

BSNL CASUAL & CONTRACT WORKERS' FEDERATION

K. G. BOSE SMRITEE BHAWAN
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President:-V.A.N. Namboodiri
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Secretary General:-Animesh Mitra
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Memorandum

Dated: 22.02.2017

To,

Shri Anupam Shrivastava,
Chairman & Managing Director, BSNL
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Memorandum on the problems of BSNL casual and contract workers – req.**

The following memorandum is submitted to you sir, on the occasion of the March to Parliament, being conducted by the BSNL Casual Contract Workers Federation on 22nd February, 2017. We fervently request you to kindly look into the issues and to do the needful.

- (1)** BSNL Corporate Office has already issued letters, implementing the minimum wages to contract workers, as prescribed by the Ministry of Labour and Employment. A number of reminders have also been issued to the CGM's, stating that action should be taken to ensure that the minimum wages prescribed by the Ministry of Labour and Employment should be implemented. However, we regret to say that in 90% of the SSAs, the minimum wages, as prescribed by the Ministry of Labour and Employment, are not being paid to the contract workers. In all these 90% of the SSAs in BSNL, a paltry amount is paid as wages to the contract workers, and the remaining amount is being pocketed by the contractors, in connivance with the corrupt officers at the field level. We urge upon you to initiate necessary steps, so that the wages of the contract workers is paid through account payee cheque, or it is paid online into the accounts of the contract workers, as per the orders of the BSNL Corporate Office.
- (2)** Secondly, EPF and ESI schemes have been implemented in respect of the contract workers in BSNL. Contributions of the contract workers, towards EPF and ESI, are being deducted from their wages. However, the same is not being remitted to the respective organisations, but is being pocketed by the contractors. It will not be wrong on our part to say that EPF accounts have not been opened so far, in the case of 90% of the contract workers working in BSNL. We urge upon you to kindly look into this matter and to ensure that the Government of India orders, as well as BSNL Corporate Office orders are implemented in letter and spirit in respect of the BSNL contract workers.
- (3)** Wherever, the contract workers gather courage to question these lootings, they are being mercilessly retrenched. Many workers have been retrenched for taking initiative to organize a trade union for themselves. These tantamounts to denial of the right to association, as has been enshrined in the Constitution of India. We urge upon you to kindly look into this issue seriously and ensure the re-

engagement of all the contract workers who have been victimised for taking the lead to form the trade union.

- (4) BSNL Management, being the Principle Employer of the contract workers, has got the moral right to ensure that the minimum wages as well as EPF & ESI schemes are meticulously implemented in BSNL. The responsibility of the BSNL Management does not end, by issuing some stereo typed letters to the CGM's. It is the duty of the BSNL Management, to put in place a mechanism, through which the implementation of minimum wages, as well as EPF & ESI schemes are ensured.
- (5) In most of the circles the wages of the contract workers are not being paid on time. The wages are paid belatedly, for instance even after six or seven months. The contract workers belong to the most downtrodden sections of the society. Non-payment of wages for months together puts the families of these contract workers into virtual starvation. Hence, it is urged upon you to kindly ensure that the wages of the contract workers are paid before the seventh of every month.
- (6) The Central government has enhanced the wages of the contract labourers through Gazette Notification in November, 2016. Ministry of labour has also admitted this notification in January, 2017. But since BSNL has not endorsed this notification till date as a result the Contract labourers are not getting the enhanced wage. Necessary endorsement to be done by BSNL without delay.
- (7) **Regularisation of the left out casual labourers:** - The BSNL Management has given an assurance to the Recognised Union of BSNL, in the floor of the National Council that, it would introduce a scheme, in respect of the left out casual labourers. It was assured that through this scheme, the left out casual labourers would be given employment in BSNL. However, this is not implemented so far. We urge upon you to kindly look into this matter and to put in place a scheme as has been assured.
- (8) Right from the beginning, the Casual labourers were being paid wages equivalent to the lowest of the CDA pay scales. This was followed in BSNL also. Now, the CDA payscales are revised in accordance with the recommendations of the 7th CPC. Therefore, the wages of the casual labourers in BSNL also needs to be revised as per 7th CPC recommendation.
- (9) BSNL casual labourers are covered by the law of the country in respect of payment of gratuity. However, implementation of gratuity for the casual labourers is not done in BSNL. We urge upon you to implement this at the earliest.

All the issues mentioned above come within the purview of the CMD BSNL and the BSNL Management. Hence, we request you to kindly look into them and to take steps for their early settlement.

Thanking you.

Yours sincerely,



(ANIMESH MITRA)
Secretary General.