

**ALL INDIA  
BHARAT SANCHAR NIGAM LIMITED  
EXECUTIVES' ASSOCIATION**

**Central Headquarters,  
New Delhi-110001**



**Manifesto for 2<sup>nd</sup> Membership  
Verification**

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**THE AIBSNLEA**

AIBSNLEA was formally launched on 1<sup>st</sup> May 2004 by integrating following ten separate Associations which were earlier representing Group –“B” and promoted Group “A” Officers of different disciplines in the Department of Telecommunications (DoT):

1. Telecommunication Engineering Services Association (India)
2. All India P&T Accounts & Finance Service Officers Assn.
3. All India Junior Telecom Officers Association
4. All India P&T Civil Engineers" Association (Group B)
5. P&T Electrical Engineers" Association
6. All India Junior Engineers" Association
7. All India P&T Architectural Wing Association
8. All India Telecom Stenographer"s Association
9. Akhil Bhartiya Door Sanchar Rajbhasa Association
10. Bharat Sanchar Nigam Ltd. Executives" Association (CTD) Regd.

AIBSNLEA represents all disciplines of BSNL i.e. Telecom Engineering, Telecom Finance & Accounts Services, Telecom Civil, Electrical and Architectural Engineering, Telecom Factory Services, Telecom Personal Staff, Corporate Office Secretariat Staff, Telecom Official Language Officers etc., which are playing the pivotal role in the Development, Maintenance and Operation of Telecom.

Since inception, AIBSNLEA is functioning in a democratic manner. Its membership is open to all serving executives of BSNL irrespective of any creed or community, whether it is recruited by BSNL or absorbed in BSNL. AIBSNLEA has its formations throughout the country in each Circle and SSA. **Comrade S. Sivakumar is the General Secretary of AIBSNLEA.**

## VISION OF AIBSNLEA

**AIBSNLEA is committed with its core strength to the development of the BSNL as well as to protect the service benefits and legitimate rights of the BSNL Executives. The highlights of the Vision of AIBSNLEA are as under:**

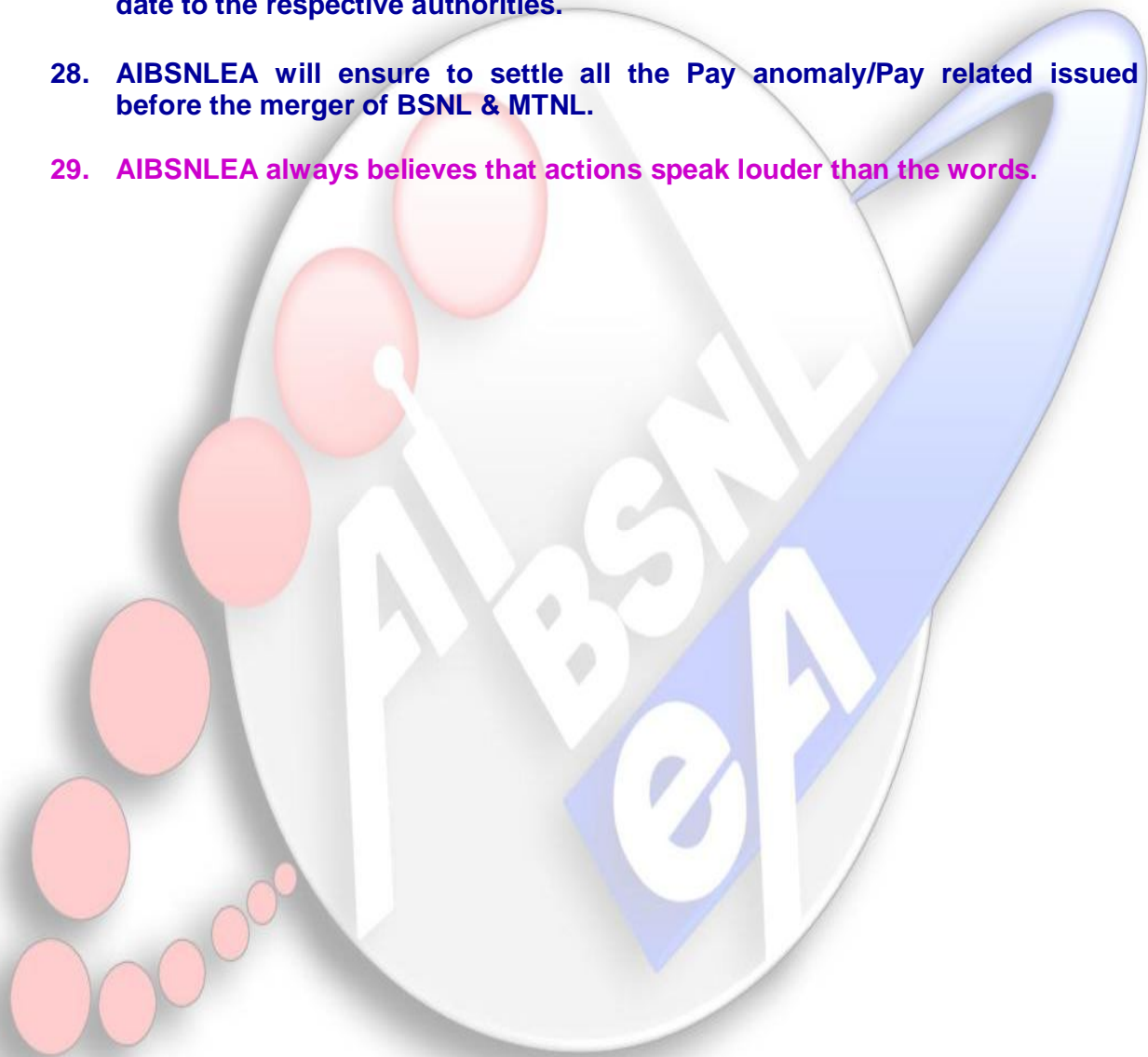
- 1. AIBSNLEA strongly believes to convince the Management by dialogue about the legitimacy of our rights & demands and the firm timelines for resolutions.**
- 2. AIBSNLEA is totally committed to ensure the best possible Telecom Services in terms of “Affordability, Quality and Transparency”. Telecom Sector is moving faster towards growth with latest Technologies. In the days to come, we shall have to earn more and more confidence of our customers and make them delighted through our faultless and customer friendly services.**
- 3. AIBSNLEA is the only Association actually represents all the Streams/ Cadres (Telecom/Finance/Civil/Electrical/Arch/TF/PA/PS/OL/CSS etc.) in BSNL and taken up the issues pertaining to the Executives of all the Streams since last 16 years from its formation without any biased manner.**
- 4. AIBSNLEA is committed with its core strength for the development of the BSNL as well as to protect the Service Benefits and Legitimate Rights of all the Executives.**
- 5. AIBSNLEA is always working for safe guarding the interest of all the Executives.**
- 6. AIBSNLEA quickly taken up the burning issues relating to the Executives including Young BR/DR Comrades for their early settlement through letters and strong continuous dialogues with the Management.**
- 7. AIBSNLEA is committed to implement the recommendations of 3<sup>rd</sup> PRC w.e.f. 01.01.2017 by enhancing the financial position of the Company and AIBSNLEA is acting as a driving force to achieve it.**
- 8. AIBSNLEA is committed to make tireless efforts for immediate issuance of “Regular Promotions” in all the Streams/Grades in BSNL in order to fill up the huge vacuum created due to VRS-2019, instead of short term/temporary/look-after arrangements.**
- 9. AIBSNLEA reiterate its commitment for extending 30% Superannuation Benefit to BSNL Recruited Employees as per the recommendation of 2<sup>nd</sup> PRC to boost the Morale of the young Executives.**
- 10. AIBSNLEA is committed to raise the voice and to put all-out efforts in getting of 5 (five) advance increments on the minimum revised E1 IDA Pay Scale of Rs.16400-40500 to all the post 2010 left out groups/batches of the Executives.**
- 11. AIBSNLEA is committed for implementation of CPSU Cadre Hierarchy, as per Khan Committee Recommendations, including SC/ST Rosters as per the**

