

BSNL CASUAL & CONTRACT WORKERS' FEDERATION

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No. BSNLCCWF/Wage-revision/CL/2020

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To

Shri Arvind Vadnekar
Director (HR) BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi- 110001

Sub- Implementation of wage revision in respect of Casual Labourers on the basis of recommendation of 7th CPC delinking the wage revision of regular employees.

Sir,

We like to attract your kind notice to the minutes of the meeting of 37th National Council Meeting held on 20-11-2018 and published on 17/01/2019 wherein the views relating to Casual Labourers wage revision.

The issue is a long pending one. The recommendation of 7th CPC has been implemented to all workers who enjoy CDA pay scale w.e.f. 01-01-2016. Even in BSNL who are in CDA pay scale have got the benefit. But the poor casual labourers who are enjoying the minimum basic pay of the CDA scale are still deprived. The minimum pay which has been recommended by 7th CPC for Rs.18000/- + DA has not been implemented. During discussion on this at various forums the management tried to link this issue with the wage revision of regular employees unilaterally without justification. In the said meeting Director (HR), chairperson of the meeting directed that the issue may be reconsidered for delinking it with the wage revision of BSNL employees. 16 months have already been elapsed after taking decision but no fruitful result has yet come.

In this connection, we wish to remind you that there are about 3000 left out Casual Labourers working in BSNL since last 20 to 30 years. These casual labourers have been engaged by Department of Telecommunication, Government of India and they have been performing their duties. **They are being paid the wages on the basis of the 1/30th of pay at the minimum of the relevant pay scale of Central Government employees plus Dearness Allowance as per the guide lines laid down by the Department of Personnel and Training, Gol vide letter No. No.49014/2/86-Estt. (C) Dated 07-06-1988.**

After recommendation of Fifth Central Pay Commission, Department of Telecommunications issued an order vide letter No. 269-II/98-STN-II dated 15-09-1998 to revise the Group –D Pay Scales to Casual Labourers (without Temporary Status) working in the DOT. At the time of formation, BSNL did not issue

any order regarding the wages of casual labourer who are eligible for regularization. DOT order is continued by BSNL till December, 2009.

After recommendation of Sixth Central Pay Commission, BSNL has issued an order Dated 01-01-2010 (copy enclosed), revising the wages of the casual labourers as per the Revised CDA Pay Scales for Group D Cadre. (IS Pay Band) notified by the Government of India vide G.S.R. No. 622(E) dated 29/08/2008 (Central Civil Services [Revised Pay] Rules, 2008).

In this context, Recently, the judgment of Hon'ble Supreme Court was circulated by DoPT and DPE, Gol for implementation on the issue on 'Equal Pay for Equal Work' i.e. 1/30th Pay of the Minimum pay scale of the regular employees plus DA.

But, it is very painful that, after recommendation of Seventh Central Pay Commission, BSNL has not revised the minimum pay scale for the poor Casual Labourers.

We therefore, request you to kindly take necessary action so that the poor casual labourers can get the benefit of 7th CPC recommendation.

Thanking you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Animesh Mitra', with a horizontal line underneath it.

(AnimeshMitra)
Secretary General