



All India Graduate Engineers & Telecom Officers Association

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GS/AIGETOA/2020/40

Dated 19.06.2020

To,

Shri P. K. Purwar,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited, New Delhi

Subject: Timely payment of Salary, Clearance of Medical Dues, Start of Mediclaim Policy for Executives, Regular and sufficient payment in Maintenance Head for services.

Respected Sir,

We would like to bring to the notice of your goodself, the precarious situation in which the executives/employees of BSNL has now been placed in. Till date, employees have been giving their best despite constraints associated with respect to financial crunch and other difficulties. However it is important to note that, the continued negligence of the basic need of the livelihood i.e. Salary and Medical benefits have now denting their morale to a point of no return. It's been almost five months now since around 80,000 employees opted for golden handshake and went out of the organization. It was expected that with passage of time, things will become normal and BSNL will return to its previous position. The revival process was also brought with intent to regain the pristine glory of BSNL. However, with deep regret, we wish to inform that even after five months, BSNL has not returned to its normal position. Despite the great success of VRS process, management has failed to capitalize on the benefit and the situation has in fact become even more perilous.

While it is the fundamental duty of an employer to ensure timely payment of salary/wages of the employees but BSNL is consistently failing in clearing dues of employees in time including the salary, which is the basic source of livelihood. The other benefits and claims have also been ignored beyond a reasonable period now. It will be pertinent to mention that in our sister organization MTNL, the salary disbursement has become more or less regular.

In addition to the delay in disbursing salary as well as medical benefits, the maintenance and housekeeping expenditure which is one of the most important necessities to run an organization is also not being paid regularly. People are running the system somehow through their individual pockets. But there is limit to such expenditure and the situation has reached to its bottommost level. Circles are running out of tenders in most of the areas and negligible temporary advances are creating extreme vulnerable position to the executives working in field units. In the above circumstances, both running BSNL as well as livelihood of the employee family is getting difficult with each passing day. Added to this, in the current pandemic situation, the staff is being asked to maintain services without proper medical care also. There are no suitable cashless medical facilities available to the employees even in the current pandemic of Covid-19.

So, under the above circumstances, it's high time that BSNL management should adopt an aggressive approach towards the resolution of the problems associated with our beloved organization and its employees. Ultimately, it is the responsibility of the management to keep the company running in a healthy position. Just telling that funds are insufficient will not help anymore because now even managing the basic necessities of employees as well as organization has almost become impossible.

It's time for the management to share the state of affairs transparently to the employees and the ways to tackle the problems as the employees are completely in dark about the current situation and the future ahead. As a responsible association, we cannot allow this situation to aggravate further. The unrest among employees is quite high and it may push them to agitate or to go in depressed state which will surely result into irreparable loss to the company. A whitepaper on the current situation of the company and future ahead should also be shared with all employees to keep them in motivated state.

So, we hereby request that,

1. Salary to the employees of the company should be given highest priority and should be paid on time with release of the salary of the month of May, 2020 immediately.
2. Proper medical and insurance coverage to employees should be ensured and reimbursement of medical expenditure should be done immediately, which is pending since more than a year.
3. Cashless Medical facility should be started through Mediclaim Policy for all executives as pursued by this association. It will give a hassle free medical facility in this pandemic situation.
4. House-keeping and maintenance expenditure should be released sufficiently and regularly. All expenditures made by the executives through their salary in maintenance of the services in the field units should be reimbursed immediately.-

We hope your good self will take all necessary steps to resolve the issues mentioned above and will ensure regular payment of Salary along with reimbursement of pending Medical Dues.

With warm regards,

Sd/-

**[MD. WASI AHMAD]
General Secretary**

Copy to:

1. Shri Arvind Vadnerkar, Director (HR), BSNL Board for kind information please.
2. Shri S. K. Gupta ji, Director (Finance), BSNL Board, for kind information please.
3. Shri A.M. Gupta, Sr GM(SR), BSNL CO, New Delhi for kind info and n/a please.