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TELEWAVE

A HOUSE JOURNAL OF
ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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NEWS FLASH

- Regular promotion orders issued of Executives in AGM/DE of Telecom Operation Stream (246 Nos.) in the IDA Scale of Rs. 29100-54500/- for the vacancy year 2009-2010.
- Promotion orders of the 09 nos. of JTS/TES Group- 'B' of Telecom Factory Stream to AGM/DE of Telecom Factory Stream in the IDA Scale of Rs. 29100-54500/- issued on dated 05.09.2013.
- BSNL CO declared result on 23.08.2013 regarding LICE for promotion from Assistant Manager to the cadre of Deputy Manager(CSS Cadre) in BSNL held on 05-05-2013.
- Hon'ble Supreme Court delivered judgment on 14.08.2013 that there is no provision for withholding pension or gratuity for pendency of criminal and disciplinary cases.
- AIBSNLEA notified its 4th All India Conference of All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA), which will be held from 10th November, 2013 to 12th November, 2013 in Sapkal Knowledge Hub, Kalyani Hills, Anjeneri, Trambak Road, Nashik, Maharashtra .
- AIBSNLEA notified its Pre-AIC Central Working Committee meeting of All India Bharat Sanchar Nigam Ltd Executives' Association, which will be held at Sapkal Knowledge Hub, Kalyani Hills, Anjeneri, Trambak Road, Nashik, Maharashtra on 09th November 2013 at 14.00 Hrs.
- AIRBSNLEWA notified its first All India Conference at Sapkal Knowledge Hub, Kalyani Hills, Ajeneri, Trambak Road, NASHIK on 11th and 12th November, 2013.

**AIBSNLEA WISHES A HAPPY & PROUSPROUS
DURGA PUJA & DUSSERAH TO ONE AND ALL.**

Editor, Printer & Publisher

PRAHLAD RAI

General Secretary

E-mail : gsaibsnlea@gmail.com

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[Restricted to Members only]

CENTRAL HEAD QUARTERS

CH-17-2-15,

P&T, Chemmery Staff
Quarters, Atul Grove Road,
New Delhi -110001

OFFICE BEARERS**P.Venugopal**President
Ph. 09443200177**MANAS K ROY**Vice President-I
Ph. 0332217575**Smt. Baby rani**Vice President-II
Ph. 0484-2381965**Prahlad Rai**General Secretary
Ph. 011-23711422**Ravindranath**Financial Secretary
Ph. 011-23037665**PC. Joshi**Asst. Financial Secretary
Ph. 011-23372454**BHAGWAN SINGH**Asst. G S (HQ.)
Ph. 011-23037269**R.B. Athani**ASST. G S (ENGG)
Ph. 0836-2745055**G. R. Sharma**ASST. G S (FIN)
Ph. 011-23734096**Pradeep Goyal**Asstt. Gen. Secy.
(C/E/Arch.-TF)
Ph. 0522-2231529**K.P Nair**Asstt. Gen. Secy.
(PS/CSS/Others)
Ph. 0251-2203300**Devesh Sharma**Org. Secretary(North)
Ph. 09413394710**Amit Kumar Gupta**Org. Secretary(East)
Ph. 033-24219898**C.M. Saste**Org. Secretary (West)
Ph. 020-27370512**B.S. Reddy**Org. Secretary. (South)
Ph, 040-27071322**GS WRITES**

AIBSNLEA efforts succeeded in getting approval of Management Committee of BSNL Board on the proposal for filling up of vacant about 500 DGM posts in Engineering wing by relaxing the eligibility service criterion of DE service counting of Adhoc and Regular period as on 01.01.2014. Now the CPC process will start but the promotion orders will be issued after 01.01.2014. It will provide relief to DEs in getting promotion upto JAG level . Similarly the BSNL Corporate Office , Pers cell proposal to fix up 1000 DEs posts for MT quota and remaining 4200 DEs posts for seniority quota is yet to be approved by the Management Committee of BSNL Board. We are sincerely trying to get clear the proposal from MC hereafter there will be DE promotions on regular basis only which will meet our long pending demand. Similar actions are being taken for Finance & Accounts, Civil, Electrical and Arch. Engg. Wings also.

