



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/60

dated 06.05.2021

To,

Shri Arvind Vadnerkar,
Director (HR), BSNL Board
Bharat Sanchar Nigam Limited, New Delhi

Subject:-Suggestions with respect to creation of Benevolent Fund for BSNL employees who meet untimely death during service –Reg.

Reference: Our letter number GS/AIGETOA/2021/59 dated 04.05.2021

Respected Sir,

Kindly refer to the discussions held in today's meeting which was attended by Recognized Association and Unions of BSNL along with representatives from management side. First, we would like to appreciate the timely step initiated by the management for creation of a Corpus in the form of a Benevolent Fund for the employees, who met untimely death in the current Pandemic era. In continuity of the discussion of the meeting, we would like to put forward our suggestions about creation of this fund, which is as stated below:

1. A corpus should be created immediately with **voluntary contribution of one day salary from employee side along with matching contribution from BSNL** to provide adequate compensation to the family of the employees, who met untimely death since 01.04.2020. The corpus so created should be reviewed and recouped every time whenever there is deficit. All such death cases in future should also be covered herein after with the compensation benefit.
2. **All employees should be asked to voluntarily contribute Rs. 200 per month to keep this fund operational and BSNL should match the fund contributed by employees** and keep the fund in up and running state. The Compensation Benefit should continue to be extended in future also and cover all such death cases.
3. **There should be a clause of survival benefit in the fund.** The survival benefit should be extended to the employee, **wherein employee contribution along with suitable interest (if any) generated through operation of the fund may be refunded back to the employee at the time of retirement.** This will motivate all employees to participate in the scheme.
4. The board of trustees appointed to manage such fund should be representatives from management side as well as recognized unions and associations including SEWA.
5. The Beneficiary of the scheme should be all the employees who opt to contribute for the scheme. **Those opting out of this scheme should be kept out of the ambit of the benefit.**

6. **The corpus so created should be used exclusively for the purpose for which it is created** i.e. to provide compensation to the family of the deceased employee. The fund should not be diverted/utilized for any other purpose by BSNL under any circumstances.
7. All necessary administrative and logistics support should be extended to the trust by BSNL to keep the fund up and running to cover all such cases in future.

In addition to the above, we once again request the management to also consider the suggestions given vide our referred letter no.GS/AIGETOA/2021/59 dated 04.05.2021 (Copy enclosed), which are urgently required for securing suitable social security to the employees recruited by BSNL and its family in view of the current Pandemic Scenario.

We once again express our thanks to this timely step taken by management and we request for an expeditious action on these suggestions so that the affected families may be provided with some relief immediately.

With Warm Regards

Sd/--
[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri P.K. Purwar Ji, CMD, BSNL Corporate Office, New Delhi for kind information please.
2. The PGM (Pers) BSNL Corporate Office, New Delhi for kind information and NA please.
3. The Sr GM (Admin) BSNL CO, Corporate Office, New Delhi for kind information and NA please
4. The Sr GM (SR) BSNL CO, Corporate Office, New Delhi for kind information and NA please.