**Constitutional Provisions and as per the DoPT guidelines in all the Non-Functional Promotions as per CPSU CH., and also committed to get the First Time Bound Promotion on completion of 4 years.**

- 12. AIBSNLEA is committed for achieving Standard Pay Scale of E2 and E3 replacing E1A and E2A for all Post 2007 DR/LICE JTOs/JAOs and for the future DRs.**
- 13. AIBSNLEA is committed to make tireless efforts in getting the Pay parity of Rs 22820/- for the directly recruited Executives especially for the DR JTOs of 2007 & 2008 batches(including Departmental Outsiders), and JAOs of 2010 batch.**
- 14. AIBSNLEA is committed to safe guard the interest and welfare of SC/ST employees and to properly following the SC/ST Rosters as per the Constitutional Provisions and own merit as per the DoPT guidelines in all the Promotions.**
- 15. AIBSNLEA strongly believes that as a prime stakeholder of the BSNL, the Government has a deep responsibility to ensure to flourish the BSNL.**
- 16. AIBSNLEA strongly believes that officers need motivation to perform tirelessly for the growth of the company because only a contended workforce can deliver up to the desired level of customer satisfaction.**
- 17. AIBSNLEA has also a vision to offer Quality Service to its Customers not only to retain the existing but to attract the new Subscribers also.**
- 18. AIBSNLEA believes to decentralize the administrative and financial powers for not only reducing the burden on the top Management but also to give adequate freedom to the lower formations by developing a team spirit.**
- 19. AIBSNLEA has a deep expectation to motivate BSNL Executives, their skills and profile through Trainings, Seminars, Moral Education and attractive incentive schemes etc., so that they meets the challenges and increases its profitability as well as to prevents the brain drain.**
- 20. AIBSNLEA strongly oppose the Privatization/ Disinvestment of BSNL in any form and believes that Privatization/Disinvestment of BSNL can only help the Government to meet its budgetary deficits.**
- 21. AIBSNLEA strongly believes in the strength and competency of the existing Executives and also believes that arbitrary deployment of ITS officers in BSNL has also adversely affected the Viability of BSNL. This is jeopardizing the careers & livelihoods of lakhs of BSNL Employees and their families who had believed the Government and even today have the conviction in BSNL.**
- 22. AIBSNLEA is committed for scrapping of the MT RRs and DGM RRs.**
- 23. AIBSNLEA is committed for the implementation of Executive Transfer Policy and Rule-8 transfers in true spirit.**
- 24. AIBSNLEA will ensure for revision of TA/DA Rates as the current rates are more than 15 years old.**



25. AIBSNLEA strongly take up the issue of “Free FTTH Connection to all the Executives”.
26. AIBSNLEA strongly believes that immediate Launching of Country wide 4G Services by BSNL which will increase its Market Share and increase in Revenue in the days to come resulting in helping to turn around the Company and attains its original pristine Glory.
27. Salary every month in time and remittances of salary deductions on due date to the respective authorities.
28. AIBSNLEA will ensure to settle all the Pay anomaly/Pay related issued before the merger of BSNL & MTNL.
29. AIBSNLEA always believes that actions speak louder than the words.



