



B . S . N . L . EMPLOYEES UNION

WEST BENGAL CIRCLE

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No. BSNLEU/Circle/Casual Labour/Gratuity/2020

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Date : 24.07. 2020

To
The Chief General Manager,
BSNL, West Bengal Telecom Circle,
8, Red Cross Place, CTO building,
Kolkata – 700 001.

Sub. : Payment of Gratuity to Casual Labours -regarding.

Sir,

Please recall our discussion on the abovementioned subject.

Though the department issued order for payment off Gratuity to the casual labourers 18 months back but it is unfortunate that most of the SSA heads have not taken any initiative to implement the same in their respective SSAs. You may remember a case which was initiated from a small SSA like Coochbehar, where a casual labourer retired from the department in the year 2016 and the case of payment of gratuity was forwarded to the corporate office. Some court cases in this regard have also been filed in the court of law in Kolkata. Finally the corporate office issued order with a clear direction in this regard. Accordingly the administration of Coochbehar SSA completed all the related works for payment of gratuity and Circle office made payment in the month of August, 2019. The department was compelled to make payment of gratuity to the casual labourer, with interest, due to the lapses on the part of the department. We have discussed the issue with the then CGMT and GM (Finance) and accordingly order was issued to the respective SSAs for taking proper action to avoid delay in payment of gratuity and at the same time to avoid payment of interest due to our lapses.

But no such action has yet been taken by the SSA heads at the grass root level. Our district secretaries have discussed the issue with the SSA heads for example Kolkata, Asansol, Malda and Purulia. But the management is yet to take any interest in this regard.

In fine, I would like to request you please issue some instructions to the SSA heads so that the gratuity can be paid to the retired/deceased casual labourers within a target date as you feel dim fit.

Hope, you will do the needful to make payment of gratuity to the casual labourers without further delay.

Thanking you,

Yours faithfully,

(Animesh Mitra)
Circle Secretary