

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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V.A.N. Namboodiri

General Secretary

BSNLEU/102(CIRCULAR NO.02)

16th January, 2010

Wage Agreement Settled

Dear Comrades,

At last, after protracted and hard bargaining, the wage settlement has been reached on 15th January, 2010 and signed by official side and union side. The main features of the settlement are as follows:

- ❖ *Pay Revision with effect from 01.01.2007*
- ❖ *30% fitment on Basic Pay + 68.8% IDA. Benefit of 78.2 % IDA, when granted for executives.*
- ❖ *3% cumulative rate of increment*
- ❖ *Longer span of pay-scales to avoid stagnations*
- ❖ *HRA with retrospective effect from 27.02.2009*
- ❖ *Allowances increased*
- ❖ *Skill upgradation Allowance of 2% introduced*
- ❖ *Maternity leave enhanced from 135 to 180 days*
- ❖ *Management will pursue pension issues with DoT*
- ❖ *Anomalies / Aberrations will be addressed*
- ❖ *Management & Workers will jointly make efforts to improve services*

The pay scales are as given below:

Sl. No.	Grade	Existing IDA pay scales(Rs.)	Recommended pay scales(Rs.)
1	NE1	4000-120-5800	7760-13320
2	NE2	4060-125-5935	7840-14700
3	NE3	4100-125-5975	7900-14880
4	NE4	4250-130-6200	8150-15340
5	NE5	4550-140-6650	8700-16840
6	NE6	4720-150-6970	9020-17430
7	NE7	5700-160-8100	10900-20400
8	NE8	6550-185-9325	12520-23440
9	NE9	7100-200-10100	13600-25420
10	NE10	7800-225-11175	14900-27850
11	NE11	8570-245-12245	16370-30630

Excellent Agreement

Considering all the relevant points, the falling down including financial viability and market share of the company, the present agreement is the most attainable one. At each and every stage, whether to decide on the periodicity or on the increase of span of pyscale or on HRA with prospective effect, the management took very adamant stand and the staff side had to make all out efforts for reaching a good settlement. While certain unions propagated that the management was offering everything on par with executives, except 30% fitment, in all other points the official side was not prepared to concede anything on the plea of financial crunch. But however, after hard bargaining, the agreement has reached as stated above.

Now the same will have to be approved by Management, BSNL Board, DoT and in some cases by DPE. In the wage conversion from CDA to IDA in 2002, it took four months after settlement to get the orders issued, that too after organizing agitational programmes. CHQ is trying its best to ensure speedy orders.

CHQ congratulates the entire workers for their continued support in our efforts for a good settlement.

Celebration Day on 18.01.2010

The United Forum has given a call to organize Victory Celebration Day on 18th January, 2010 in view of the wage settlement. The details should be explained to the workers.

All India Demands Day on 29th January, 2010 on demands of BSNL/DoT Pensioners

The All India BSNL/DoT Pensioners Association (AIBDPA) as per the decision of its Central Office-bearers meeting (Delhi) has called for organizing dharna on 29th January, 2010 focusing their major demands like 50% merger of IDA, Pension revision, removal of anomaly etc.


Circle / District Secretaries are requested to take necessary action to make the programme successful by giving all support and guidelines.

CEC Meeting at Bhopal

Central Executive Committee meeting will be held at Bhopal from 14th to 16th February, 2010, as notice issued. Reception Committee is making all necessary arrangements.

With Warm Greetings,

Yours Fraternaly,



[V.A.N.Namboodiri]
General Secretary