## Achievements of AIBSNLEA

- 1. Mega Promotions- Mile Stone created in the History of DoT & BSNL-AIBSNLEA Vision and Positive approach benefited thousands of Executives by Promotion through CPCs, which is a Major breakthrough and Achievement of AIBSNLEA: Due to consistent untiring and dedicated efforts of AIBSNLEA, CPCs were conducted in all disciplines to fill up all the vacancies in almost all Cadres resulting about 14,000 Executives have been promoted in June-July, 2018 and Nov, 2018 which has given a great relief and Morale booster to the Executives who were waiting for their promotions years together. It is a mile stone in the History of DoT and BSNL.**

On the pretext of various pending Court cases, BSNL Management is not conducting CPCs. AIBSNLEA has written to the Management for the immediate filling up all the vacant JAG, STS Group 'A' & Group 'B' Grade posts in all disciplines in BSNL on Regular basis through CPCs before the implementation of the proposed VR Scheme and before the Notification of any CPSU Cadre Hierarchy on the prospective date to avoid humiliation among the Sr. Executives.

AIBSNLEA is the only Association persuaded and convinced the Management that CPCs in BSNL can also be conducted on the similar lines on which the other Departments are conducting the CPCs on the basis of Hon'ble Supreme Court's Judgment in the case of Nagaraj on SC/ST roster implementation. BSNL Management considered our request and decided in the BSNL MC to initiate CPCs in all disciplines on the same line of other Departments. Mean-while Hon'ble Supreme Court also delivered the Judgment allowing SC/ST roster implementation in promotions which was also endorsed by DoPT. This further smoothens the way for conducting CPCs in BSNL. In the SDE(T) Promotions all the vacancies could not filled up due to the Court cases at Ernakulum and Chennai. Only 5237 JTOs were promoted as SDE in 2018 including LDCE 2015.

- 2. 30% Superannuation benefits to directly recruited employees as per DPE guidelines: AIBSNLEA requested CMD BSNL, Director (HR/EB) and ED (Finance) to resolve superannuation benefits to directly recruited employees as per DPE guidelines and BSNL**

should contribute 12% as Superannuation Benefits in respect of Direct Recruits to fulfill the limit of 30% contribution.

The remuneration committee of BSNL Board recommended starting a Superannuation benefit Trust to directly recruited BSNL employees with a contribution of 3% initially and further it can be reviewed on the basis of financial health of the Company. DoT issued the Presidential Directives in this regard and BSNL Management created a Trust and other formalities in this regard. On our persuasion BSNL Board has increased the contribution from 3% to 5% but we are continuously demanding 12% contribution. CMD BSNL assured to increase further 3% in the contributions to the Superannuation benefits by March, 2019 but remain pending due to Financial Crunch in BSNL. AIBSNLEA will continue its efforts for achieving remaining 5% of SAB.

3. **JAO 2010 Batch option case:** Due to hard and continuous persuasion with deep commitment and understanding of the issue results in getting released the order allowing JAO 2010 Batch (Departmental 40% Quota) to exercise their option for fixation of pay in the revised pay from the date of promotion in the grade of JAO, as one time dispensation.
4. **Group Term Insurance for the BSNL Executives:** It is our major achievement and relief for all the Young Comrades. AIBSNLEA attended all the meetings with the Committee members constituted to discuss the methodology for induction of Group Term Insurance (GTI) for its executives. Implementation of GTI Scheme for BSNL Executives has been finalized & MoU between LIC & BSNL is finalized & signed between LIC & BSNL on 27.12.2019. The Scheme has already been implemented w.e.f. 01.03.2019 with annual Premium of Rs.9440/- for coverage of Rs.50 lakh for all the Executives up to 50 years of age.
5. **Reversion of 2001 Recruited JTOs Passed LDCE 2007:** Due to AIBSNLEA continuous persuasion with the Management a Committee has been formed and Committee Report is likely to be placed before the Management. We will continue our efforts in this regard.
6. **Rs. 22820/- Pay Fixation case of JTOs/JAOs post recruited 2007:** AIBSNLEA requested CMD BSNL for the removal of pay anomaly in this regard. Accepting our request CMD, BSNL constituted a Committee headed by PGM (PF) Smt. A. Panda to examine the issue and submit the report. We also gave presentation to the Committee and the Committee has submitted its report to the

competent authority for consideration. We are pursuing with Director (HR) and CMD BSNL for the resolution of the issue. We have explained that already some Pay Anomaly Cases of JTOs 2005 batch, JAO 2010 batch and Asstt. of CSS cadre have been settled by BSNL Management. In the same line this issue also needs settlement but case remains pending, we will pursue it.

