

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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**V.A.N. Namboodiri
General Secretary**

BSNLEU / 422 (WAGE)

07.12.2009

To

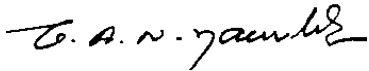
**Shri S.R. Kapoor,
Chairman, Wage Negotiation Committee,
Bharat Sanchar Bhawan,
New Delhi – 110 001**

Sir,

Sub: **Note on allowances, perks and other issues submitted for consideration - Reg.**

With reference to the discussion in the Wage Negotiation Committee meeting held on 4-12-2009, a note containing the demands on allowances, perks and other issues is enclosed herewith for consideration of the management. We request you to consider these issues so that proper conclusions can be reached in the meeting of the wage negotiation committee to be held on 8-12-2009.

Yours Sincerely



**(V.A.N.NAMBOODIRI)
GENERAL SECRETARY**

A NOTE ON THE ISSUES RELATED TO ALLOWANCES, PERKS, HOLIDAYS, LEAVE, WORKING HOURS, PENSION AND OTHER ISSUES

ALLOWANCES TO BE GIVEN ON PAR WITH CENTRAL GOVERNMENT EMPLOYEES

1. HRA

- a) Classification as per Central Government system
- b) Effect of 30%/20%/10% revised rates on revised pay scales w.e.f 27-2-2009
- c) Inclusion of villages within 8 km of the city for granting HRA on par with concerned city

2. Transport Allowance

The same rates including the element of DA and same conditions applicable for central government employees be extended to BSNL Non-Executives w.e.f 27-2-2009

3. The following allowances be given for BSNL Non-Executives on par with Central Government Employees including their increase by 25% whenever DA on revised pay scales goes up by 50% and with same conditions and eligibilities, w.e.f 27-2-2009(The rates applicable for non-gazetted Central Government employees are equal to the rates given for BSNL executives of E-3 scale and below level w.e.f 27-2-2009 and hence the same rates are to be given)

- a) Special(Duty)Allowance
- b) Special Compensatory(Remote Locality) Allowance
- c) Special Compensatory(Bad Climate) Allowance
- d) Special Compensatory (Hill Area) Allowance
- e) Scheduled/Tribal Area Allowance
- f) Island Special Duty Allowance
- g) Hard Area Allowance

4. The following Allowances be given on par with Central Government Employees, by doubling the existing rates, with provision to increase by 25% when DA on revised scales reaches 50% w.e.f 27-2-2009

- a) Cycle Maintenance Allowance
- b) Washing Allowance
- c) Cash Handling Allowance (with provision to any cadre handling cash in offices, CSC or for any work requiring dealing with cash)

5. Education Allowance and Hostel Subsidy

The Sixth CPC recommended merger of CEA and ROTF in the name of Education Allowance and recommended its reimbursement upto the maximum of Rs 1000 per child, subject to a maximum of 2 children. It further recommended Hostel Subsidy reimbursement upto the maximum limit of Rs 3000/- per month per child. These limits are to be automatically raised by 25% every time when DA on revised scales goes up by 50%. These be implemented w.e.f 27-2-2009.

6. Risk Duty Allowance

For all the cadres doing work involving risk, insurance coverage be provided by management

7. Project Allowance

Conditions and rates on par with Central Government employees, w.e.f 27-2-2009 for the BSNL employees working in the Project areas identified by the Central Government.

ALLOWANCES SPECIFIC IN BSNL

1. Professional upgradation allowance

2% on revised pay w.e.f 27-2-2009

2. Food Allowance

The existing Rs 225/- per month be doubled w.e.f 27-2-2009

3. Rural Allowance

The existing Rs 100/- be doubled w.e.f 27-2-2009

OTHER ALLOWANCES

1. OTA

a) 1.5 times hourly rate for normal days and 2 times hourly rate for holidays, based on revised pay, w.e.f 27-2-2009.

2. Travelling Allowance And Daily Allowance and Hotel rates

The existing classifications, entitlements be continued in terms of revised pay scales and the rates be doubled.

