



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

President
Ravi Shil Verma
9868525433
ravishil@gmail.com

General Secretary
R. P. Shahu
9424051555
r_p_shahu@yahoo.co.in

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To

Com. P. Abhimanyu
Convener, Forum of BSNL association and unions

Subject: Demand of PLI before implementation of pension benefits to BSNL recruits employee-Reg

Dear Comrade,

Your attention is invited that this association has become the part of the forum in year-2012 having single demand of implementation of pension benefits to direct recruits employees of BSNL as per the provision of sub-rule-23 of rule-37A of CCS pension rule and 2nd PRC recommendation of 30% superannuation benefit. Forum had included this issue along with 78.2% IDA merger and child care leave and served notice for indefinite strike.

Both the issues except the superannuation benefits got resolved followed by the strike notice. Superannuation benefit issue of BSNL recruits employees is ended with the assurance of committee formation which had never been constituted but left over on the discretion of one person i.e. the then GM (Establishment).

After the period of almost two year, forum once again decided to go for indefinite strike with some new issues including development issues in year-2014 but forgotten the superannuation benefit issue. Upon continuous request by this association, 30% superannuation benefit is once again included but finally denied to discuss this issue in the meeting held with DOT Secretary on the ground that this is not in domain of DOT although CMD BSNL and other authorities were also present.

Now forum has again served the notice for single issue of PLI which is nothing but part of parks & allowances within ceiling limit of 50% of Basic. It is worth here to mention that after formation of BSNL in Oct-2000, direct recruits JTO/JAO were recruited on same CDA pay scale as of MTNL but later on DOT has finalized lower pay scale to BSNL on account of paying pension benefit as per the provision of rule-37A of CCS pension rule. As per the provision, BSNL will make contribution to government for paying government pension in

respect of absorbed employees but for direct recruits BSNL has to device it's own pension scheme and make contribution accordingly. After finalization of IDA pay scale for MTNL and BSNL, all the employees recruited by DOT/DTS were given option to get absorbed either in BSNL or MTNL but same option was not allowed to BSNL recruits.

Due to lower pay scale finalization on account of pension benefit to BSNL employees, the direct recruits are getting about 14% of (Basic+DA) less salary than the MTNL employees recruited for same post and on same CDA pay scale. This difference amount is due with BSNL to be contributed towards the pension scheme of BSNL recruits employees.

2nd PRC has put the ceiling limit of total 30% of Basic + DA as superannuation benefits which includes EPF, Gratuity, Post Retirement Medical benefit and pension. BSNL is yet short of 12% to fulfill the limit of 30%.

As per the above facts, financial constraints of BSNL has nothing to do for making contribution towards pension scheme of direct recruits employees because it is our own money which is due with BSNL. As per the provision of 2nd PRC also, there are stages of recommendations of various components of employee's benefits if at all, there is a financial constraint which says that retirement benefits must be implemented prior to payment of Perks, Allowances and PRP. Retiral benefits in respect of absorbed employees are already implemented in totality and also some parts of perks & allowances like transport and professional up gradation allowance are being paid without paying the retiral benefit of direct recruits in totality which is violation of 2nd PRC recommendation.

Dear Comrade, you will appreciate that absorbed employees of BSNL even after getting the Government pension on defined benefits, they hardly manage their day to day affair of retired life. As per detail calculation, if one has to survive for 85 years of life then for getting the similar pension BSNL has to contribute more than 80% of Basic+DA towards the pension scheme of direct recruits. Here BSNL is only contributing 12% towards EPF and if contribute 12% more towards pension scheme, still it becomes only 24% which is much less than the desired for government pension.

This association is not at all against the demand of PLI but BSNL management is yet not finalized the pension scheme for direct recruits and continuously negotiating for the quantum and date of effect on account of financial constraints. In this situation it will be highly unfair on the part of forum and against the basic provision of DPE guidelines to demand PLI prior to implementation of retiral benefits of direct recruits in totality which is

matter of social security. Payment of PLI will surely not make any change in the status of employees but payment towards the pension scheme of direct recruits will change the fortune of social security for around 30,000 BSNL recruits executives and non-executives.

Therefore, this association is having high hope with the forum to consider our views on merit and review decision to fight for pension benefit of BSNL recruits first so that mutual faith and strong unity among the constituent of the forum can be maintained for the well being of all section of employees.

Sincerely Yours

S/d

(R.P. Shahu)

General Secretary

Copy to: All the constituents of the forum for kind consideration and decision on merit.