

## **Note on discussion between the JAC and BSNL management, held on 03.10.2011**

In the background of the notice given by the JAC for a one day strike on 10.10.2011, the management invited the JAC leaders for talks yesterday, the 03.10.2011. Representatives of BSNLEU, SNEA, AIBSNLEA, BSNL MS, TEPU, SEWA BSNL, NFTBE and BTU participated in the talks. In addition to Com. V.A.N. Namboodiri, Convenor, JAC, Com. P. Abhimanyu, GS, Com. P. Asokababu, Dy. GS, Com. G.B. Salakki, AGS represented BSNLEU in the discussion. Shri A.K. Garg, Director (HR) presided over the meeting. The following issues were discussed:-

### **(1) Payment of PLI**

The JAC has demanded that BSNL employees should be paid PLI, and that it should not be denied on the plea that the company was making loss. Director (HR) replied that PLI cannot be paid when the company was making loss. JAC leaders told that the stand of the management was not acceptable to them.

### **(2) Restoration of Medical Allowance, LTC etc. and fixation of 78.2% IDA**

Director (HR) categorically told that fixation of 78.2% IDA cannot be done at present and also that medical allowance, LTC etc could not be restored.

### **(3) Compensation for BSNL's rural operations**

Responding to the demand of the JAC that BSNL should be compensated for its loss making rural operations, Director (HR) replied that BSNL had sought a compensation of Rs.20,000 crore from the government. He also expressed hope that BSNL was likely to get substantial compensation from the govt.

### **(4) Payment of pension contribution on the actual basic pay of the employees**

As of now, BSNL is paying pension contribution to the government based on the maximum of the pay scale of the employees. Thus, BSNL is paying a heavy amount as pension contribution to the government. Hence, the JAC has demanded that pension contribution should be calculated on actual basic pay of the employee. Director (HR) replied that this case is already taken up with the DOT and that the DOT in turn might take up the issue with the Pension Department.

### **(5) Refund of BWA spectrum charges**

The JAC has demanded that the Non-standard BWA spectrum charges amounting Rs.8313 crore should be refunded to BSNL. Reacting on this demand, the Director (HR) informed that BSNL has already written to

DOT, demanding refund of the amount. He also expressed hope that the amount would be refunded.

**(6) Grant of flexibility in selecting Circle of choice for 3G spectrum**

JAC has demanded that BSNL should be granted the flexibility to select the circles of its choice for 3G operations, so that BSNL can surrender the 3G spectrum in non-viable circles. Replying to this the Director (HR) stated that BSNL has already started its 3G operations in all the Circles, and thus the question of opting out of unviable circles did not arise.

**(7) Refund of Notional Loan**

JAC had demanded that the Notional Loan of Rs.7500 crore, together with interest, collected from BSNL, by the government, should be repaid to BSNL. For this the Director (HR) replied that the Finance Ministry has already rejected this demand.

**(8) Refund of Licence Fee**

JAC has demanded that the Licence Fee being paid by BSNL to the govt. should be refunded. Director (HR) replied that Licence Fee was being paid for a long time and there was no ground to demand refund. After insistence by the JAC leaders, Director (HR) agreed to take it up with the govt.

**(9) VRS**

The Director (HR) explained at length as to why they want to bring in VRS. In reply to this the JAC leaders explained clearly as to how the VRS would not be helpful to the company as well as to the employees. They told the management side that JAC firmly opposes VRS and requested the management to drop the proposal.

***At the end of the meeting, the JAC leaders told the management side that the JAC is going ahead with the strike programme, as per schedule, since no settlement is reached on major issues.***

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