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# NATIONAL UNION OF BSNL WORKERS (FNTU)

(Regd. No. 4897)

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INTUC



No NU/CHQ/67/Wage Revision/  
To

Dated 13-09-2018

Shri H. C. Pant,  
Chairman,  
Joint Wage Revision Committee for Non-Executives in BSNL,  
Bharat Sanchar Nigam Limited,  
Janpath, New Delhi-110 001

Respected Sir,

**Sub: - Request to early finalisation of 3rd PRC to Non-executives with 15% fitment reg**  
Ref: - 1) NU/CHQ/67/Wage Revision/ dated 07-08-2018  
2) NU/CHQ/67/Wage Revision/ dated 06-09-2018

It is disheartening to note that the BSNL management and recognised unions (BSNLEU) and (NFTE) are prepared to sign the pay revision agreement with less than 15% Fitment benefit.

In this connection the following facts are reproduced,

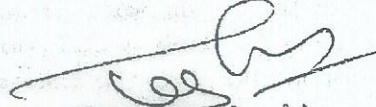
1. The management has given 15% Fixation benefit to the executives.
2. Hon'ble Minister (C) has already declared in the parliament on 08-08-2018 that the affordable clause does not apply to BSNL.
3. DOT and DPE have also cleared the above proposal.

FNTU has already submitted its proposal for pay structure with Fitment benefit of 15%. It was pointed out that the net expenditure would be Rs.750 crores for Non- Executives (Not 2500 Crores).It is emphasized that the minimum wage should not be less than Rs.20000 to maintain the ratio since 1-10-2000, Thus there is no discrimination between Executives and Non-executives. Further the question of excess expenditure over pension contribution does not arise as the Non-executives are already on the maximum of the pay scale. Besides pension contribution should only be on actual pay as per (As amended) FR116.

In view of the above, FNTU urges the BSNL management to kindly award pay structure with not less than 15% Fitment benefit for all Non executive employees as was originally agreed upon, which will only ensure due justice is done. We hope the recognised unions would also stress on the above points to ensure a decent pay revision agreement.

With regards,

Yours Sincerely

  
(K.Jayaprakash)  
General Secretary

Copy to:

1. CMD BSNL, New Delhi.
2. GM (SR) BSNL, New Delhi