We requested to expedite CPC from JTO(T) to SDE (T) of 67% seniority quota to fill-up about 4000 vacant SDE(T) posts. The said CPC work in completing ACRs/VCRs is in progress but Hon'ble CAT Ernakulam Bench has directed not to execute the seniority list for the purpose of promotion. Hence, clearance from Hon'ble court is also needed. The DOP&T OM dated 03.03.2008 on seniority issue has further been sent to GM(Estt.) for necessary clarification.

We expressed our concern against delay in CPC from AO to CAO. It is mentioned that VCRs of the eligible AOs have been received in the CVO Office and being complied and expected that all the VCRs will be received by 15th Sept, 2013 and the CPC may be conducted in the tired week to fill up 272 CAOs posts on regular basis.

We requested to initiate CPC from JAO to AO. It is mentioned that the actual vacancy position of AO cadre is being calculated which is expected more than 1000 and an early action in this regard is being taken to complete the CPC process.

Adviser - (I) : Sh.V. Keshava Rao , (M) : 9490758175	Adviser -(IV) : Sh. A.G. Joshi , (M) : 9422039222	Adviser -(VII) : Sh.S.K. Dalai , (M) : 9437434800
Adviser -(II) : Sh.KARAN SINGH , (M) : 9414001958	Adviser -(V) : Sh. M. M. Kanani , (M) : 942717002	
Adviser -(III) : Parvez Khan , (M) : 9425001163	Adviser -(VI) : Sh.V.K. Param Asivam , (M) : 9486102087	

Editorial

BSNL Management should implement the promotion policy that was offered while calling of option for absorption

We are strongly demanding for implementation for CPSU Cadre hierarchy in terms of time bound non-post based functional promotion with status upto the level of JAG selection grade. Promotion beyond JAG selection grade will depend on the availability of posts which was offered while calling of option from Group "B" officers for their permanent absorption in BSNL.

We demanded time bound non-post based functional promotions upto the level of SG JAG in view of the ongoing scenario wherein the carrier progression within reasonable time limit cannot be assured if it is dependent on availability of the posts. For the last 7 years no man-power plan (Posts) has been sectioned in BSNL in order to reduce in establishment cost, the BSNL Management is trying to minimize the staff by introducing VRS, being a PSU, it cannot be overlooked if it has to further become a profit making company and to compete with other private operators. In the present scenario we cannot expect creation of large number of posts in BSNL in the coming years. It is a fact that landline telephone connections are reducing drastically and in the wireless segment which includes GSM telephones, internet/Broadband service, the manpower requirement is very less compared to the requirement in Basic Telephones (Landline) services. This experience has made us to demand implementation of CPSU cadre hierarchy under which executives are promoted to higher grades in the same cluster upto JAG selection grade with status, duties and responsibilities of the concerned grade as in the other PSUs. BSNL Management should concede to this demand which will be in conformity with the promotion policy which was offered at the time of absorption.

BSNL management over looking its commitment as decided for time bound financial upgradation from one IDA pay scale to next higher pay scale up to the JAG selection grade under EPP. These Executives' will not have the status (change of designation), duties and responsibility of the concerned higher grade. Status /designation of the substantive grade will, however, be available only through post based promotions as per the provisions in the RRs of respective cadres. BSNL notified BSNLMS RR in 2009 for Group-'A' level post for Group- 'A' Officers absorbed. As per the Group 'B' RRs and Group 'A' RRs in BSNL one direct recruit JTO in DoT in the year 1994-95 is waiting for his first functional promotion to the post of SDE(T) on completion of 18 years and one SDE(T) promoted in 1998 DPC is waiting for his 2nd functional promotion to the post of DE even after completion of 15 years. Similar is the situation in the other streams of Executives' in BSNL. The EPP could provide only financial upgradation but did not reduce the stagnation period in functional promotions. It has demotivated and frustrated the executives. Hence, BSNL EPP have failed to provide the career progression which was offered to us at the time of exercising option for absorption similarly, the young executives recruited by BSNL are also facing stagnation in their promotions .

The Executives' Associations under the banner of United Forum of BSNL Executives' Associations launched Agitation Programmes in Feb 2012 and the agitation was deferred after the constitution of a Joint Committee of BSNL Officers and the representatives of Executives' Associations to submit the recommendations on implementation of CPSU cadre Hierarchy and finalization of E2 an E3 standard IDA pay scales within a period of 6 months but more then 18 months have passed, the Joint Committee till date had no serious discussions on CPSU cadre hierarchy and E2, E3 IDA pay scale implementation. It reflects the indifferent and negligent attitude of the BSNL Management.

