

BSNL CASUAL & CONTRACT WORKERS' FEDERATION

K. G. BOSE SMRITEE BHAWAN

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Dated – 26-10-2018

Dear Comrade,

At the call of BSNLCCWF from last CEC meeting held in Delhi, the 'Hunger Strike' Programme was held on 28th September, 2018 in front of SSA Heads in most of the circles. By at the same time, it is observed that some circles have not taken the proper initiative to implement the programme including some organisationally strong circles. It is once again requested to organize the programme at SSA Headquarters within 10th November,18. Considering the present situation, you are requested to take proper organizational action to implement the following decisions.

01. Hunger Strike Programme at CGM Level.

After discussion with the General Secretary, BSNLEU along with other leaders over phone, the 'Hunger Strike' Programme will be held on 20th November,2018 in front of CGM. It is needed that a massive campaign programme is to be organized on the charter of demands so that we can mobilize a good number of casual and contract worker in a Hunger Strike Programme in the CGMT Office. In this connection, you are requested to consult with the Circle Secretary of BSNL Employees Union so that you can get the full support of regular employees to make the programme a good success. Though the CHQ will publish a poster on the programme in English but Circle Unions are requested to publish the same poster and leaflets in regional language to make a good campaign amongst the workers. Formal Notice of the programme should also reach the Administration in advance. CHQ will issue proper notice to CMD BSNL. The date of the Hunger Strike at Corporate Office level will be intimated later on after discussion with the leaders of BSNLEU, CHQ.

02. Circle Conference and Circle Working Committee Meeting in different states.

BSNLCCWF CHQ extremely happy to inform that the circle union of Rajasthan Circle was formed at Jaypur on 7th October,18 with great enthusiasm. Com. Ashok Pareke, Circle Secretary, BSNLEU inaugurated the conference and Com. Animesh Mitra, SG, BSNLCCWF addressed the house.

The historic conference of the BSNLCCWF, Tamil Nadu Circle (TNTCWU) was held at Tiruppur on 1 and 2nd October,18 with a good mobilization of 2000 casual and contract workers. The conference was inaugurated by Com. S. Chellappa, Asst. General Secretary BSNLEU and CHQ. Com. C. Palanichami Asst. General Secretary, BSNLCCWF address the conference.

Similarly, BSNL Karmachari Sangh organized the Circle Working Committee meeting held at Bhubaneswar. The Circle leadership under the leadership of JanardanPati, President met with the CGM, BSNL and discussed on the charter of demands.

As per the decision of the CEC meeting, BSNLCCWF UP (E) Circle has taken a decision to organize the Circle Working Committee meeting on 1st November, 18 at Ganda District where Com. K. R. Jadav, Vice President and Com. Animesh Mitra, Secretary General will attend the meeting.

03. Variable Dearness Allowance and Dearness Allowance

During this time, CHQ took up the case with the Management of Corporate Office to endorse the VDA rate for Contractual Workers and DA for Casual Workers accordingly Management issued the same. In this connection, Com AnimeshMitra met with Sri SaurabTagyi, Sr. GM (Estt.) and Sri Ashutosh Gupta, GM (Rest) on 11th Oct,18 and both of them assured to do the needful.

04. Gratuity for Casual and Contractual Workers.

As per the call of BSNLCCWF regarding the Strike held in December,2017 the proceedings is going on between BSNLCCWF and BSNL Management in the presence of representative of the Chief Labour Commission (Central) and on the issue of Gratuity for the Casual and Contractual workers, BSNL Management assured before the DLC (C) to take the necessary action within stipulated time. DLC (C) directed the BSNL Management to inform the Secretary General, BSNLCCWF, in writing, regarding on the issue of Gratuity. In the meantime, BSNL

Management has sent a letter to the Secretary General, Com. AnimeshMitra wherein it is stated that the agenda will be taken in the Board meeting for casual labourer to take final approval on the issue of Gratuity. However, BSNL Management has intimated that a committee has been formed to check up the justification of the Gratuity for Contractual Workers in BSNL. They assured that after getting the report from the committee then they will take the proper action on this subject.

05. Subscription and Donation.

It is observed that the most of the circles are not sending the monthly quota of subscription to the CHQ regularly. It has been decided from the Raipur CEC meeting to collect Rs.100/- from each member as a special donation to meet up the expenditure of CHQ. Recently, the huge amount has been incurred due to the last programme 'March to Parliament' and publishing of book. Circle Unions are requested to send the amount immediately to the CHQ so that CHQ can make the payment in this regard.

06. Retrenchment of Contract Labourers

On the plea of the fund curtailment, BSNL Management decided to reduce the contractual workers and in this respect, local authority is going to reduce the contractual workers throughout the country. Particularly, in Karnataka Circle, UP (E), STR (Telangana, Andhra Pradesh), Punjab, Haryana and Bihar etc. A good number of contractual workers have been retrenched for which the concerned circle union have organized the continuous struggle against the Administration. However, in this connection, BSNLCCWF and BSNLEU has taken up the issue with the Corporate Office Management and discussed the matter with Sri A. N. Gupta, GM (SR) and Sri Manish Kumar, GM (Restruct). Com. P. Abhimanyu, General Secretary, BSNLEU and Vice-President, BSNLCCWF has also discussed the issue with the Dir (HR) with a proposal that the retrenched contractual workers may be utilized in day to day marketing activities in the company. In response of the proposal, the corporate office has issued an order to the all CGMs for their reaction or remarks. The Circle Secretary of the affected areas are requested to pursue the matter with the local administration also.

07. Delay payment of monthly wages and reaction of the Union

Recently, it has been observed that in all the circles, the payment of the casual and contractual workers has not been made in due time. It is reported that monthly wages will be due more than 3 to 6 months. Circle administration has taken very stiff position due to non-allotment of the sufficient fund from the Corporate Office, New Delhi. By this time, in most of the circles massive demonstration and Dhana programme was held, in protest. Circle Administration has sent the message to the Corporate Office. At the same time, Com. P. Abhimanyu and Com. Animesh Mitra met Dir (HR) and Y. Singh (BCI) and discussed the issue and requested to arrange to release the required fund so that casual and contract workers could get the monthly wages in time.

08. Regularisation and Rs.18000/- for Casual Labours.

On the issue of the regularization of the left out casual labourer, the leaders of the BSNLCCWF explained the background of the left out casual labourers who have been working since prior to formation of the BSNL during hearing with DLC (C). In this regard, views of the BSNL Management expressed before the DLC (C) and stated that after delivering the Uma Devi Judgement, the regularization of the left out casual labourers had been halted. After getting the views of the BSNL Management, DLC (C) explained the judgement and instructed the BSNL Management to read out the judgement correctly and if BSNL has no own RR, one scheme will be framed to absorb the left out casual labourers. The proceeding is continuing with the DLC (C) and the matter will further discuss in the next meeting.

After continuous pressure by BSNLCCWF and BSNLEU in different forum, the revision of the wages to the casual labourer based on the 7th CPC the minimum pay scale i.e. Rs.18000/- should be paid. BSNL Management has issued the letter to collect the profiling the casual labour details along with the daily rate of wages. It is learnt that how much money is required to make the payment of wages, as per revised pay scale, to the casual labourers. All Circle Secretaries are requested to arrange to send the data, as per the format, immediately and the same to be sent to the CHQ to its mail ID.

Comradely yours,



Animesh Mitra
Secretary General