

BSNL CASUAL & CONTRACT WORKERS' FEDERATION

K. G. BOSE SMRITEE BHAWAN

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No. BSNLCCWF/Wages/2018

Date:- 08-10-2018

To,

Ms. Sujata T. Ray
Director (HR) BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi-110001

Madam,

Sub:- Revision of wages for left out Casual Labourers /TSM in BSNL w.r.t. 7th Central Pay Commission order - req.

Ref:- (i) BSNLCCWF/Wages/2017 dated 25-07-2017.
(ii) BSNL Lr No.11-3/2016-le dated 22.08.2017.
(iii) BSNL Lr. No.269-11/2009-Pers.IV/LE dated 01-January,2010

We would like to draw your kind attention on the subject mentioned above for favoubale consideration.

The wages payable to Casual Labourers/ TSM is revised, every time when the minimum pay of Central Government employees is revised. As per the guidelines laid down by the DoP&T, vide it's OM No.49014/2/86 Estt. (C) dated 07.06.1988 and the Ministry of Labour, Government of India's OM No.532021/16/WC/(MW), dated 23.08.1988, the daily wages of casual labourers engaged for work of regular nature has been fixed at the rate of 1/30th of pay at the minimum of the relevant pay scale plus Dearness Allowance.

The left out Casual Labourers/ TSM who are working in BSNL, was initially engaged by DoT and could not regularized in due time. After formation of BSNL, they have been paid daily wages based on the CDA scale minimum pay and DA as per the 5th CPC revised scale till the date of 6th CPC order.

After 6th CPC order, the BSNL Management has decided to revise the wages of the Casual Labourers/TSM and orders were issued vide order under reference (ii) above. According to that order, it stated that "wages of Casual Laboruers engaged for work of regular nature shall be revised to 1/30th of the minimum of the pay plus Dearness Allowance on the basis of the minimum CDA pay scale notified by the Government of India vide G.S.R.No. 622(E) dated 29.08.2008 (Central Civil Services Revised Pay Rules, 2008)".

BSNL is following the same guidelines to regulate the wages of the casual labourers working in BSNL, we have approached to the BSNL Management in several occasions to revise the wages of casual labouers/TSM working in BSNL effective from 01-01-2016.

During discussion on this subject in the 35th and 36th National Council meeting held on 13.11.2017 and 12.06.2018 respectively. You assured that "to relook on the issue in shortest of possible time" and "A committee will be constituted to examine the demand of revised of wages of casual laboruers in view of the implementation of 7th CPC pay scales in case of Government employees" respectively.

It is unfortunate that in spite of your assurance in the National Council Meeting, Management has not taken any initiative to implement the order of the 7th CPC till date.

Besides, it is also observed that BSNL Management has proposed the minimum IDA pay scale of the regular employees Rs.19000/- in the wage negotiation meeting whereas minimum CDA pay scale has been fixed Rs.18000/- as per the 7th CPC order. So, it is clear that minimum relevant pay scale of CDA is lowest of the IDA pay scales.

In view of the above cited circumstances, we would like to request you to kindly intervene in the matter and cause to issue necessary instructions to the Management to issue orders to revise the daily wages of the casual laboures working in BSNL on the basis of the 7th CPC without further loss of time.

Thanking you,
Yours sincerely,



[Animesh Mitra]
Secretary General