

**Agenda items from NFTE (BSNL) to be discussed in forthcoming National Council meeting.**

(1) Regularisation of temporary status mazdoor/approved casual mazdoor and revision of their wages based on 7th CPC pay scale. On this issue we submit that the regularisation of TSMs have been stopped on the plea of apex court judgement in the case of Uma Devi/Government of Karnataka but the said case is not applicable for the TSMs of BSNL. As it has been committed through several communications from DOT, after the fixed schedule of time the approved casual mazdoors may be granted temporary status and further they will be regularised in the capacity of group-D employees. On the eve of corporatization, clear order was issued by the DOT in respect of regularisation of temporary status mazdoor/casual mazdoor.

But due to official delay these mazdoors remain unregularized and later on the plea of the Honourable Supreme Court judgement, their regularisation is totally stopped. We request early review on this matter for regularisation of mazdoors. The wages for these mazdoors have not been revised since 2010. It was revised and implemented from 01.01.2010 based on 6th CPC but even after implementation of 7th CPC recommendations with effect from 01.01.2016 the wages of these mazdoors have not been revised. We request to review and revise the wages of TSMs/casual mazdoors without further delay

(2) Issuing of presidential orders to those employees who have been recruited and sent for training by the DoT, but were appointed after formation of BSNL. In this regard several orders have been issued by the DoP&T. These orders are applicable in respect of BSNL employees is also. The union has represented several times in this regard but no action has been taken till date. Hence we request early consideration on this issue.

(3) Lifting of the ban on compassionate ground appointment. The ban was imposed on CGA in the year 2019 for 3 years. On completion of 3 years, it was further extended. From March 2022, it has been extended indefinitely. Even dependents of the employees who expired due to covid pandemic have applied and are waiting for their appointment. There is no clear picture about the future of those candidates. Therefore, it is requested that the ban must be lifted and decision on appointment in respect of waiting candidates may kindly be taken at earliest.

(4) Evolving mechanism for holding LICEs for the cadres of TT, JE, JTO, in every circle on the basis of field reality. In this regard we have to submit that, due to unilateral reduction in posts there is no vacancy in several circles for the cadres mentioned above. This is depriving the non- executive employees of their promotion. We therefore request to evolve some mechanism to hold the LICEs

for each cadre in every circle, so that the serving employees get chance for their career progression as more than 60% workers are facing stagnation and they are not getting a single paisa even for the last 10-12 years.

(5) Implementation of BSNL transfer policy in letter and spirit in field unit. It has been observed that after VRS due to shortage of staff in particular section in an operational area, non-executive staff are being transferred without maintaining norms and rules notified by the BSNL headquarters in the name of non-executive transfer policy. We request that a clear order should be issued in this regard to avoid confrontation in field units.

(6) Clarification regarding immunity from transfer of office bearers of Non-Executive unions. Several orders are issued from time to time by the BSNL management in respect of facilities granted to the Non-Executive Recognised Unions, mixing with Executive Associations and creating a lot of confusions in field units and creating suffering to genuine office bearers who are facing denial of immunity from transfer. We are raising this issue time to time and getting relief also. However, our genuine office bearers are harassed and department works are also affected. We request to issue a clear guideline in respect of immunity from transfer to the office bearers, superseding all the previous guide lines.

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