- 7. Management Trainees Recruitment Rule-2009:** AIBSNLEA consistent efforts yielded results in getting deferred MT Exam – 2015 but some Executives Associations and Non-Executives Unions are continuously making efforts for MT recruitment. Our considered opinion is that since young and talented executives having B Tech/M Tech, CA/ICWA, MBA qualifications at the level of JTO / SDE are available in BSNL, hence there should not be any lateral induction above JTO cadre. The lateral induction above the JTO cadre will block the career progression of these young talented executives available in BSNL. But the BSNL Management has further notified MT Recruitment from Internal Quota by conducted the exams on 17th March, 2019. Against this AIBSNLEA has protested. Management will now have to scrap the MTRRs to provide smooth career progression to the existing executives of BSNL.
- 8. E1+ 5 increments benefit to JTOs/JAOs of DR-2010 & LDCE 2013 Batch:** Management Committee of the BSNL approved E1+5 increments benefits to JTOs/JAOs of DR-2010 & LDCE 2013 Batch but it is pending for BSNL Board approval, our efforts are continue.
- 9. Due to consistent efforts of AIBSNLEA, the FR22(1)(a)(i) benefits extended to the Ex. Officiating JTOs w.e.f. 01.01.2007.**
- 10. Withdrawal of Additional Increment in the same scale on functional promotion under EPP:** DoT vide its letter dated 05.07.2017 withdraw additional Increment in the same scale on functional promotion under EPP. Against this, AIBSNLEA immediately filed an OA in the Hon'ble PB CAT New Delhi for quashing the order. Even after that, DoT continued to reduce the Pension of the BSNL retiree Executives, against this AIBSNLEA filed a Contempt Petition in the Hon'ble PB CAT New Delhi. Thereafter DoT stopped reducing the pension/ revising the Pay fixation by obtaining an under taking from the retiring executives, DoT has filed Writ Petition in the Hon'ble High Court of Delhi wherein AIBSNLEA has filed a caveat. Due to Covid-19 hearing was postponed, AIBSNLEA will continue its efforts in this regard.



- 11. AIBSNLEA is actively Participated in all the Agitation calls given by AUAB** and regularly attending the meetings to discuss the issues related to the Revival Plan, Financial viability of BSNL, allocation of 4G spectrum to BSNL, Monetization of non-core Land, the issues of revision of Pay, Pension and Payment of pension contribution on actual basis instead of maximum of the pay scale, BSNL MRS etc. To get settled the demands, AUAB launched series of agitation calls including 3 days strike and March to Sanchar Bhawan etc., in all the Agitation Calls AIBSNLEA was in fore-front and actively participated and succeeded by getting Revival Plan Approved by the Union Cabinet on 23.10.2019 with a) 4G spectrum and 18% GST free of cost, b) No financial implication for BSNL on VRS, c) Land monetization for loan repayment and development, d) Rs 8,500 Crore Bond for Restructuring of loan, e) Contentious issues like E2 & E3 Pay Scale will be settled before BSNL & MTNL Merger.
- 12. Tower Subsidiary formation:** Govt. of India with the Union Cabinet approval dated 12.09.2017 has created a Subsidiary Tower Company fully owned BSNL. The company has been registered in the name BSNL Tower Corporation Ltd. on 04.01.2018. But, DoT arbitrarily appointed Shri Amit Yadav, JS (Admn), an IAS officer, as the CMD of the Subsidiary Company which created apprehension that Govt. may any time sell out the Subsidiary Company through strategic business partner. Against this, AUAB protested organizationally and decided to protest legally also. Accordingly, AIBSNLEA filed a case in the Hon'ble High Court of Delhi resulting BTCL still not in operation.
- 13. Pension Contribution on Actual basic Pay instead of Maximum of the Pay Scale:** AIBSNLEA continuously pursuing with DoT, DoPT and Dept of Expenditure for the Pension contribution on actual basic pay instead of maximum of the pay scales as per F.R .116.
- 14. Modification in BSNL MSRR regarding Pay fixation from E5 to E6 to DGM (Adhoc):** AIBSNLEA succeeded in getting approved from BSNL Board the modification in BSNL MSRR regarding Pay fixation from E5 to E6 to DGM (Adhoc). Many stagnating Executives are benefitted by this.
- 15. Promotion from DGM (Adhoc) to DGM (Regular):** Due to consistent efforts of AIBSNLEA, Promotion Orders have been issued from DGM-Adhoc to DGM Regular. It achieved due to great persuasion by AIBSNLEA only.

- 16. E-7 IDA Pay Scale to DGM (Regular):** Due to the regular & consistent persuasion by AIBSNLEA, DGMs (Regular) got E-7 Pay Scale.
- 17. Centralization of TR Activities:** We strongly protested against the decision of the BSNL Management to transfer all TR work to Circle Office and requested that it has to be reviewed immediately as it is not practical. We suggested that for very small SSAs, it can be centralized at BA level but medium and larger SSAs, TR work should be continued with the SSA for effective bill collection and persuasion, settling of billing related complaints, Outstanding Pursuit, handling of EB Customers etc., Management is very much convinced on our suggestions and assured to review the policy.
- 18. SLA based Outsourcing of CFA and OFC works:** Management has already issued orders for the SLA based Outsourcing of works. In most of the SSAs, EOI are not finalized and manipulations by the Contractors are being reported from many places because of the Clusters and Operation & Mtce., is not monitored and maintained properly. We continuously provided the feedback to the Management in this regard.
- 19. e-DPC/e-APAR:** AIBSNLEA has taken up the issue of early conduction of DPC through e-DPC resulting e-APAR got introduced in BSNL in February' 2017 in ERP Module for the year 2016-17 for streamlining e-DPC related work. As a result, e-DPC was introduced and successfully conducted for DGM (T) Promotion in Feb.' 2020.
- 20. 3rd PRC Implementation with full fitment benefit:** We could convince the BSNL full Board resulting it has been recommended by BSNL Board with 15% fitment for the Executives. Due to performing continuous losses by BSNL, the recommendations are pending for seeking relaxation on Affordability Clause in DoT.
- 21. Govt. funding for Ex-Gratia on VRS:** Demand of AIBSNLEA for the payment of Ex-Gratia to the VRS optees by the Govt. from Budgetary Support instead of raising Bonds by BSNL has also been accepted finally.
- 22. Withdrawal of ambiguous CDR IPMS Score Card for CFA Segment.**