3. TA on transfer and Transfer grant Double the existing rates.

4. Escort Duty Allowance

Increase from Rs 30/- per month to Rs 60/- per month, w.e.f 27-2-2009

5. Scooter Maintenance Allowance

Rs 100/- per month w.e.f 27-2-2009

6. Deputation Allowance

Existing percent on revised pay scales, w.e.f 27-2-2009

7. Training Allowance

Existing percent on revised pay scales, w.e.f 27-2-2009

8. Disturbed Area Allowance

To be continued on the revised pay scales and to be extended to other disturbed areas.

9. Shift Duty Allowance

Being paid in MTNL. It be paid as per the following rates:

Morning shift(Starting with morning hours before 9 am)=Rs 30/- per shift

Evening shift(Starting with evening hours from 14-00 hours onwards)=Rs 50/- per shift

Night Shift(Starting from 17-00 hrs)=Rs 100/- per shift

10. Fixed Conveyance Allowance Be revised to reimburse the actual expenditure incurred.

11. Reimbursement of Spectacles cost Actual cost of the spectacle, once in a year.

12. Free Broad band connection with free unlimited download this facility be provided to all non-executives.

13. Mobile Connection to all non-executives on par with executives.

HOLIDAYS, LEAVE, WORKING HOURS AND LTC

1. Holidays and Casual Leave

Present system to continue, and the Telecom Factory Staff be given the facility of @ RHs along with all other employees. Dr B.R.Ambedkar's birthday be permanently declared as holiday additionally.

2. Earned Leave, Half Pay Leave, Commuted Leave and other leaves

On par with Central Government

3. Maternity Leave, Child Care Leave

On par with Central Government

4. Paternity Leave

25 days

5. Working Hours

40 Hours/5 day week.

6. LTC

On par with Central Government-i.e 3 times Home Town LTC in 4 years block, inclusion of more as family members, but without changing other conditions, and eligibilities in terms of revised pay scales. Encashment of LTC.

7. EL Encashment

As in Central Government, maximum 300 days encashment at the time of retirement, even after the 60 days eligible encashment during service while availing LTC

UNIFORM, RAIN COATS, CHAPPALS, SHOES ETC

1. Existing system be continued with supply of good quality material.

ADVANCES

1. **Festival Advance**—Rs 10,000/-
2. **Scooter Advance**—Rs 50,000/-
3. **Flood/Drought Advance**—Rs 10000/-;
4. **HBA**—100 times of revised pay, with recovery on 180 instalments, interest at Government of India rates.
5. **Computer Purchase Advance** Actual rate of the computer.
6. **Education Advance** Rs 1,00,000/-
7. **Utilities Advance** Rs 50,000/-
8. **Scooter Advance** Actual cost
9. **Car Advance** Actual cost
10. **Cycle Advance** Rs 3000/-
11. **Marriage Advance** For employee or for children Rs 1,00,000/-
12. **Warm Cloth Advance** Rs 3000/-

FAMILY PLANNING INCREMENT AND OTHER SPECIAL PAYS

1. To be continued in terms of the revised pay scales.

COMPASSIONATE APPOINTMENTS

1. Relaxation in rules and cash compensation for the rejected cases. Discussion and settlement within a time frame.

BSNLMRS

1. For Out Patient treatment with vouchers, one month Pay+DA on revised pay; without vouchers 15 days pay+DA on revised pay(existing entitlements on revised pay)
2. Discussion and settlement on other issues within a time frame

BONUS/PRODUCTIVITY LINKED INCENTIVE

1. Discussion and settlement within a time frame.

PENSION

1. **DoT Employees absorbed in BSNL**
 - a) Immediate implementation of 50% IDA merger for retirees
 - b) Pension revision on IDA pay scales
 - c) Settlement of anomaly in pension in case of those retired within 10 months after formation of BSNL
2. **BSNL RECRUITEES**
 1. The issue of continuation of EPF Pension Scheme or opting for New Pension Scheme as being implemented for Government employees recruited on or after 1-1-2004 or to evolve a separate BSNL Pension Scheme as prescribed in Rule-37A of Pension Rules be discussed and settled within a time frame.

ALLOWANCES, ADVANCES, FACILITIES, PRIVILEGES NOT MENTIONED ABOVE

1. To be continued with same rates and discussed and settled within a time frame.