In view of the above constraints we are continuously demanding holding of CPCs and issue of promotion orders against the available vacant posts as per the RRs which indirectly supported the BSNL Management to deviate from the non-post based promotion and go for the post based promotion concept but we are firm to our commitment and approach to achieve non-post based functional promotions upto JAG selection grade as was offered at the time of absorption under EPP. Let us, continue our struggle till the demand is met.

AIBSNLEA WRITES

1.Feedback/Comments on framing of BSNL's own rules and regulations governing conduct of membership verification of Executives' Associations in BSNL-reg.

Ref.: Your office letter no. BSNL/31-2/SR/2009 Dated, the 22nd August, 2013.

In the above cited reference and subject matter, it is submitted that at present only two Associations of the executives enjoy the Trade Union facilities in BSNL. However, after verification of their membership only one Association will be recognized as desired by the BSNL Management. The BSNL Management earlier constituted a committee under the Chairmanship of GM (Trg.), BSNL CO

to finalize the terms and conditions for verification of membership for Executives Associations. AGM (SR) circulated the Committee report to all executive Associations for submitting views/suggestions in this regard. AIBSNLEA immediately submitted its views/suggestions. Now the BSNL Management has again constituted a Committee under the Chairmanship of Sr. GM (Pers.) to finalize the terms and conditions for verification of membership for Executives Associations. Further, the feedbacks / Comments on framing of BSNL's own rules and regulations governing conduct of membership verification of Executives' Associations in BSNL are as under:

Clause No.	Committee recommendations	Feedback/Comments
2.except absorbed Group 'A' officers, who have been allowed to form separate Service Association by the Government.	In BSNL only Executive Association and Non Executive Union should be there, no separate Service Association for Absorbed Group-'A' officers should be there. This is discrimination and cannot be agreed upon. If they can be allowed separate identity in spite of being minority, why not others?
3. (1)	BSNL shall have only one representative association of executives which gets majority votes in the membership verification subject to a minimum of 35% membership of total votes of the working executives in BSNL.	The provision of recognition should be as was done for non executives. There should be council for negotiation and seats to be distributed accordingly as per the formulae exist for non executives.
3.(2)	Further, any participating association other than majority representative association, which gets second majority votes and not less than 15% votes of the total working executives in BSNL, will be given the status of a 'Support' association. The Support association will be formally permitted to take up issues permissible within the scope of associations. Though the management will accept their communications to be used as feedback/ inputs, it will not be obligatory for the management to respond to/ generate dialogue with this association on the issues raised by the said association.	The facilities to second majority association should be as has been granted for non executives including seat sharing in council.
4. (1)	The association should have been formed primarily with the objective of promoting the common service interest, promoting welfare measures for its members and inculcating a team spirit or otherwise improving the morale and efficiency of the executive community while keeping the interests, health and image of the organisation in proper perspective/focus through Constructive approaches and positive contributions.	OK
4. (2)	An Executives' Association shall apply to BSNL management, submitting certified copies of Memorandum of Association Constitution, Bye-laws of the association Registration certificate, Names of its office-bearers, total membership (approx.) and any other associated information as may be required by the	After election through Secret Ballot and granting Check-off system to collect Subscription, Associations need not give a separate list of membership. The membership may be ascertained by the Subscriptions deducted.

4.(3)	The Association shall not be formed on the basis of consideration of caste, creed, tribe or religious denomination nor does it maintain political fund or support or propagate the views of any political party or Politician.	OK
4. (4)	The office bearers of any Executives' Association will not engage or cause any other Executive to engage in any Association activity during working hours. All Association activities will be conducted beyond working hours.	Necessary Facilities like Association Office, free telephone connections, Broad Band etc. may be provided in the office premises so as to do Association activities beyond working hours but negotiation meetings or Member Welfare Activities should be continued in office hours because beyond office hours the concerned officer will not be available.
4.(5)	The Associations will not seek any right to negotiate a settlement with the management.	This cannot be agreed. When verification is being held in violation of DPE rules, BSNL should have its own rule on this aspect also like non executives. Right to negotiate is to be ensured.
4.(6)	With a view to develop leadership in the associations, the Executives shall hold any post of President, Vice President, General Secretary, Assistant General Secretary or the Financial Secretary (Treasurer) in the Associations for maximum number of four tenures, with hiatus of at least one tenure, after any two consecutive tenures. The Circle level and SSA level bodies shall also be governed by these guidelines.	It is out rightly rejected, BSNL cannot interfere in the internal functioning of the Association. If BSNL want to implement this, let it be implemented with non-executive first.
4.(7)	The association which ultimately exhibits the majority, representing highest number of executives within its fold, not less than 35 % of the total number of executives, through the due process of check-off shall be treated as representative association of executives.	The second largest Association also will be recognised as done for non executives and facilities be given. The process has to be by secret ballot only. Check off system cannot be accepted'
4.(8)	In case none of the Associations is able to get a minimum membership of 35% of the total no. of working executives, in that event management reserves the right to conduct fresh membership verification within a period of six months.	This must be by secret ballot in a democratic way. The provision of recognition should be as was done for non executives. There should be council for negotiation and seats to be distributed accordingly as per the formulae exist for non executives. Hence, there will be no question of conducting another verification within

