

ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION
Central Head Quarters, New Delhi

BRIEF OF THE 1st CENTRAL WORKING COMMITTEE MEETING OF AIBSNLEA
HELD AT FARIDABAD FROM 8TH TO 9TH JANUARY 2017

08.01.2017: The first CWC meet of AIBSNLEA held on 08.01.2017 to 09.01.2017 commenced at Hotel Aashirbad at 09:30 AM.

At first the dignitaries of CHQ were welcomed by garlanding by Haryana comrades.

Com. President Sh. Shivkumar, in his opening remarks briefed the agenda and programme of two days CWC. He welcomed all the CHQ Office Bearers, Circle Secretaries, Circle Presidents, Advisors, CWC members, CHQ OBs, Special invitees and requested all to fully participate in the deliberations and make the CWC a grand success. In his address he raised the issue of membership verification and future course of actions.

Com. Darbar Singh, CS, Haryana on behalf of the host circle welcomed all the participants to the land of warriors. He also expressed his gratitude to Com. Prahalad Rai for giving them the opportunity to host the 1st CWC after Mysure AIC.

Observation of one minute silence was done in the memory of departed comrades.

After self introduction, the minutes of the last CWC meeting at Kolkata held on 25-26 Aug 2015 were confirmed.

Circle Secretaries Report presentation:- All the Circle Secretaries, Asstt. General Secretaries, Organising Secretaries, Advisors submitted their reports on organizational matters, mainly regarding membership verification wherein they discussed the performance of AIBSNLEA during referendum and expressed their dissatisfaction on the poor performance in Maharashtra, Punjab, Kerala, Tamilnadu and Karnataka Circles but appreciated all the 17 winning Circles and majority SSAs. They expressed their resentment against BSNL's notification of recognition issued on 13.12.2016 wherein AIBSNLEA even after getting majority votes has not been declared majority Association, they supported the CHQ stand to protest organizationally and legally against this order. They also expressed their serious concern against pending HR issues. Demanded early settlement of the pending HR issues. CSs demanded that date of subscription deduction from salary to executives should be extended for one month since the letter for AIBSNLEA has been delayed. All the CSs/OSs/AGSs expressed their satisfaction towards the relation with AIGETOA and their support and cooperation. Also, stressed upon to further strengthen the unity of AIBSNLEA, AIGETOA and AITEEA. Most of the Circles attended the CWC Meet except A&N, J&K Circle, MP Circle, ALTTTC GZB, TTC Jabalpur, HP Circle, Bihar Circle, NE-I Circle and Chhattisgarh Circle. CWC took a serious view on the absentees of Circles, CHQ Office bearers/ Advisors in the CWC Meeting and directed GS to seek the clarification on this issue.

Summing up by the G.S.

While summing up the issues raised by the Circle Secretaries, G.S. explained the status of the cases with the rulings on the subject, stand of the BSNL Corporate Office and the actions taken by the Association to settle the cases. GS mentioned that the points which are not covered in the report are being addressed while summing up and the remaining points will be covered in the GS report.

Com. GS expressed that the AIGETOA and AITEEA has extended their unconditional support to AIBSNLEA in true sense during his visits in the entire country and it is our duty to protect their interests and to settle their issues.

Com. GS expressed the positive meeting outcome with Dir (HR) on 06.01.2017 with the GS AIGETOA, GS AITEEA and Him. He also told about the calls of Organizational Action Programs given by the United Forum and the reason to defer the same.

Meeting on 08.01.2017 ended with dinner.

09.01.2017:- Meeting again resumed at 10:00 AM on Monday.

The audited account for the period 15.06.2016 to 06.01.2017 was submitted by Com. Rajpal AGS (F) on the behalf of Com. T.C. Jain, FS CHQ. After some discussions and queries by the members, this has been replied by GS. The account was approved unanimously.

Com. A.K. Kaushik, GS TEAM, MTNL New Delhi and Com. M.K.Bagchi, Ex-GS, JETA(I) graced the occasion.

Com. GS Prahlad Rai again deliberated regarding the membership verification and replied about the queries raised by the Circle Secretaries. Com. GS told that we expected 500 more votes in AP/Telangana. He praised the efforts of CS CHTD in MV. He told that CHQ only provided that publicity material only in Delhi. Com. GS told that CHQ has put the publicity material on its site for the use of Circles by downloading it. On the suggestion given by the CS corporate office to dissolve the consultants, GS replied that only AIC can take the decision in this regard. GS told that the OB has only the right to take only one post. He has to resign from another post within 6 months.

AIGETOA and AIBSNLEA relations, Com. GS told that we are going as per MoU and it is a moral binding. On subscription deduction of AIGETOA members, GS informed that the same will discussed in joint meeting. On KTD's query GS assured to more peruse for early CPCs.

