQ should continue to suggest new plans, reiterating its earlier suggestions and pursue at all levels for implementation of its suggestions.