

UNITED FORUM OF BSNL UNIONS

An Appeal to BSNL Workers

Dear Comrades,

The 5th Membership Verification to elect the recognized union of Non-Executives of BSNL is scheduled to be held on 1st February, 2011. The counting of votes will be on 3rd and the results will be announced on 4th February, 2011. **On behalf of the United Forum we appeal to the entire Non-Executives to vote for BSNL Employees on ballot No.8 Cell Phone symbol in this verification.**

In the first verification NFTE won and BSNLEU was second. From the second verification onwards BSNLEU won in all the three verifications under the banner of United Forum. In the fourth membership verification, despite the fact that the two recognized federations in DOT viz. NFTE and FNTD joined together and contested together, United Forum got 1,24,053 votes with a majority of 28828 votes than the second union, NFTE-BSNL. The great victory showed that the BSNL workers wanted the BSNLEU to continue its recognition.

Wage Revision settled

Since the last Membership Verification, United Forum has settled the wage revision of non-executive employees after hard bargaining and sustained struggles amidst severe adverse conditions. BSNL's revenue has gone down and it has started posting losses. Still, a very good wage revision with 30% fitment could be achieved. The usual discrimination in fitment between executive and Non-executives in wage revisions in PSUs earlier has been changed and equal fitment achieved. Increment was improved from a fixed amount to 3%. Instead of signing a ten year agreement which was tried to be imposed by management with the connivance of NFTE-FNTD, agreement has been made without mentioning the period so that after 5 years, the question of another wage revision could be demanded. The employees have got substantial wage increase. Even when all the unions together bargaining and signed agreement in 2002, such increase could not be achieved. The agreement is one among the best in the PSUs. The United Forum is trying to settle the few anomalies connected with wage revision.

Promotion Policy –Great Achievement

The Non-Executive Promotion Policy is another milestone of achievement during the period. While the executives have got sufficient promotional avenues all along for decades (in the DOT), the then recognized unions NFTE and FNTD could not even think of demanding more than one or two promotions, that too only for some sections of workers. Others were kept out of OTBP/BCR and many did not have the opportunity for even a single promotion. The NEPP on which agreement has been made now, is applicable to all employees including in Civil Wing and Telecom Factories in BSNL. Instead of only two promotions after 16 years and 26 years earlier, now all are eligible for 4 promotions after every eight years. For those absorbed from DOT, the first promotion will be after four years and second after 7 years considering the long service they have put in without adequate promotion. While there was no additional increment in fixation on promotion in OTBP/BCR scheme, one additional increment as per FR 22 (i)(a)(i) will be granted to all. It has been agreed that all constitutional provisions for reservation of SC/ST will be ensured. Promotion is from an earlier date instead of with prospective effect as in the case of OTBP/BCR and other promotions. In fact about more than 70% - 80% staff will be getting promotion immediately when the NEPP is implemented. The Promotion Policy will ensure promotion to all employees on time bound basis.

Sustained struggles against Disinvestment/Privatisation/VRS

United Forum took the initiative in continuing the struggle against disinvestment / privatization of BSNL. Sustained struggles were organized including one day strike on 20th April 2010 and two days strike from 1st December, 2010 which stopped the implementation of Sam Pitroda Committee Recommendations on 30% Disinvestment and retrenchment of one lakh workers through VRS and unbundling of last mile copper.

ITS Absorption

Due to our continued efforts note has been circulated by DOT to all concerned ministries for consultation for preparing the note for cabinet for taking decision on absorption of ITS officers.

Supply of mobile equipments

Due to the struggles organized, we were able to get assurances of adequate supply of mobile equipments which are yet to be fully implemented. United Forum will continue its efforts towards making BSNL financially viable and strong.

Pension Revision

Through our continuous efforts and struggles the DOT has now forwarded the Cabinet Note to Government for IDA Pension Revision of pre-2007 BSNL retirees. We are making all out efforts for early decision and orders.

We Assure

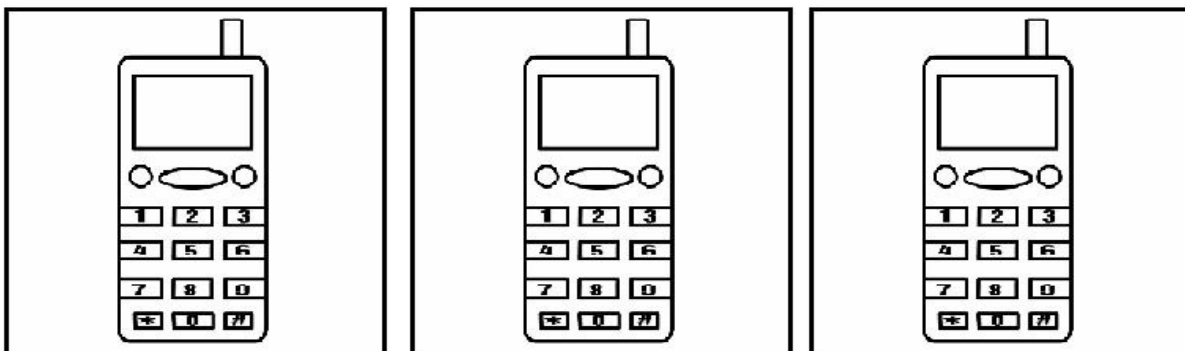
United Forum has been formed in 2002 to safeguard and protect the interests of BSNL as well as BSNL workers. During the last six years of recognition, BSNL Employees Union and its alliance partners in United Forum has functioned on this basis and settled many long pending and urgent demands through negotiations as also sustained struggles.

Still there are issues, which have to be sorted out and settled. United Forum is committed for settling these issues at the earliest.

On behalf of United Forum, we thank all the workers for their staunch support to the United Forum during all these period and assure you that we shall make all efforts to settle the pending issues as also the new demands included in the Charter of Demands.

We appeal to all BSNL workers to support the United Forum by voting for BSNL Employees Union in ballot No.8, "Cell Phone" symbol.

VOTE FOR BSNL EMPLOYEES UNION



IN BALLOT NO.8 CELL PHONE SYMBOL