

(1) The NEC meeting at Sangli (M.H.) Call upon all the unions/associations to Co-ordinate jointly to achieve the long pending demands. The house appeal to all the leadership to make efforts to unify all unions/associations on common demands viz. (i) Wage revision, (ii) New Promotion Policy, (iii) 4G Coverage etc. The NEC decided to strengthen the joint forum of non-executive unions for united struggle. The NEC meeting authorises the General Secretary of NFTE-BSNL to initiate discussion for unity for struggle after the forthcoming 23-10-2024 wage revision meeting.

(2) **Observe the 71st Federation Day:-**

The NEC meeting at Sangli (M.H.) unanimously decided to direct all the Branches/Districts/Circle unions to observe the formation day of our great mother organization, NFPTE, on 24th November. The day must be utilised to inform the new generation employees of our rich history and remembering the martyrs on this special day should be carried out.

(3) **Medical facilities to the employees:-**

Almost all empanelled hospitals under BSLMRS are freezing our employees to pay excess amount for the medical treatment although they have signed MOU with BSNL at CGHS rates. Hence to avoid difficulties to our employees -

- (i) Cashless treatment must be ensured at all BSNL empanelled hospitals.
- (ii) Option may be given to employees to opt out of BSNL MRS and opt for a medical insurance of their choice. The annual premium of such medical insurance scheme may be paid by BSNL.

(4) **Grant of stagnation increments without any ceiling/limit:-**

At present maximum of three stagnation increments are granted to our employees who are on stagnation one increment in every two years. The NEC demands that by amending the relevant rules the ceiling on granting stagnation must be removed till the employees are out of stagnation the stagnation increments be granted without any limit/condition.

(5) **Grant of Government Pension to all those who were recruited prior to 01-10-2000:-**

As per the understanding reached with NFTE on the eve of Corporatisation and the formation of BSNL all employees recruited for DOT/DTS/DTO departments are eligible for Government pension. But even today many employees who were recruited well before the formation of BSNL are not granted the Government Pension. These employees were transferred to BSNL after 01-10-2000 without option. It is demanded that all those who were recruited on Govt's terms and conditions before the cut off date 01-10-2000 should be granted Government Pension without any further delay.

Further the Judgment of the highest Court (Supreme Court) on the plea of five employees from Punjab seeking Government Pension to them should be applicable to all similarly placed employees in BSNL without forcing others to go to Courts once again.

(6) Inclusion of JE Cadre in the Restructuring Cadre norms for OFC route maintenance work. Throughout the country JEs are actually utilised for the said work every where. Without fixing norms of the workers for JE Cadre is posing difficulties both for JEs and other executives who direct the JEs to perform OFC route maintenance work.

(7) Demands attention Day on 20-11-2024:-

The National Executive Committee Meeting of NFTE-BSNL resolved unanimously to observe on 20-10-2024 the Demands Attention Day on 20-11-2024 following wearing of Badge, Lunch hour demonstration and submission of memorandum to the Secretary DOT/CMD-BSNL through CGMS.

- (I) Immediate implementation of 3rd wage revision w.e.f. 01-10-2017 to all non-executive employees.
- (II) Relax the DPE guidelines on 3rd PRC as BSNL is a 100% Government owned company where the revival package of GOI was clearly implemented in 2020. Hence affordability and profitability clause does not applicable to the BSNL.
- (III) Lift the ban on compassionate ground appointment (CGA) without any further delay as thousands of legal heirs of the deceased employees are living in most difficult situation.
- (IV) A new promotion policy be implemented for the non-executive employees ensuring a promotion of every five years with SC/ST reservation roaster must be observed.
- (V) 4G coverage throughout the country must be speeded up as the customers confidence in BSNL is mobile services in less due to the poor coverage of 4G/5G for Mobile service.
- (VI) Discrimination in granting Government pension be removed at the earliest. One company, one pension scheme, concept be implemented to all the employees of BSNL irrespective of their date of entry into the company.
- (VII) Wage revision for Casual Labourers in BSNL is pending for more than eight years. It was not implemented as 01-01-2016 on the basis of 7th CPC pay scales.
- (VIII) Labour laws should be implemented in the engagement of contract Labourers as BSNL is a primary employer and a Government Company.
- (IX) Residential phone connections provided under the RDOT/SC category may be permitted to avail rent free as usual.
- (XI) Higher pension contribution deposit by BSNL in respect of Directly Recruited non-executive employees may be implemented.

(8) BSNL is getting only 0.65 of total revenue of Telecom Sector. BSNL is running without profit since 2009. Due to this employees lost many privileges viz wage revision, Bonus, perks and allowances. It is needless to mention that the policies of the DOT/GOI one mainly responsible for the present state of affairs in the BSNL. Hence the GOI should reimburse compensate for the loss of revenue on account of delay in permitting BSNL to operate 4G/5G mobile services despite the fact that all other private telecom operators are providing mobile service using 4G/5G since 2012 and 2024 respectively.