4.(9)	In case any of the documents mentioned at 4.(2) above being in any language other than English/Hindi, certified translation thereof in English/Hindi is to be submitted along with the application form to BSNL.	OK
5.(1)	The Association shall be registered with the Registrar of Societies with its constitution/Memorandum of Association duly approved by the Registrar. Similarly, any amendment in their constitution/ Memorandum of Association shall require approval of the Registrar of Societies;	It is agreed that the Association shall be registered with the Registrar of Societies and its Constitution/Memorandum of Association and amendments has to be submitted to Registrar of Societies for approval.
5.(2)	Membership of the executive association is open only and summarily to all serving executives in BSNL.	OK
5.(3)	The Association shall be functional in BSNL at least for a period of one year on the date of inviting applications for conduct of membership verification.	OK
5.(4)	The Association, which is agreeable to observe the provisions of these Rules and submits an undertaking to this effect, in writing, at the time of submission of application for participation in the membership verification.	Subject to above Modifications.
6.	Periodicity of membership verification: The periodicity of recognition period of the representative Association will be for a period of THREE years.	OK
7.(1)	Continuing the current practice, the organizational structure of the Associations in BSNL shall be at three tiers operating at All India Level, i.e. CHQ body with head quarter at New Delhi (co-terminus with BSNL CO.); Circle level body (co-terminus with the Circle HQ) and District/SSA level body (headed not below the level of GM).	For District/SSA level body (headed not below the level of GM) should be deleted. The SSA headed by PGM level officer, Area GMs and non recruiting Circle/Units to be treated at par with SSA Heads. Also the SSAs in circles and areas in metros headed by JAG level officers, Branches should be allowed to function. For non executives local councils do exist under JAG level officers also.
7.(2)	CHQ level body of the Association shall consist of 15 (Fifteen) members, Circle level and SSA level bodies shall have 9 (Nine) and 4 (Four) members respectively.	This cannot be agreed to. The provision should be at par with non-executives.

7.(3)	The executive bodies of the Associations would be formed from among the 'serving executives' only and thus only serving executives within BSNL would be eligible to be office bearers of the Association at any level/tier of structure. As and when any office-bearer of the Association retires on superannuation or remains no longer in the service of the company, the Association will immediately ensure his replacement.	He should be allowed to complete his term.
7.(4)	The office bearers of any association will not simultaneously hold arty post of office bearer in any other association or union.	OK
8.(1)	The verification of membership for the purpose of recognition of an executive association shall be done by the check-off-system in pay roll through deduction of subscription fee equivalent to the monthly subscription of the Association as per their constitution. Only ONE entry will be made against each member.	The verification of membership should be done through Secrete ballet as in case of non-executives Unions. Various courts has already delivered judgment against check off system and authorised secret ballot as the only means.
8.(2)	Detailed guidelines in respect of verification process like notification, time schedule etc would be formalized, decided and communicated by SR Cell.	OK
8.(3)	BSNL Management at its discretion may at any time order a special verification of membership if it is of the opinion that the representative association does not have the desired membership required or circumstance demand so.	Cannot be agreed to. Once elected it should be allowed to complete its term.
9.(1)	The general guiding principle to be followed would be to keep all the participating associations during the verification process, at par, as far as possible.	OK
9.(2)	The process for the membership verification along with the associated time lines would be scheduled through the notification from the SR Cell.	OK
9.(3)	During the process, the associations can seek formal meetings with the concerned administrative authorities exclusively and only related to the conduct of verification process.	OK

