

ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

President

NJP. Shilohu Rao
Mobile: +91-9444442255
E-mail: shiloh.rao@gmail.com

General Secretary

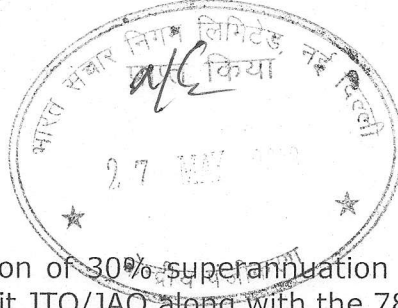
R P Shahu
Mobile: +91-9424051555
E-mail: r_p_shahu@yahoo.co.in

No: CHQ/AIGETOA/415

Dated: 27/05/2013

To,

The CMD BSNL
BSNL CO, New Delhi



Subject: Regarding consideration of 30% superannuation benefit and standard pay scale of E2 for Direct Recruit JTO/JAO along with the 78.2 IDA mergers.

Dear Sir,

As your kind is well aware that forum of the unions and associations of BSNL has served notice for indefinite strike on the issue of 78.2% IDA merger directed by DPE followed by 2nd PRC and GOM recommendation. It is needless to mention that 78.2% IDA merger has been approved by the BSNL board followed by the previous strike notice and negotiation agreement with representative of forum but it is worth to mention that this association was also the part of the forum and negotiation team in the previous strike where it was resolved to consider 30% superannuation benefit and child care leave along with 78.2% IDA merger.

This association is thankful for considering child care leave and approval of 78.2% IDA merger but it is surprising and disheartening that once again BSNL management has shown it's biased attitude towards direct recruits of this company by so far not considering the 30% superannuation benefit which is actually meant for only Direct recruits as others are already covered under government pension.

Apart from the 30% superannuation benefit standard pay scale as directed by DPE followed by 2nd PRC is also not finalized in JTO and SDE equivalent cadre which is badly affecting the gross pay of young executives recruited after 01.01.2007 which is even less than the pre-revised gross pay.

All the above three issues are recommended by DPE followed by 2nd PRC but management is so far delaying the implementation citing financial crises of the company. Though board has approved 78.2% IDA merger but delaying 30% superannuation benefit and finalization of standard pay scale despite of the fact that financial implication for implementing 78.2% IDA merger is much more than implementation of both the other issues i.e. 30% superannuation and standard pay scale is leaving us to believe that attitude of the management is biased towards direct recruits of BSNL.

Comparison of legitimacy and financial implication of all the three issues are attached in Annexure-1.

Going through the comparison made in the Annexure-1 and without prejudice to the legitimacy of the 78.2% IDA merger it is hereby requested your kind to implement 30% superannuation benefit in totality and standard pay scale of E2 for JTO equivalent and E3 for SDE equivalent in parallel to implementation of 78.2% IDA merger.

Although this association is not the part of proposed strike called by Forum of Unions and Associations but extends full moral support in respect of their demand with request to implement other two very genuine demand mentioned above else if the management understands only the voice of agitation, this association will not hesitate to enter into the extreme of organizational activities.

Hoping and waiting for your kind justice.



(R P SHAHU)
General Secretary

Copy to:

1. The Director (HR), BSNL CO New Delhi.
2. All the Functional board of Director of BSNL CO New Delhi.
3. Sr. G.M. (SR) BSNL CO New Delhi
4. The convener of Forum of Unions and Associations of BSNL.

Annexure-1

Description	78.2% IDA Merger	30% Superannuation benefit	Finalization of standard pay scale
reference	Recommendation of DPE followed by 2nd PRC and GOM direction.	Recommendation of DPE followed by 2nd PRC and GOM direction.	Recommendation of DPE followed by 2nd PRC and GOM direction.
Beneficiary	About 3 lakh working and retired executives/non-executives of BSNL recruited before 01.01.2007	About 25000 Direct recruit executives/non-executives of BSNL after inception of BSNL	About 5000 executives recruited on or after 01.01.2007
Financial burden on company	More than 400 Cr. Per year	Within 100 Cr. Per year	Within 20 Cr. Per year
Justification	<p>On 01.01.2007 BSNL was profit making and categorized as schedule-A CPSE by 2nd PRC hence BSNL has already given 30% fitment on 68.8% IDA to existing executives as well as non-executives but later on GOM have corrected the fitment benefit on 78.2% IDA which is applicable to all CPSE.</p>	<p>On 01.01.2007 BSNL was profit making and categorized as schedule-A CPSE by 2nd PRC. it is mandatory to all such CPSEs to make superannuation contributory scheme by contributing 30% of Basic+DA for the employees who are not covered under government pension scheme. In BSNL absorbed employees are already covered under rule-37 of government pension for which BSNL is even contributing on maximum of the pay scale followed by sixth pay commission recommendation but direct recruits are not being paid any post retirement pension benefit. only 12% EPF is being contributed in respect of Direct recruit of this company with number of anomalies while pension contribution for absorbed employees are much more than that hence two sets of employees are discriminated in CTC.</p>	<p>all the executives as well non-executives in existence before 01.01.2007 are given 30% fitment benefit as recommended by 2nd PRC hence their gross salary is increased by about 40% of their pre-revised scale and after getting fitment on 78.2 their gross will increased about 50% of pre-revised gross. But pay scale for the executives who were recruited on or after 01.01.2007 was degraded from E1A to E1 hence their gross is decreased by about 20% per month. After long persuasions BSNL management has protected their pay as on 01.01.2007 by giving 5 increment on E1 but their gross is yet decreasing with time from the pre-revised gross. pay revision takes place after 10 years in CPSE with intension to increase the salary of employees but in no case it can be decreased specially when gross salary of about 3 lakhs employees of same company are increased by about 50% then there is no reason to decrease the salary of hardly 5000 executives in the name of pay revision. Even if BSNL would have not revised their pay scale they had been getting more salary in pre-revised scale as on date. Following example will enlighten the facts.</p> <p>As someone has joined BSNL on the month of march/april-2009 on pre-revised scale of Rs 9850/- initial basic. After 04 increment the basic on april 2013 is $9850 + (4 \times 250) = 10850$</p> <p>as there was 50% DA merger the basic on April 2013 is $10850 + (10850 \times 0.5) = 16275$</p> <p>the remaining DA is $195.2 - 50 = 145.2$ total salary (Basic+DA) = $16275 + 16275 \times 1.452 = 39906.3$</p> <p>Where as with revised scale the present basic is $19020 + 04$ increment @ $3\% = 21420$ Present DA is 74.9% Thus total salary is $21420 + 21420 \times 0.749 = 37463.58$</p> <p>Total difference = 2442/</p>