GS asked CS Haryana to immediately form the district body in Gurgaon. Com. GS told that our intention is only that DPCs should be expedited and should not be delayed. We pleaded to honor the DoPT instructions in this regard.

GS congratulated to CS NE-II and assured to pursue for uniform 1 year tenure period on his demand.

GS congratulated the CS Orissa and advised to make more members from Engg in Orissa. GS also assured to peruse for soft tenure in Orissa.

GS showed his dissatisfaction about Punjab Circle and advised to make more strength. GS advised the UPW circle to make good relations with SNTTA leaders to enroll more members in JTO promote cadre.GS informed that the TTA to JTO outsider pay anomaly case is under consideration.

GS show his great dissatisfaction about our performance in MH, PB, TN, KRL and advised to hold their circle conferences within 3 months. GS also advised to hold the pending conferences within 3 months in all respective circles.

JOINT MEETING WITH AIGETOA AND AITEEA.

GS AIBSNLEA welcomed all the dignitaries from AIGETOA and AITEEA in the joint meeting. The meeting was also graced by veteran leaders Com. M.K.Baghi, Ex-GS, JETA(I) and Com. A.K. Kaushik, GS, TEAM(MTNL).

GS AIBSNLEA in his speech deliberated the scenario after post MV and explained the reasons about giving the call for the organizational action programs. He explained that how the BSNL Management is denying the justice to around 55% of Executives, so we demanded the status of 2nd Majority Association status to AIBSNLEA. He elaborated that our promotion aspects are at a very bad position and other issues are also lingering i.e. pay loss to post 2007 and 2008 batches, Standardized pay scales E-2 and E-3, CPSU Cadre Hierarchy issues, pending CPCs are the issues of our concern. He provide the examples that how the Executives' were suffering in the absence of BSNLMSRR. Now the same stagnation is being tried to created by BSNL Management by DGM and MT recruitment. Due to same the career of our youngster is at bay. Whereas our sister Association is supporting MT/DGM. On superannuation benefit GS AIBSNLEA told that we are firm mindset that remaining 12% should immediately to be extended to the BSNL DRs. He elaborated pending DPCs JTO to SDE, SDE to DE, DE to DGM, JAO to AO, AO to CAO, CAO to DGM etc and the frustration in the mindset of Executives. The Management has not the will power to take the initiatives. JTO to SDE LDCE promotions are pending due to absence of the modification in SDE RR. 50% posts of CAO MT posts is not diverting in Seniority quota. GS highlighted the discriminatory attitude of BSNL Management in our career prospects.

GS shown his grave dissatisfaction of the non conduction of the meeting of the HR Committee. On 27-28 Dec 2016 Dharna, GS had shown his dissatisfaction and accepted that due to this we somehow lost our bargaining strength. He appealed all to implement always the agitational programs in full swings. He told about the CMD's intervention and meeting with Dir(HR) thereafter on 06.01.2017. He explained about UF stand on EPP intact stand that is every time bound after 5 years as per EPP. Dir HR assured to take up all cases in next HR committee meeting.

He also appealed regarding subscription deduction from salary issue and told that our DS/CS should make efforts for early submission of forms to DDOs. He appealed AIGETOA to be aware and take some policy in this regard to stop churning from AIGETOA. He suggested to make the deposit the subscription of their members in AIBSNLEA account and after that the same will be deposited to AIGETOA account.

Com. GS told that the youngsters are the future of this BSNL and this Organization and assured that AIBSNLEA is always in your favor. He gave the suggestion for the merging both of the three Associations for the better future of the Executives.

Com. GS wishes for the best future of the Executives.

GS AIGETOA Com. Ravishil:- He endorsed the view of GS AIBSNLEA. He accepted that we can grab more votes. We won in majority circles but we could perform better. Now time has come to carry forward the agenda of UF. On subscription issue he told that there is a reluctancy on this issue by the Mgmt. He told that Management has supporting the SNEA by hitting below

the belt on us. On audio clip whatsapp issue he told that this episode was win for us rather as a loss. On merger issue he told that we have not any problem with AIBSNLEA but CWC is not the appropriate place to discuss it and AGM is the right place. He told that whoever is doubt on the persuasion of GS AIBSNLEA is a fool. He informed that during MV a lot of pressure he faced but he always insisted to firm on the UF existence. He expressed on gratitude , thanks for the cooperation to the AIBSNLEA for the support it extended to AIGETOA and assured for the same harmony and coordination in future. He hoped that legal action will help us and at last he extend his sincere thanks to AIBSNLEA friends.

Com. GS AIBSNLEA explained the high efforts of Com. M.K.Bhagchi for changing and pay revision of the JE cadre to JTO cadre by a historic struggle and define the work according to rule in the year 1986-87 when Com. M.K. Bagchi was the General Secretary of JETA(India) .

