

4.5 Holidays, Leave, Working Hours and LTC

4.5.1	Holidays and Casual Leave	Existing arrangement may continue
4.5.2	Earned Leave, Half pay leave, commuted leave	Existing arrangement may continue
4.5.3	Maternity Leave	May be enhanced from 135 to 180 days as in case of executives in BSNL.
4.5.4	Paternity Leave	Existing arrangement may continue
4.5.5	Working hours	Existing arrangement may continue
4.5.6	LTC	Existing arrangement may continue
4.5.7	EL encashment	Existing arrangement may continue
4.5.8	Uniform, Stitching Charges, Rain Coats, Chappals, Shoes, Washing Allowance etc	Existing arrangement may continue till an alternate policy is worked out by a joint committee of management and staff side.
4.5.9	Family planning increment	Existing amount on pre-revised scale may continue. It will be revised as and when such revision takes place as for Executives.
4.5.10	Other Special pay existing in BSNL	Existing rates/amount on pre-revised scale may continue. It will be revised as and when such revision takes place for Executives.

4.6 Advances

The existing advances in BSNL will continue as per the existing rates / amounts till revised keeping in view the relevant orders of Central Government. Separate orders will be issued for eligibility conditions etc. as per revised pay scales.

5. BONUS / PLI

A new scheme is to be worked out expeditiously through negotiations between the management and the recognised union taking into consideration the Performance Management System.

G. A. n. Jambh
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15/11/12