

***Resolution adopted in the 9th All India Conference of BSNLEU,
in respect of the demands of the casual and contract workers of BSNL.***

This All India Conference of BSNL Employees Union notes with serious concern that the Corporate Office orders on payment of Minimum Wages and implementation of EPF & ESI, in respect of the contract workers are still not implemented in most of the circles. Only a paltry amount is being paid as the wages of the contract workers in most of the circles. Contractors and unscrupulous officers are exploiting the contract workers to the hilt. EPF is a very important social security measure for the contract workers. However, we can say that, still 90% of the contract workers working in BSNL are not covered by this scheme. Both the contribution of the Management, as well as the contribution of the contract workers, towards EPF, is being swindled by the contractors in connivance with the unscrupulous officers.

BSNLEU has already brought the above mentioned issues to the notice of the Corporate Management, on a number of occasions. Non-implementation of the Corporate Office orders, on payment of minimum wage, EPF and ESI, in respect of the contract workers is, already taken up in the National Council many times. The Management had stated on record that, necessary intervention would be made, if concrete cases of violation of the Corporate Office orders are brought to their notice. BSNLEU has already written many letters, taking instances of non-implementation of Corporate Office orders on the subject. However, the Corporate Office has not taken any meaningful measure, to ensure the payment of minimum wages and implementation of the EPF and ESI schemes for the contract workers.

With the view to stop the exploitation being meted out to them, the contract workers have taken recourse to the formation of trade union. However, in many circles, contract workers who had taken the initiative to form the trade union, have been victimised and are retrenched from work. BSNLEU had taken such instances also to the notice of the Corporate Management. However, it is a matter of regret that the Corporate Office has done precious little to stop this unfair labour practice. In short, the BSNL Management, has turned Nelson's eye to the pleas made by BSNLEU, and has left the contract workers to the mercy of the exploitative contractors. Thus, the BSNL Management, being the Principle Employer, failed in it's duty to ensure implementation of the various Acts related to the contract workers.

Recently, citing the drastic decline in it's revenue, the BSNL Management has directed the circles to effect a 30% cut in the strength of the contract workers. This has resulted in the retrenchment of contract workers in all the circles. BSNLEU, has requested the CMD BSNL and the Director (HR) to consider the re-engagement of the retrenched contract workers and to utilise them in sales and marketing activities. The union has pointed out that, this measure would bring extra income to the Company, while providing subsistence for the contract workers. However, this suggestion of BSNLEU, is so far not implemented.

The wage revision of the casual labourers and TSMs has become over due. Their wages should be revised based on the recommendations of the 7th Central Pay Commission. BSNLEU has already taken up this issue in the National Council a number of times. Letters have been written to the Management and BSNLEU has also discussed this with the CMD BSNL and the Director (HR). This issue was once again raised in the 37th meeting of the National Council held on 20.11.2018. However, the BSNL Management has still not accepted this justified demand.

Based on the recent judgement of the Hon'ble Supreme Court, BSNLEU took up an item in the 37th meeting of the National Council, demanding regularisation of the left out casual labourers in BSNL. BSNLEU argued that, the number of left out casual labourers in BSNL is very small, and requested the Management to revisit this issue, in the light of the judgement of the Hon'ble Supreme Court. However, the Management replied that they would get the legal opinion on this issue.

In view of the foregoing, this 9th All India Conference of BSNL Employees Union urges upon the BSNL Management to seriously look into the matter and to take the following steps without further delay:-

- (i) To take necessary steps for the strict implementation of the Corporate Office letters, on payment of Minimum Wages to the contract workers, and also on implementation of EPF and ESI schemes to them.**
- (ii) To ensure that the victimisation of the contract workers, in various circles, is undone promptly.**
- (iii) To re-engage the retrenched contract workers and to utilise them in sales and marketing activities, as per the suggestion given by BSNLEU.**
- (iv) To revise the wages of the casual labourers and TSMs, based on the recommendation of the 7th Central Pay Commission.**
- (v) To regularise the left out casual labourers and TSMs, in the light of the recent judgement of the Hon'ble Supreme Court.**