Com. Manoj Singh, GS AITEEA:- He appreciated the efforts of GS AIBSNLEA for his persuasion inspite of his family problems. He shown his dissatisfaction on dividing the JTO's pay scale in 3 different figures. He told the neglecting attitude of GS SNEA on Rs. 22820/- pay issue. He praised the spirit of GS AIBSNLEA for the issues of AITEEA's. He told the reasons for supporting the AIBSNLEA in the process of MV. He described about the pressure practices adopted by SNEA to gaining the support of AITEEA even after the MV. He told about the lacunas on the word 'Majority' in referendum rules. He told about the organizational action programs conducted by UF. He informed about the positive meetings with Dir (HR) and UF Executives. He expressed the reason to defer the indefinite Dharna program w.e.f 10.01.2017.

He told that the prime agenda of AITEEA is to end the discrimination in the Executive fraternity. He condemned SNEA and Management for issuing the deputation ending orders of BSNL DR JTOs. He expressed his sincere thanks to GS AIBSNLEA and GS AIGETOA for their unconditional support.

Vateran leader Com. M.K. Bagchi- He told that he is feeling very happy to see the faces of his old friends. He thanked com. Prahlad Rai for inviting him in the joint meeting. He told that AIBSNLEA has won in many of the Circles/SSAs. He advised to take the lesson from this defeat. He told that he is witness that all the members are enough mature to look forward. He praised the GS AIGETOA and GS AITEEA for their strong conviction. He told that we should think thoroughly on our every action. He opined that now time has come to take the action on making correct the past errors. He emphasized to make strong the Circle organization to make the whole organization stronger. He told that we can't be strong unless our circle is strong. This is to be ensure before MV.

On agitation point he told that the legal and agitational approach should not be take place on same time. Now agitation has stopped so now we can approach to court of law. He told that GS AIBSNLEA is competent enough to make the organization stronger. He told that some mistakes are very dangerous and we should avoid them. He told that he always denied to accept E1 pay scale in the starting of Executive. He advised to formulate the demand in such a manner to protect the interest of both old and young comrades. He stressed on the inter Association unity. He told that some persons are always wants to take credit; they are not interested in hard work. He provide the examples of railway strike that we should not bother about the MV results and should work at ground level. He told that the GS is always dependent on his members. Organization base level is very important. At last he concludes and hopes that soon you will regain the lost glory of our organization.

Shri A.K. Kaushik GS TEAM MTNL- He make requested to not address him in veteran. He told that he has heard the entire deliberations and he told that every success lies in the failure. He

hope that we will also learn with our failure. He talked about the culture of JETA and TESA and the significant changes after the formation of BSNL. He told that we should show the strong bonding. He stressed that the pay discrimination in the same cadre initial recruitment should be stopped. He told that this is happen earlier also at the time of JETA. He told that we are ONE otherwise Management will play with us. He told that we are having key of this department in our hands. He appealed all the younger friends to make command on the technology. He told that we have lost our grips over the system. He told that example of the MTNL and its present financial situation. He appealed that the MV process is the separate matter. He told that the management is exploiting us because we have lost the grip over the system. He expressed that there should not be any difference in the pay scales of BSNL and MTNL. He questioned on the recruitment of MT/DGM in spite of having sufficient internal talent. We are not going to accept any pay scale below E2.

He stressed that this is the high time to come under the single umbrella. Our policy should be same. We should come over with our difference of opinions. We have to understand each other. He told that weak person can't win but definitely delay the victory. He told that Department is always playing divide and rule tactics.

He sincerely appeals to be united and gripped over the technology. He told that this grip only provide the strength to the Executive's fraternity. He hoped that definitely we can turn the table and win the battle. He appealed to use the energy in right direction.

AITEEA President Ashish Kumar- He thanked to Com. P.Rai and Com Bhagchi and Com. Kaushik for the valuable guidance. He told that the today truth is the happy employee is the productive employee. He deliberates the importance of the participative management. He emphasized that unity with diversity is also a good thing. Leadership is not an easy task. He appealed for the ground support.

VP AIGETOA Com. Veerbhadra Rao appealed to pass the deliberation to the ground level members for making the more strong the organization.

At last of the meeting an interactive session was organized for the benefit of the each of the participants and to make the better co-ordination among the members.

Com. Prasun made the suggestion that Diploma holder TTA to JTOs should be the members of AIBSNLEA and degree holders to AIGETOA. Com. Ravishil replied that this will create dilemma among the mindsets of the members and another Association may take advantage. Many members impressed upon the need of merging of the AIBSNLEA, AIGETOA and AITEEA. Com. GS AIBSNLEA suggested GS AIGETOA that if the Kolkata court case doesn't come in favor then even they have the option to use the platform of AIBSNLEA. He suggested for the merger of both the three Associations because HR issues are pending badly. He gave the suggestion to register a new Association and fight the next referendum under that banner.

