

# BHARAT SANCHAR NIGAM LIMITED

In response to the notice for indefinite strike w.e.f. 13<sup>th</sup> June, 2012 given by the Forum of BSNL Unions/Associations and the National Union of BSNL Workers (FNTO), elaborate discussions took place between the BSNL management and the union/association leaders. After prolonged discussions, the following is agreed between both the parties :

1. Revision of pay is agreed as per fitment benefit @ 78.2% w.e.f. 1.1.2007 subject to approval by the competent authority. However, actual payment will be made prospectively and arrears thereof will be deferred for the time being and will be paid only when the financial position of the company improves. This will be applicable for the Pensioners also.
2. Medical re-imburement with voucher for out-door treatment, Professional Upgradation Allowance and HRA will continue to be paid at basic pay with 68.8% fitment. Payment of these allowances will be reviewed on 1.4.2013, subject to financial position of the company.
3. All other allowances, i.e. Children Education Assistance/Tuition Fees/Hostel Subsidy, Family Planning Allowance etc. will continue to be paid at the current rates.
4. The issue of implementation of Child Care Leave will be taken up with the BSNL Board for re-consideration.
5. For the purpose of provision of Superannuation benefits to directly recruited employees as per DPE guidelines, a Committee will be constituted to re-examine the issue and give its recommendations.

With the signing of this agreement, the Forum of BSNL Unions/Associations and the National Union of BSNL Workers (FNTO) has decided to defer its proposed indefinite strike from 13<sup>th</sup> June, 2012.

On behalf of the Forum of BSNL Unions/Associations

On behalf of BSNL management

*[Signature]*  
President  
BTE BSNL

*[Signature]*  
President  
NFTE BSNL

*[Signature]*  
President  
SEWA BSNL

*[Signature]*  
H.P. Singh  
By Gen Secy  
BSNL

and the National Union of BSNL Workers (FNTO)

*[Signature]*  
K. SEBASTIAN  
CS (SNEAD)

*[Signature]*  
R.P. Shetty  
G.S. ALBERTA

*[Signature]*  
R.P. Shetty  
G.S. ALBERTA

*[Signature]*  
(PRAHARADAR)  
G2, AIRSNERA

*[Signature]*  
S. P. Sharma  
President  
BSNL

*[Signature]*  
CHARI SINGH  
Addl. Secy. BTU of BSNL

*[Signature]*  
P. Annappa