



# BSNL EMPLOYEES UNION

(Regn. No. 4896)

## TAMILNADU CIRCLE

President  
**K.MARIMUTHU**  
Secretary  
**S.CHELLAPPA**

Lr.No BSNLEU/2014-15/1 dated 30.06.2014

To  
The Chief General Manager,  
Tamilnadu Circle, BSNL,  
Chennai 600 006.

Sir,

Sub: Immediate intervention in staff problems – Reg.

It is the firm conviction of our Union that BSNL should improve the quality of its services, in order to face the cut-throat competition of the private operators. To achieve this we motivate our workers to improve their work culture. Also we are of the firm opinion that the Management and workers should join hands, so that BSNL will prosper. It is to be pointed out that the employees' demands, whenever brought to the notice of the administration by the Recognised Union, it has to be settled within the frame work of rules. The confidence of the employees will improve only when the management is serious in sorting out their demands. But in recent days the District Administrations are not settling the demands put forth by the District Unions.

Our Circle Executive Committee meeting was held on 17.06.2014. It seriously discussed about the attitude of the management at the SSA levels and also the long pending problems of the employees. After a thorough discussion we came to the conclusion, that the management at SSA levels is not seriously settling problems of the employees. Our District secretaries could not even meet the General Managers once in a month. The General Managers say that they are looking after 2 or more SSAs so that they could not meet the Recognised Union. Due to this situation, there is a backlog of unsettled problems at the SSA level. The accumulation of problems creates unrest among employees.

A trade union has got the right to express its dissatisfaction through peaceful agitations. Management has got the duty to negotiate with the union and to sort out the issues amicably. But it is a matter of regret that this practice is not being followed by the BSNL management in Tamilnadu circle. For example, our Dharmapuri District Union gave call for a fast on 01.05.2014 demanding payment of wages to contract workers which was being delayed for 2 months. The Dharmapuri District Administration settled the problem, however punished the participants. All the 32 participants were imposed with dies non. This is condemnable. Dies non cannot be imposed on the officials who participated in peaceful fast.

In most of the Districts, our union is bringing to the knowledge of the management, about the short supply of Cable, Telephone Instruments, Modems, Drop wire, Batteries, as well as not energising the BTSs. Even such things are not being looked into by the management. Instead, management gets annoyed with the unions, for making such a representation. Works Committees is a forum, in which issues connected with the improvement of services can be discussed. But to our knowledge, Works Committees are not being periodically conducted in any district.

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The Circle Council formed a committee to address the grievances of employees connected with medical bills. However, even after 6 months the committee was not convened even once. To cite an example that there is no empanelled hospital in Tuticorin SSA. The bills submitted by the employees were rejected stating a simple reason that the treatment was not taken in empanelled hospital. Many SSAs complain that the medical bills were rejected without proper reasons.

BSNL Corporate Office has issued letters for prompt payment of wages to the contract workers. The letters insist that payment of wages should be made by 7<sup>th</sup> of every month. This Corporate Office letter, however, is not being implemented in most of the SSAs. Similarly, Corporate Office letter, regarding the implementation of EPF & ESI are not being properly implemented in Tamilnadu Circle. In most of the SSAs, EPF & ESI deductions are not being deposited with the concerned authorities, but being pocketed by the contractors in connivance with reckless officers.

Under the afore mentioned circumstances, our Circle Executive Committee Meeting has decided to conduct the following agitational programs to settle the grievances of the employees.

### Programs

1. Demonstration in all SSA head quarters on 04.07.2014
2. Dharna in front of GM/CGM office on 11.07.2014.

While issuing this notification, we believe that the Circle Administration would do the necessary interventions and will render the programs superfluous.

Thanking you,

Yours faithfully,

(S.CHELLAPPA)

Circle Secretary.

Copy to:

Com. P.Abhimanyu,  
General Secretary, BSNLEU,  
New Delhi.