Com. Shivkumar Pathak, Com. CS MP AIGETOA, Com. M.K.Morodia CS AIBSNLEA Rajasthan, Com Sukaisema CS AIBSNLEA NE-II also expressed their views on the merging the Association. Com. Ravishil stressed that there must be a body of both the Associations in each of the SSA.

Com. GS AIBSNLEA expressed his resentment against the viral audio tapes of Com. R.P.Shahu. Com. Ravishil informed that the CWC of AIGETOA has condemned the same and decided to take the action as per their constitution.

Com. Rakesh CS AIGETOA requested to post an efficient CGM in NE-II Circle.

Com. Ajay Kaswan , AGS(DR) tell the significance of the subscription in today's scenario.

Com. Laxman Bhanot, President AIGETOA CHQ extended the vote of thanks. He requested to all to continue the co-operation and extend it to SSA level also. He suggested not to make hurry in any process.He elaborated the news of LICE JTOs on the both of the Association's website.

Joint Meeting Ended

AIBSNLEA CWC meeting continued: The GS report was discussed in after the joint meeting. GS stressed to collect the legal fund of Rs 200/member for meeting the legal. Sr. advocate always asked the higher fees per appearance. GS appealed all the CS to provide maximum orders of diaries by the process of negotiations as per local situation.

The welfare scheme plan has been discussed and decided to launch the scheme immediately w.e.f. 01.01.2017. The provisions are as under:-

The discussion on CPSU cadre hierarchy was made.

Advisor(S) Com. Narendra stressed the need to settle the pay anomaly case of TTA to JTO outsider case to be perused vigorously. Advisor(S) Com. Narendra also stressed the gravity of this case.

Com. M.k.morodia stressed the need to issue the promotion orders from E5 to E6.

Com. Narendra expressed the dissatisfaction against the delay of the SDE RR approval from BSNL Board.

Com. Durairasan highlighted the issue of the eligibility of service issue for the left out cases.

Com. Morodia highlighted the issue of some DGMs who are making look after to the GMs even after the charge sheet of them.

Com. N.L.Sharma, AGS HQ raised the issue for making the Office Assistance regular. The proposal inline with NFTE and BSNLEU will be discussed and it will be finalized by CHQ.

Transfer of the permanent assets of the winding up the associations was was also discussed and com. GS shown that this is unfortunate that the assets are not still transferred. He insisted to handing over the assets to AIBSNLEA immediately. Com. GS taken stand to again persue the matter with the concerned GS and should issue the letter.

CWC unanimously resolved that Com. A K Rawat, Com Durai Rasan, Com. Shivkumar, Com B.S Reddy, Com. Rajpal will be committee members and the committee will meet com. Satyanarayana and persue for the transfers of assets.

Committee for persue the court case of TESA properties – Comprising Advisor Satish Kumar, AGS (HQ) Com. N.L. Sharma, AGS(F) Com. Rajpal Sharma and FS Com. T.C. Jain.

Next CWC meeting venue is decided at Trivandrum in Kerala. CP Kerala Com. Shyam Kumar makes the proposal which was unanimously accepted by the house.

On the issue of the Forum of BSNL Unions and Associations functioning in BSNL GS AIBSNLEA informed that NFTE is not the part of the Forum and BSNLEU is more closely associated with SNEA and SNTTA is affiliated with BSNLEU. GS told the Kerala issue example that in which manner the harassment of lady comrades taken place there by SNEA. So it is the

matter for appropriate decision by the CWC. And we should go in the common issue i.e. viability based issues.

On Third PRC issue com. GS informed that we have made the presentation to 3rd PRC's convener and explained the position and give the inputs that BSNL cannot be compared with other PSUs. BSNL is serving with natural calamities and 3rd PRC also appreciated our concern. We insisted that full fitment benefits of the 3rd PRC should be extended to the BSNL employees.

It was also decided that the paragraph on the 3rd PRC will be added in GS report before uploading it on the website.

On the SSA merger issue GS informed that CMD told to CGM TN/CHTD that the merger of SSA has been done in Rajasthan and he directed them to do also in their SSAs. GS asked to Com. Morodia and Com. A.K.Rawat to draft a protest letter on this issue.

The revision of the TA/DA due to its non- significance in today's scenario. This issue was also raised in AIC Mysuru. We may take this issue actively with the management.

Com. Rajpal perused to again started the additional increment at the time of Adhoc/regular promotion the DNI is proposed to be changed by the personal section of the corporate office which is against the clarification issue on EPP.

Report concluded.Com B.S.Reddy delivered the vote of thanks.

CHQ President Com. Sivakumar declared CWC Faridabad closed.