**23. Implementation of CPSU Cadre Hierarchy- Change of Designations on each Time Bound up-gradation on functional basis:** On our persuasion, Management Committee of BSNL Board directed PGM Pers. to discuss and take the views of the main Stake holder Executive Associations and thereafter bring to BSNL MC for clearance. Accordingly, PGM (Pers) conducted meetings with all the Stake holders, wherein AIBSNLEA submitted its views/suggestions emphasizing the implementation of Khan Committee report in true sense i.e. Time Bound Non-Post Based functional promotions should be available up-to AGM level, Senior SDE should not be inducted as functional post, all AGMs/ CAOs completed 4 years of regular service should be designated as Jt. DGM and the benchmark for promotions should be on numerical basis to minimize the droppings, the residency period from SDE to DE / AO to CAO should be 5 years instead of 12 years, reference point for implementation of CPSU CH should be date of last CPC conducted or the year of Recruitment and implementation of SC/ST roster as per DOPT instructions etc. Among these suggestions, Management considered some suggestions i.e. Time Bound Non-Post Based functional promotions made available up-to AGM level, AGMs/ CAOs completed 4 years of regular service are to be designated as Jt. DGM and the bench mark for promotions are on numerical basis. AIBSNLEA efforts are continuing for the consideration of remaining suggestions i.e. Senior SDE should not be inducted as functional post, the residency period from SDE to DE / AO to CAO should be 7 years instead of 12 years and implementation of SC/ST roster as per the provisions of the Constitution and as per DOPT instructions etc.

**In addition to above, AIBSNLEA has also got settled the following issues:-**

1. All consequential benefits of 78.2% IDA merger on actual basis.
2. Notification of Executive Promotion Policy (EPP) on 18.01.2007 and further issuance of the clarifications related to the execution of EPP on 30.05.2007 and EPP implemented in full.
3. AAO pay scale settled in the grade of Rs.11875/- at par with the grade of AO.



4. **Filling up of the vacant STS Gr. 'A' posts in all disciplines in BSNL in the year 2006.**
5. **Transparent transfer policy for executives in BSNL got notified in February 2009.**
6. **Implementation of 2<sup>nd</sup> PRC with 30% Fitment benefit.**
7. **Notification of BSNL MSRR in June 2009 with date of effect as 01.10.2000.**
8. **Promotion of Regular STS level Executives to the grade of DGM on Adhoc basis by giving relaxation of one year in the eligibility conditions for promotion to DGM in year 2010 first time in BSNL.**
9. **GSM Mobile Telephone connections with STD facility and hand set to all executives.**
10. **Broadband connections at the residence of all executives and increased free call limit.**
11. **Data facility on GSM service connections to all executives.**
12. **Superannuation benefit to BSNL recruited employees with 3% contribution from employer side.**
13. **Sr. PPS Posts got created with CMD / Director of BSNL Board and PPS Posts with all CGMs.**
14. **LICE from TTA to JTO (T) started after the finalization of JTO RR-2014 with the untiring efforts of AIBSNLEA.**
15. **Removal of 60:40 liability sharing provisions in the BSNL Pension Rules 37-A approved by Union Cabinet on untiring efforts by AIBSNLEA.**
16. **Promotion of 658 Regular STS level executives to the DGM (Engg.) grade on Adhoc basis during March 2016.**
17. **Promotion of 234 Regular STS level executives to the DGM (Finance) grade on Adhoc basis during September 2016.**

