

BSNL EMPLOYEES UNION & NFTE (BSNL) TAMILNADU CIRCLE

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

Date:20.05.2015

Sir,

Sub: Mass Dharna demanding proper implementation of BSNL Corporate Office Order on Contract Labour issues – reg.

Ref: 1. BSNL/Admn 1/29-5/2007 (Pt) dtd 05.11.2008.

2. BSNL/Admn 1/29-5/2009 (Pt) dtd 29.02.2012.

We would like draw the attention of our circle administration to the above orders issued by our BSNL Corporate Office, where the BSNL field units have been advised to ensure the compliance and proper implementation of the provisions of contract labour regulation and abolition acts in BSNL as follows:

1. Maintenance of prescribed records and registers.
2. Preparation and filling of required returns,
3. Contractor/Agency possesses registration/license from the appropriate labour authority and is furnishing particulars of their employees/workers engaged by them to execute the outsourced activities,
4. Such Contractor/Agency is making payment to its workers at the rates not less than the rates prescribed under the Minimum Wages Act, 1948, for such employment wherever applicable and where the rates have been fixed by an agreement, not less than the rates so fixed,
5. The Contractor/Agency has obtained registration with PF/ESI authorities, Monitoring that the contractors ensure timely deposit of PF and ESI dues of the employees with the appropriate authorities and contractor be asked to submit the documents in this regard to BSNL,
6. The payment to workers may be made in the presence of authorized representatives of BSNL who must certify at the end of entries of Wage Register,
7. The employees of the Agency/Contractor deployed for the outsourced activity must be carrying their identity Cards duly certified/issued by the Agency/contractor as their employer and so on.

It is also reiterated in the Corporate Office Order that the field units must take utmost care to see that the incumbent agency/contractor does not violate any labour laws/legislations as mentioned above.

But we, our both circle unions, are pained to inform you that most of the contractors/agencies employed by our BSNL in SSA's are not caring to implement the above statutory provisions of Contract Labour Regulation Act endorsed by our BSNL Corporate Office. Further, like adding salt to the wound, the local BSNL authorities also not taking any efforts to ensure the welfare of the contract labour under their control rather their responses are mostly luck- warm when our unions bring their issues to the administration. This state of pathetic condition prevails almost in all SSA's in Tamilnadu for past sometime.

For example, the inordinate delay in payment of wages to contract Labourers prevails in all SSA's where as the order says payment has to be done on or before 7th of every month.

Like-wise the problem of regularizing the EPF contribution accounts for contract labourers has not been carried out properly. EPF authorities have to issue individual EPF account to each contract labourers. But in Tamilnadu circle most of the SSA's are not following the orders.

ESI is another aspect where also the problem prevails continuously.

The terms and conditions ensures that Bonus has to be paid to contract labourers .

These are only tip of the ice and the grave attack faced by the contract labour in Tamilnadu BSNL.

These pathetic conditions remain in spite of our repeated intervention for proper implementation of Corporate Office order on contract labour issues.

In addition to this, BSNL administration should also realize that the violation of the above rules, is not only the actions against the poor workers, but also cheating of the contractors after getting the funds from the BSNL and so damaging the image of the BSNL.

So, as responsible trade unions, to protect the interest and welfare of the Contract labourers, our both circle unions have decided to arrange a mass dharna in front of CGM (O), Chennai-6 on 10-06-2015 to settle the following demands.

DEMANDS

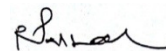
1. Ensure proper implementation of BSNL Corporate Office Orders on contract labour issues.
2. Ensure payment of wages before 7th of every month.
3. Ensure supply of individual EPF Account slip to contract labourers for their EPF Contribution and ensure ESI facilities.
4. Ensure supply of identity card to BSNL contract labourers.
5. Ensure bonus to contract labourers.
6. Ensure gratuity to contract laboureres

Thanking You,

Yours Faithfully



A. Baburadhakrishnan
CS-BSNLEU.



R. Pattabiraman
CS-NFTE(BSNL)