



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

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No. AIBSNLOA/CHQ/2011/32

Dated: 8th September 2011

To
Shri R.K.Upadhyay,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Sub: **BSNL's decision to withdraw leave encashment on LTC and medical facility 'without voucher' – reg**

Ref: *BSNL Lr.No.7-8/2010/EF/Part/1 dated 5.9.2011*

Sir,

We are extremely shocked over the decision of BSNL withdrawing the 'without voucher' facility under BSNLMRS and withdrawing Leave encashment while availing All India and Home Town LTC, in the name of expenditure control.

2. BSNLMRS was a result of protracted negotiations between the Management and the then recognized unions and associations in the year 2003. Majority of the employees, including the retired employees have opted for 'without voucher' facility, although the ceiling fixed is half of the ceiling fixed for claim with vouchers, not because that they have no medical expenditure, but only to avoid the excruciating process in claiming reimbursement through vouchers. Similarly the facility of Leave encashment while availing LTC was a result of years of struggle on the rationale that LTC as such was of no use and scores of employees could not avail LTC because of the huge expenditure to be borne by them on food and shelter during the travel. BSNL has negated in one stroke, all the toiling and struggle behind these facilities.

3. **The officers and employees of BSNL have already been denied their righteous entitlement of 78.2% instead of 68.8% for fixation of pay in the revised scales. BSNL Executives are being continuously denied their legitimate E2 and E3 scales for JTOs & equivalents and SDEs & equivalents respectively. They are**

drawing pay in lower scales viz. E1 and E2 after pay revision, lower than the E1A and E2A scales, which they were having before pay revision. And now, again, the officers and employees are being denied their legitimate and hard earned rights, in the name of bad financial health of BSNL, for which the Management, the DoT and the Government are alone to blame.

4. We had, in our earlier letter No. AIBSNLOA/CHQ/2011/10 dated 18th March 2011 (copy enclosed) suggested various means to decrease expenditure and increase revenue, viz :-

(1). Payment of electricity charges on industrial tariff instead of commercial tariff & Curtailment of Expenditure on fuel for vehicles and expenditure on vehicles themselves since according to the financial results of BSNL for the year 2009-2010, ***expenditure on 'Power and fuel' is the highest, amounting to Rupees 2030 crores, next only to expenditure on salary.*** Instead of taking up the issue of payment of electricity charges on industrial tariff with Central Electricity Regulatory Commission at New Delhi on the premises that BSNL has been declared as an 'Industry', the responsibility has been shifted to the Circles, knowing well that efforts by some circles have already failed.

(2). Collection of outstanding dues from subscribers, including Government Offices running to Rupees 5,351.39 crores up to September 30, 2010.

(3). Collection of outstanding dues from Private Operators: Recently, Minister of State for Communications, in reply to a question in parliament has mentioned that 46 telecom companies are yet to pay over Rs.1366.32 crores interconnect usage charge to BSNL. In another report, TDSAT has stayed BSNL's ADC demand of Rs.200 crores payable by Reliance Communications. These outstanding dues/issues are to be settled at the earliest.

(4). Review of various AMCs which are another source of drainage of our financial resources.

5. **Apart from the above, BSNL Management should effectively pursue the case of continuance of the subsidy of Rupees 2000 crores per annum of USO Fund, for its operations in rural areas.**

6. Instead of managing the above issues in a prudent and sensible manner, seeking to curtail the facilities and rights of the employees one by one in the name of financial health of BSNL, will only result in weakening the confidence and morale of the employees, which will not augur well for the organization.

7. We therefore request the Management to review the situation and to restore the facilities withdrawn by the BSNL orders cited under reference.

With kind regards,

Yours sincerely,

A handwritten signature in black ink, appearing to be 'V.P. Arya', with a horizontal line extending to the right.

(V.P.Arya)
General Secretary