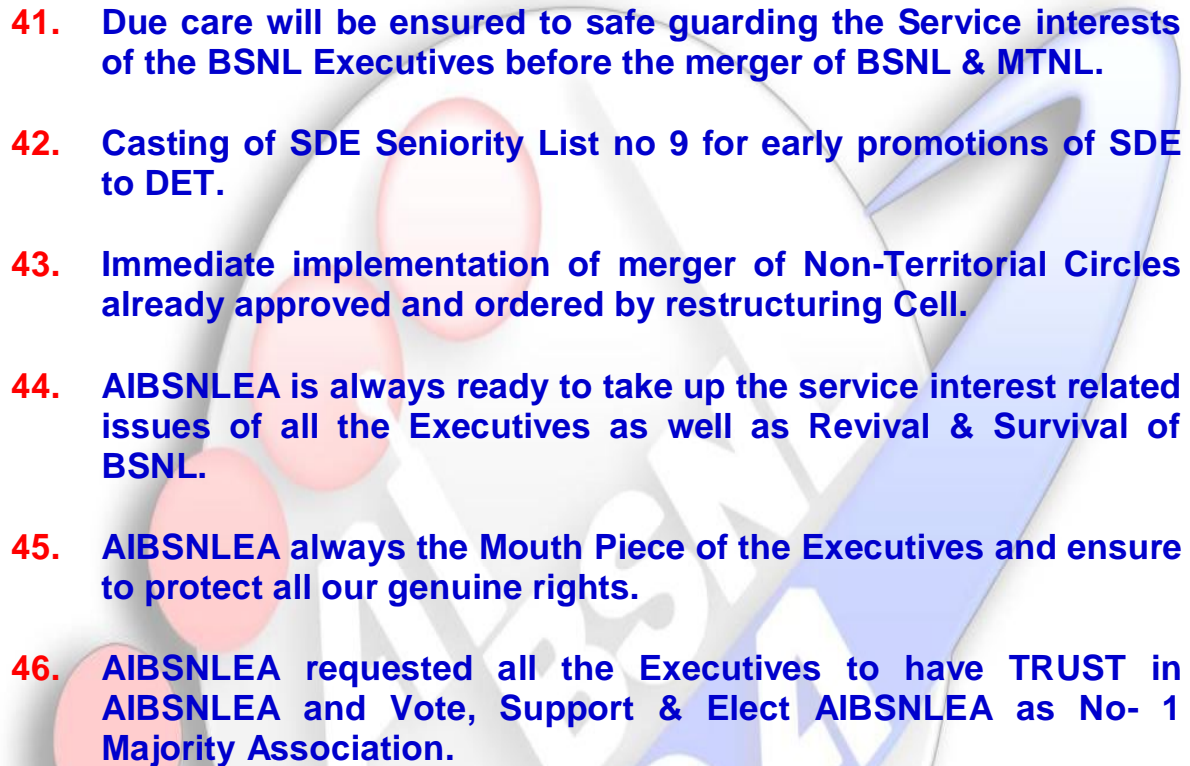


## Issues taken up by AIBSNLEA for their settlement

1. Promotions through CPCs on Regular Basis for all disciplines to fill up all the vacant Posts in all Cadres in post VRS Scenario.
2. Full 30% Superannuation benefits to directly recruited employees as per DPE guidelines w.e.f. 01.01.2007.
3. To allow exercise the option for JAO 2010 Batch Departmental 10% Quota for fixation of pay in the revised pay from the date of promotion as in the case of 40% JAO 2010 batch. As per the request of AIBSNLEA a committee has been formed in this regard and the committee has also submitted its positive recommendations and we will hope that the issue will be settled shortly.
4. Continuous persuasion with the Management to stop reversion of 2001 Recruited JTOs Passed LDCE in 2007.
5. Removal of pay anomaly and fix the Pay as Rs. 22820/- in the case of JTOs/JAOs post recruited 2007.
6. E1+ 5 increments benefit to the JTOs/JAOs DR/SRD 2010 /LDCE-2013 batch, which has been approved by the Management Committee of the BSNL Board and pending for Board Approval.
7. Extension of benefit of FR22(1)(a)(i) to the Ex. Officiating JTOs w.e.f. 01.01.2007.
8. Withdrawal of Additional Increment by DoT in the same scale on functional promotion under EPP, AIBSNLEA gone to Hon'ble Court, when DoT arbitrarily withdrawn the same and get Stayed. Caveat has already been filed by AIBSNLEA in Hon'ble High Court of Delhi. Hearing has been postponed due to Covid-19 after that AIBNLEA will continue its efforts to settle the issue.
9. Revival Plan of BSNL approved by the Union Cabinet on 23.10.2019 with i) 4G spectrum and 18% GST free of cost, ii) No financial implication on BSNL for VRS, iii) Land monetization for loan repayment and development, iv) Rs 8,500 Crore Bond for Restructuring of loan after long persuasion and Agitation calls by AUAB, where AIBSNLEA was always on fore front.

- 10. Pension Contribution on Actual basic Pay instead of Maximum of the Pay Scale.**
- 11. Modification in BSNL MSRR regarding Pay fixation from E5 to E6 to DGM (Adhoc) to avoid Stagnation to many Sr. executives.**
- 12. Promotions of DGMs on Regular basis from Ad-hoc.**
- 13. Centralization of TR Activities- and protested against the decision of BSNL Management to transfer all TR activities at Circle Office level and requested to review the same immediately.**
- 14. SLA based Outsourcing of CFA and OFC works wherein manipulations by the Contractors are being reported from many places. We continuously provided the feedback to the Management for review the same.**
- 15. 3rd PRC Implementation with full fitment benefit, which has already been approved by the BSNL Board and the recommendation, is pending in DoT.**
- 16. Ambiguous CDR IPMS Score Card for CFA Segment to be withdrawn.**
- 17. Implementation of Khan Committee report on CPSU cadre hierarchy in true spirit.**
- 18. Regular Promotion from JTO (T) to SDE (T) and JTO (TF) to SDE (TF) of seniority and LDCE quota.**
- 19. Regular promotion from SDE (T) to DE and DE to DGM (Engg.)**
- 20. Regular promotion from JAO to AO, AO to CAO and CAO to DGM (Finance)**
- 21. Regular promotion from SDE(C/E) to EE(C/E), EE (C/E) to SE (C/E) and SE (C/E) to CE(C/E).**
- 22. Extending NFSG Grade to DGM (Adhoc) promoted from Group "B".**
- 23. Diversion of 50% MT quota CAO posts to the seniority quota.**
- 24. One time placement of SDE to Sr. SDE Grade.**
- 25. Restructuring of Assistant Directors (OL) cadre.**

- 26.** Sanction/creation of new posts of PPS in the field offices with all HAG level Officers and One time relaxation to steno Grade-III for their promotion to PA cadre.
- 27.** Review of tenure period of hard tenure circles/stations.
- 28.** Transparent implementation of Transfer policy through online portal for processing the transfer cases including the clearance of pending Rule-8/ Rule-9 waiting list cases.
- 29.** Pay fixation case of Departmental TTAs recruited against DR JTO outsider quota w.r.t. NEPRC Para 3.6 with the benefits of Past Service and options exercised.
- 30.** Issues relating to Survival & Revival of BSNL put before the Management Time and again, effectively and logically like-Energy saving, Renting out of Office building, Staff quarters & Vacant land through Space Audit, Non-sharing of IBS to Pvt. TSPs, to vacate the rented buildings wherever possible, closing of loss making Exchanges having less than 50 active lines, immediate launching of 4G services etc.
- 31.** Timely payment of salary every month and remittances of salary deductions on due date to the concerned Authorities.
- 32.** Demand for Insurance Cover to the BSNL employees who put their life at risk and providing the Essential Telecom Services during the peak period of Covid-19 Pandemic.
- 33.** Free FTTH connections to each Executive since the Executives have to work from Home in e-office in the changed scenario.
- 34.** Cost of Mobile Handset to be increased.
- 35.** Mobile Service Connections for the Executives serving in Delhi and Mumbai may be provided from BSNL neighboring Circles.
- 36.** One Taskforce may be constituted at CO level by including the stake holders of BSNL to discuss the Revenue and Expenditure related issues with the Management.
- 37.** Restoration of LTC and other allowances and Revision of TADA rates.
- 38.** Energy Saving Measures and Space Audit to be done for BSNL Office/Exchanges/Residential premises to save energy expenditure and renting out the space in BSNL Buildings.

