

# **BSNL CASUAL & CONTRACT WORKERS' FEDERATION**

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No. BSNLCCWF/UP(E)/2018 10-09-2018

Date : 13/09/2018

To

**The Regional Labour Commissioner (Central),  
Lucknow,  
Uttar Pradesh**

Sub. : - **Union views on the statement of the Management – req.**

Sir,

I, on behalf of BSNL Casual and Contract Workers Federation, like to convey our heartfelt gratitude for your taking action on our complaints made against the BSNL management regarding the injustice and exploitation made towards the contract labourers in UP circle. I have gone through the report submitted to you by the BSNL management in regard to our complaints; I like to draw your kind attention on the following in regard to the replies given by the BSNL management –

- (1) That in paragraph No. 1 (Points No. 1) the management has communicated that the contract labourers are getting wages as per rule. But it is far from reality/truth. We have submitted the list of SSAs where the labourers are yet to get their wages which is due since last 10 months or more.
- (2) In fact the contractors are not making payment of wage directly to the labourers through cheque or through Bank Account, though there is the order of the corporate office that the wages of the contract labourers are to be made through bank account. We want to get a list of labourers to whom the contractors had made payment through cheque in the last 10 months.
- (3) In page No. 3 the department has committed that the contractors are liable to act according to labour act especially on minimum wage and social welfare. We want to know the names of the contract labourers to whom the contractors had made such payment.
- (4) In page no.4, point no.2, the department has confirmed that the wages are being paid to the labourers regularly in every month, which is not correct. We have submitted the specific names of the SSA where the payment of the wages to the labourers is pending since 10 months.
- (5) In page no.4, point no.3, the department has confirmed that the labourers are getting the benefit of EPF ESI facilities which is incorrect. In fact, we want to know the name of the labourers who have the EPF account number. On the other side, the department should ensure that the EPF contribution should be deposit to the concerned authority in due time.
- (6) On page no.5, point no.4, we can give one example of retrenchment of the contract labourers who have raised their voice against this exploitation by the contractors. Com. Jeetlal Moriya, the state secretary along with other 37 workers has been retrenched due to the union activities. So we want your justice.

Sir, on view of the above I like to mention some points for your kind consideration and necessary action at your earliest so that the poor labourers could get some relief from being exploited and injustice made towards them.

(i) Wage of the contract labourers to be made according to the labour act and it should be paid directly by the contractors and through bank in a fixed date of every month. (ii) EPF / ESI / Gratuity facilities should be ensured by the BSNL Management. (iii) No retrenchment of labourers and immediate action to make the payment which is pending for 10 months.

We firmly believe that you will surely stand by these poor labourers to save them and upheld the labour act of our country.

Thanking you,

*Yours sincerely,*

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

**[Animesh Mitra]**  
**Secretary General**