



No. BSNL/7-2/SR/2009

Dated, the 16<sup>th</sup> March, 2009

**Minutes of the meeting held under the chairmanship of CMD, BSNL on 16.3.2009 with the unions and associations of Joint Forum in response to their notice for dharna / strike**

The following were present :-

From Management side

1. Director (HRD)
2. GM (SR)

From Joint Forum side

1. Shri V.A.N. Namboodiri
2. Shri Prahlad Rai
3. Shri A. A. Khan
4. Shri V. Subburaman
5. Shri R. Venkatraman
6. Shri Suresh Kumar
7. Shri G.R. Sharma
8. Shri K.R. Yadav.

2. This meeting was held in continuation of the meeting held on 13.3.2009, which could not be concluded.

3. At the outset, CMD BSNL made a mention of earlier agitation call by the Executives and their meeting with Secretary, DOT on 22.12.2008 wherein Secretary, DOT informed that certain genuine issues of Group 'A' are to be sorted before absorption could be concluded. One of the issues relates to clarification on BSNL's liability to pay 40% of the pension and the other is payment of pension and its revision on CDA pattern. CMD, BSNL explained progress of that case and informed that the case has already been taken up by DoT with DOP&PW, Ministry of Expenditure and Ministry of Law. In such a scenario, notice for strike is not desirable when progress is being made.

4. The Staff side explained that they are not against settlement of genuine aspirations of any group of employees, but are more concerned about growth and development of BSNL. Non-settlement of absorption of Group 'A' officers is keeping the organisation in a state of uncertainty, and possibly affecting their working also. In such a situation, they explained that perhaps a direct communication between BSNL management and ITSA will have a positive impact on Group 'A' officers and motivate them to seek absorption in BSNL. The Staff side also wanted to know if BSNL has appropriate contingency plan in case sufficient number of Group 'A' officers do not opt for absorption in BSNL. CMD explained that appropriate action has been initiated for recruitment of middle management level officers and the plan will be finalised after views of consultant, M/s. BCG are available. The Staff Side also explained concern that this issue cannot be allowed to continue indefinitely and certain time frame is required. CMD mentioned that BSNL will make efforts to ensure that the genuine concerns of Group 'A' officers are settled by the Government and absorption process is completed by DOT by December, 2009.

5. In view of the discussion as above, the CMD BSNL requested all the unions / associations of Joint Forum to defer their proposed dharna on 17<sup>th</sup> March and strike on 25<sup>th</sup> March, 2009, to which the unions / associations responded that they will consider positively.

6. The meeting ended with a vote of thanks to the Chair.

  
(Shakesh Ahmad)  
GM (SR), BSNL C.O.

Copy to :

All participants.