

Profit linked PLI formula was introduced in year 2006 in place of productivity as per agreement with the BSNLEU. Profit decreased and once the balance sheet of BSNL reached to loss the PLI stopped. BSNLEU agreed for performance management system for payment of PLI in the second wage agreement signed on 15th January, 2010 although it was only for executives. The non-executive employees could not get PLI for last 7 years.

The joint committee for PLI was formed as per demand of NFTE after securing recognition. The NFTE has opposed PMS in the very 1st meeting. The committee met and NFTE demanded inclusion of "Fair" parameter also alongwith Excellent, very Good and good. NFTE insisted for fixing of Minimum PLI and thereafter adhoc amount once Durga Pooja was round the corner. BSNLEU opposed minimum but demanded one month salary as adhoc PLI amount obviously to scuttle the NFTE demand. In last NC meeting, held on 10-03-2016, the leader staff side demanded PLI settlement and BSNLEU kept silence.

NFTE seriously persued the matter due to which meeting was fixed on 30-03-2016 which was boycotted by BSNLEU. NFTE attended and recorded its views in the meeting about the proposed mechanism to pay PLI.

BSNLEU leveled baseless allegations and charges against NFTE representative forgetting that union particularly NFTE takes collective decision. President, NFTE is least bothered with uncharitable comments as he is well aware how Comrade late O.P. Gupta was treated and called by BSNLEU leaders. President is rather thankful for the publicity. However, the BSNL HQR letter dt- 06-04-2016 has exposed them completely. Truth is now in domain of the public.

Fact is that the meeting was convened much against the wishes and also as why the committee proposed to pay the PLI ?. After long 7 years it is 1st time that the management agreed to pay PLI and placed mechanism which was to be negotiated and not to run away from the negotiation table to scuttle the settlement. Agitation including hunger fast is launched only when negotiation fails and not to stage drama.

Let us keep in mind that irresponsible and baseless allegations do create bad blood which may prove detrimental to the cause of joint movement as and when crisis develops. NFTE will continue to negotiate unperturbed and unnerved.