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- 39. USO Funded Projects should be allotted to BSNL on Nomination basis.**
  - 40. Immediate focus on the maintenance of Essential Services, Critical Installation and critical transmission etc.**
  - 41. Due care will be ensured to safe guarding the Service interests of the BSNL Executives before the merger of BSNL & MTNL.**
  - 42. Casting of SDE Seniority List no 9 for early promotions of SDE to DET.**
  - 43. Immediate implementation of merger of Non-Territorial Circles already approved and ordered by restructuring Cell.**
  - 44. AIBSNLEA is always ready to take up the service interest related issues of all the Executives as well as Revival & Survival of BSNL.**
  - 45. AIBSNLEA always the Mouth Piece of the Executives and ensure to protect all our genuine rights.**
  - 46. AIBSNLEA requested all the Executives to have TRUST in AIBSNLEA and Vote, Support & Elect AIBSNLEA as No- 1 Majority Association.**



## We the AIBSNLEA

Being a Support Association, if AIBSNLEA could achieve bulk Promotions in June, 2018 (despite the negative forces running to derail the issue/ Gherao the BSNL Board...) means, AIBSNLEA can do wonders if it gets its Status from a "Support Association" to the "Majority Recognized Association" during this MVP- 2020.

AIBSNLEA has the Great Leadership with deep Trade Union Experience, Hard Bargainer & Bold Team at CHQ along with great experienced Chairman & Advisers etc.

The issues related to the Revival of BSNL i.e. Allotment of 4G spectrum to BSNL, Monetization of BSNL non-core Land, VRS and roll out of the age from 60 years to 58 years, implementation of the recommendations of 3rd PRC, Pension Revision, Financial Viability of BSNL as per the decision taken by the Group of Ministers, at the time of formation of BSNL, Letter of comfort for BSNL's proposals for taking Bank loans, Sovereign Guarantee, immediate Financial support to BSNL, Expeditiously fill up all vacant posts of BSNL Board of Directors and Repatriation of excess ITS officers to DOT have been discussed in the informal meetings with, Secretary (T), Member (Finance), CMD BSNL and other Sr. Officers of DoT as well as of BSNL.

GS along with CHQ Office bearers of our Association met in person with the Hon'ble MOC Sri. Ravi Shankar Prasad Ji and Hon'ble Minister for State of Communications Sri. Sanjay Shamrao Dhotre Ji and Hon'ble Minister for State of Finance Shri Anurag Thakur Ji and requested to honour the assurances given through Union Cabinet Decisions and extend adequate immediate Financial Support to BSNL and it's revival.

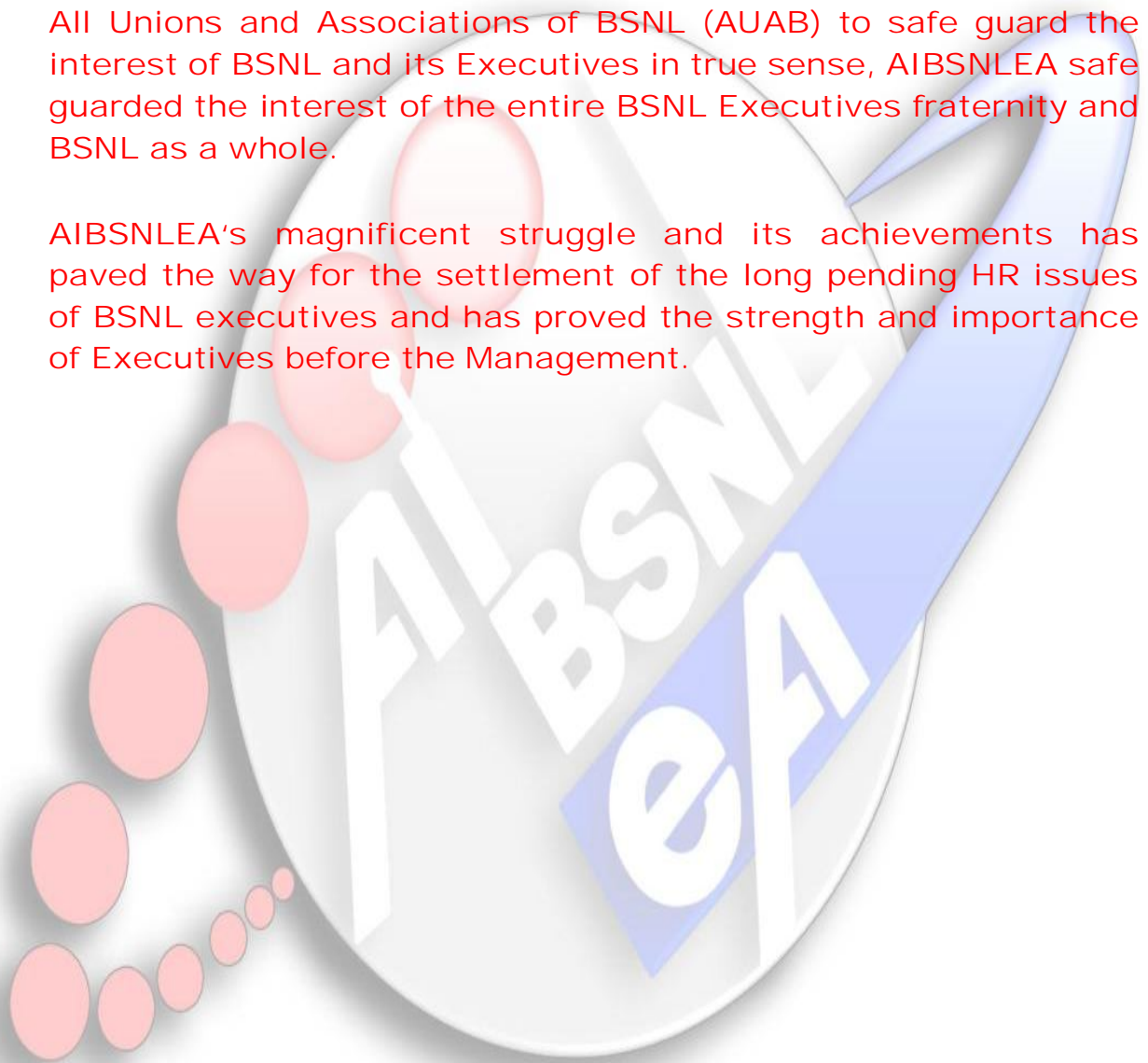
AIBSNLEA deeply involved at all levels in finding out ways and means for all out growth of BSNL which gives us our daily bread and butter.

