

ALL INDIA GRADUATE ENGINEER TELECOM OFFICERS ASSOCIATION

(An Association of Gr. Er. Telecom Officers of B.S.N.L./M.T.N.L.)

Regd. Office: Office No. 4 & 5, Near Sethi Hospital, Bawal Chowk, Rewari-123401 (Haryana)

UP (East) Circle, Lucknow

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Ref No: UP(E)/AIGETOA/2007-08/4

Date:- 20/03/2008

To

The Chief General Manager Telecom

UP(East) Telecom Circle

Lucknow

Sub:- Regarding Employee Provident Fund issue related to BSNL recruited GEJTOs

Sir,

With due respect, I would like to extend the concern of BSNL recruited GEJTOs regarding the way the Employee Provident Fund issue is being handled by the BSNL management. Your kind attention is invited to the BSNL HQ New Delhi Letter No 500-85/CA II/BSNL/EPF/Vol. II Dated 18/07/2006 and 11/10/2006 (copy attached) vide which orders were issued to recover the arrears of employee's EPF contribution for the period in which no deduction of EPF subscription was made from the monthly salaries of BSNL recruited employees and thus making the employees to pay for the irregularity committed by the BSNL management in deciding and implementing the policy regarding provident fund issue for BSNL recruited employees. Some units in UP(East) Telecom Circle have started the recovery process and that too without any prior intimation to the employee concerned and totally ignoring the financial hardship that an employee will go through.

Regarding this it is further and most important to state that the orders of such recovery stated above and the recovery being made is in gross violation of Para-32 of The Employees' Provident Funds Scheme, 1952 as per which the employer has no right to recover any amount with retrospective date. Thus

any of such recovery must be stopped immediately and the amount recovered till date from the employees must be immediately refunded.

Also, the necessary steps for timely allotment of Social Security Number in respect of each and every BSNL recruited GEJTO must be accomplished at the earliest so that the genuine interest of the BSNL recruited GEJTOs are met well in time.

Also, at this stage of discontentment that the BSNL recruited GEJTOs are in primarily because of the alienation extended by the BSNL management by showing continuous indifference towards the genuine interests of BSNL recruited GEJTOs, one of which is Employee Provident Fund issue, I hope that the concerns of BSNL recruited GEJTOs will be positively addressed under your able leadership.

So, I hereby request your honor to kindly bestow your kind attention on the issue stated above and let the BSNL recruited GEJTOs not exacerbated by a message that the BSNL management has been regularly extending that your genuine interests won't be fulfilled until you personally get in to it, not even the basic issue like Employee Provident Fund.

Regards,



(S.K.Gautam)

Copy To :-

1. General Manager (Finance), O/o CGMT UP(East) Telecom Circle, Lucknow
2. All SSA/ Unit Heads

CORPORATE ACCOUNTS SECTION-1
11th FLOOR, STATESMAN HOUSE
BARAKHAMBA ROAD,
NEW DELHI - 110 001
TEL: 2373 4110, 2373 4109 (fax)



No: 500-85/CA II /BSNL/EPF/Vol I

dated 18.07.2006

To

✓ All the CGMs,
BSNL Circles,

Subj: Recovery of Arrears of EPF Contribution from the employees recruited by BSNL directly.

Ref: Letter no. 500-85/2004-CA II/BSNL/KW dated 12.08.2005.

Kindly refer to the above mentioned letter in which it was requested to implement the board decision regarding extension of the benefit of EPF to all the directly recruited employees of the company either in temporary or permanent status. As per decision taken by BSNL Board, the employer i.e. BSNL will contribute @ 12 % of full Basic Pay & IDA of employee without limiting the same to Rs. 6500/-. The directly recruited employee will also pay matching contribution at the same rate. Further it was requested to settle the past anomalies if any, in accordance with decision of the BSNL Board.

For settlement of past anomalies, both employer and employees will have to pay the difference between the contribution already paid and actually payable for the past period in one installment. In this regard employees and their association have expressed difficulties in paying the difference for the past period in respect of employee's contribution in one installment.

In order to mitigate the hardship of employees it has been decided that BSNL will pay the arrears of contribution toward employee's share, in one installment to EPF on behalf of the employees. Thereafter the said amount will be recovered from employee's salary in six monthly installments. No interest will be charged to employees for such advance payment. While making the payment of arrears towards employee's share of contribution the accode 118009 will be debited. The recovery from salary shall be credited to the said Accode. An Undertaking shall be obtained from the employee concerned to secure the payment made by BSNL on their behalf, to the effect that:-

I hereby undertake to repay the amount of Rs. _____ contributed by BSNL on my behalf on account of employee's contribution in six equal monthly installments to the credit of unit of BSNL. The repayment will be effected through adjustment against the amount of salary payable to me. In case of my resignation from service, I will pay the balance amount in lump sum through D/D or adjusted against my dues payable by BSNL to me.



EMPLOYEE

Copy to All Circle IFAs, BSNL circles for kind information.

Regd. Office: Sanchar Bhavan, 26, Ashoka Road, New Delhi 110 001
Corporate Office: B-148, Statesman House, Barakhamba Road, New Delhi 110 001. Website: www.bsnl.co.in

Bharat Sanchar Nigam Limited
(A Govt. of India Enterprise)
Corporate Accounts Section
Statesman House 11th floor
New Delhi-110001

No: 500-85/CA II /BSNL/EPF/Vol II

dated 11.10.2006

To

All the CGMs,
BSNL Circles,

Sub: Recovery of Arrears of EPF Contribution from the employees recruited by BSNL directly.

Ref: Letter no. 500-85/CA II/BSNL/EPF/Vol II dated 18.07.2006.

Kindly refer to the above mentioned letter vide which it was instructed to pay the arrears of EPF contribution toward employee's share in one installment to EPFO by BSNL units initially and to recover the same from the pay and allowances of the concerned employees in six monthly installments. It was also instructed for not charging any interest from the employees for such payment by BSNL on behalf of the employees.

Various Associations and officials have given their representation expressing their hardship to repay the arrears which was paid by BSNL, in six monthly installments and requested BSNL management to recover the arrears in easy installments so that their take home salary is not reduced much.

The matter has been examined by the competent authority at BSNL corporate office and it has been decided that the remaining portion of arrears towards employees' share of EPF contribution which has been paid by BSNL, shall be recovered from the pay & allowances of concerned employee on monthly basis @ 18 % of Gross Salary per month or Rs. 3000 per month whichever is lower. Therefore the remaining amount of recovery should be made in suitable installments in accordance with the above guidelines. However it is reiterated that the normal monthly recovery of EPF will be in addition to the installment of arrears.

Sd/-
(S.R.Maity)
ADG (CA I)

Copy to: All Circle IFAs, BSNL circles for kind information.