

# BSNL EMPLOYEES UNION

**Recognised Union in BSNL**

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

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**BSNLEU/ 413 (PENSION)**

**15.01.2014**

To

**Shri R.K. Goyal,**  
**GM (Estt.), BSNL CO,**  
**Bharat Sanchar Bhawan,**  
**New Delhi- 110 001**

Sir,

Sub: - **Superannuation benefits of BSNL recruited employees – reg.**

I am writing this letter in continuation of the discussions that took place in today's meeting on the subject.

We are very thankful for the presentations that were given today. At the same time, I wish to convey the deep anguish and disappointment of our Union, regarding the proposal of the Management that it would contribute only 2% of basic pay plus DA of the Direct Recruited employees, towards their pension fund. It was also told that the Management was not in a position to contribute more than 2%, in view of the fact that the Company is running in loss.

As per the DPE OM dated 02.04.2009, all PSUs have to contribute 30% of the basic pay plus DA of the employees, towards their superannuation benefits. In today's presentation, Management told that it is contributing 12% towards EPF and 4.5% towards Gratuity. We also presume that as of now the Management is not making any contribution towards Post Retirement Medical Benefits (PRMB). Thus, as of now, the Management's contribution towards superannuation benefits of the employees comes to only 16.5%. This is 13.5% lesser than what is prescribed by the DPE. Hence, we strongly demand that BSNL should contribute a minimum of 12% towards the pension fund of the Direct Recruited employees. The remaining 1.5% should be contributed towards PRMB.

The argument of the Management that it could not contribute more than 2% towards the pension fund, since the Company is going in loss is totally unacceptable. The Company is making loss mainly due to the anti-BSNL policies of the government as well as the incompetence of the Management. The employees are in no way responsible for this. Moreover, the Company is expected to make a turn around within the next 2/3 years. But, a wrong decision taken in the matter of pension will affect a whole generation of employees. I also wish to make it very clear that BSNLEU will be forced to go on struggle, if Management does not accept the demand to contribute 12% towards the pension fund of the Direct Recruited employees.

Another issue on which BSNLEU wishes to caution the Management is regarding the Fund Managers. We strongly demand that the Management of the Pension Fund should be entrusted only with the PSU insurance companies. This demand is made from the experience that the entire pension fund of the employees of the European Countries, entrusted with private financial institutions, got evaporated in the 2008 Financial Crisis. We cannot afford to ignore that experience.

I request you to kindly consider the above mentioned views in the right perspective and take appropriate action.

Thanking you,

*Yours sincerely*



**(P. Abhimanyu)**  
**General Secretary**