AIBSNLEA remained always in forefront to bring out positive outcomes in the matters like ADC payment, License fee Waiver and GSM lines enhancement issues etc.

AIBSNLEA has played a pivotal role with regard to the viability of BSNL.

AIBSNLEA always remained as pioneer in all the struggles of the All Unions and Associations of BSNL (AUAB) to safe guard the interest of BSNL and its Executives in true sense, AIBSNLEA safe guarded the interest of the entire BSNL Executives fraternity and BSNL as a whole.

AIBSNLEA's magnificent struggle and its achievements has paved the way for the settlement of the long pending HR issues of BSNL executives and has proved the strength and importance of Executives before the Management.



## AN APPEAL BY AIBSNLEA

AIBSNLEA has always proved itself as an actuator in all drives of the legitimate demand of BSNL Executives.

AIBSNLEA believes in the ground work and not in the mere pump and show on bandwagons. Fight can't be win by standing on bandwagons, we believes that it is only the ground work with full of sweat and blood flow which brings outcomes.

Fights can't be won by mischievous/malicious/fake propaganda on WhatsApp etc., without doing any ground work.

AIBSNLEA always believes that actions speak louder than the words.

AIBSNLEA believes that there is never just one thing that leads to success for anyone, feel it always a combination of passion, dedication, hard work, and being in the right place at the right time and AIBSNLEA success is known to everyone.

Despite the several negative forces running every nuke and corner to derail the resolution of issues and doing all sort of propaganda to just achieve their sinister motives, AIBSNLEA strongly believes that the "Actual fighting/action at Ground level" is the only solution to this leg pulling approach by some overzealous/vested interest mongers/groups.

The roots of AIBSNLEA are nourished by the water of different rivers like Associations of all the Streams. This is the real strength of AIBSNLEA and it has no need to be proved before anyone.

Nobody can steal its sunshine glory because nobody can steal the aroma of flower. Now, this is the time to make the glory of AIBSNLEA more shining, make the power of AIBSNLEA more intensified and time to say a big 'NO' to further Machiavellian moves of our opponents.

So finally we fervently appeal one and all to Vote, Support & Elect the AIBSNLEA as No.- 1 Association in the ensuing 2<sup>nd</sup> Membership Verification of Executives' Association in BSNL.

## **Vote for AIBSNLEA at Sl. No. 1**

- Join Hands With AIBSNLEA!
- Your vote your right. Your vote you might. VOTE FOR AIBSNLEA!
- Drop the remote, go ahead and vote! VOTE FOR AIBSNLEA!
- Vote and support AIBSNLEA to save BSNL and its Executives!
- Scream it out! Say it out loud, Vote for AIBSNLEA that makes you proud!
- Have a vision? Make the right decision! Vote for AIBSNLEA!
- Voting for AIBSNLEA is the right thing to do, so in the future we don't feel blue!



- Every Executive should come forward to join Hands with AIBSNLEA for safe future of BSNL & its Executives as well.
- East & West- AIBSNLEA is the Best!

North & South- AIBSNLEA is the Mouth!

(For BSNL & its Executives)

The logo for AIBSNLEA is a large, 3D-style oval. The letters 'AIBSNLEA' are written across it in a bold, white, sans-serif font. A blue, curved banner or ribbon is positioned behind the letters 'EA'. To the left of the oval, there is a trail of red, semi-transparent circles of varying sizes, suggesting movement or a path. Overlaid on the logo is the text 'Zindabad! Zindabad!' in blue, 'AIBSNLEA Zindabad!' in red, and 'Long live AIBSNLEA!' in red.

Zindabad! Zindabad!  
AIBSNLEA Zindabad!  
Long live AIBSNLEA!