9(4)	Provision of special casual leaves for the office bearers of the associations, limited to <u>maximum 5 in numbers</u> for any unit of any level, can be made. The utilization of these special leaves would be during and for the support of verification process related activities only.	The underlined condition is to be cleared whether it is 5 Special C/L or Special C/L to 5 Office Bearers?
9.(5)	The associations would be provided the access for the union/association related information on BSNL intranet portal, to facilitate a homogeneous dissemination of official communications.	OK
10.	Facilities to be extended to the recognised representation Association	All the facilities extended to non-executive Unions including well equipped office space should be extended to Executive association too.
10.(1)	Entitlement for Providing suggestions views on important matters/issues related to growth and viability of BSNL.	OK
10.(2)	Entitlement for Consultation with the management on policy issues related to their cadre management.	OK
10.(3)	Formal meetings with the concerned appropriate administrative authorities at associated level of function of the association once in a quarter. <u>The maximum no. of representatives of the association is to be restricted to 5 only</u> , at any such meeting/occasion. The Association would be required to submit agenda for the proposed meeting at least one month in advance of the meeting.	Underlined condition should be removed; there should not be any condition. Nothing has been mentioned about informal meetings. These formal meeting will be over and above the council meetings. One month in advance notice is too much. It should be 15 days.
10.(4)	One User ID/Password for accessing Union/Associations section of Intranet shall be given at respective levels.	Underlined condition should be applied to Circle/District Branch also.
10.(5)	Immunity from transfer shall be granted as per organization's guidelines, as issued by the SR cell, on the subject. The concession of immunity from transfer from the HQrs. of recognised Association is applicable to the General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer)-during the first year of their election. Further, such immunity would be available for tenures only.	Immunity should also be extended to President too. Immunity should also be extended to Circle/SSA level Office bearers for the entire term.

10.(6)	The office bearers of the recognised association would be entitled for a mobile service connection, the usage limits of which would be decided by CS Cell in consultation with SR Cell. If technically feasible, these office bearers would be put into a CUG group.	They should also be extended to each level of Organisation. i.e. CHQ/Circle/SSA level. Also a well-equipped office facility should be extended.
10.(7)	In addition to recognised representative Association, check-off facility will be available to all the applicant Associations, on demand. Necessary instructions shall be issued by SR Cell separately.	The term 'check off' should be replaced with deduction of monthly subscription from salary.
10.(8)	Special CL shall be granted to office bearers as per the extant guidelines of the organization on the subject and subject to overall ceiling of 20 (Twenty) Special CL in a year to an eligible individual.	OK
10.(9)	BSNL Management would reserve the right to make any additions/deletions/ alterations in the facilities or to formulate any criteria for extending the facilities to the recognized representative Association.	The proposal of BSNL is ridiculous. Only for formal meeting and mobile connection it wants to go for such an exercise, destabilising the functioning of the associations. We demand for negotiation council like non executives. Any change in the facilities to the associations should be after consultation with associations.
11.(1)	The association will not do any act or assist or encourage the doing of an act which may create disaffection or dissatisfaction amongst the employees of the organization or undermines discipline or in any way lower the prestige or image of the organization.	OK
11.(2)	The association eschews completely the agitational approach, such as resorting to strikes or practices or conduct, which are likely to result in or results in cessation or substantial retardation of work, and also to coercion or physical duress.	Provisions at which stage the agitational programmes may be resorted to may be finalized after consultation with the Associations.

11.(3)	Once any policy of executives is approved by the management with the due consultation/consideration of recognized association, it shall be co owned by the association. The association will help in implementation of such policies and no representation will be entertained unless there are sufficient reasons for the management to review the same.	OK
12.(1)	Management shall take due cognizance of the issues/representations of recognized association and shall initiate suitable dialogue if that be desired.	OK
12.(2)	(2) Formal meetings shall be given to the executive bodies of the majority association at appropriate levels as per the pi guidelines as per para 10.(3) as above.	Emergent Informal meetings should also be given in addition to schedule council and formal meetings.
12.(3)	(3) Any clarifications/addendum or general instructions issued by BSNL management on the instant subject, would deem to be part of these guidelines on verification process.	OK
13.	Publication of Journal/Newsletter or hoisting web-site:	OK
14.	Do's and Don't's	Conditions should be applied as per the labor law. Right to speak, write and act cannot be refused.
14.(1)	The association eschews completely the agitational approach, such as resorting to strikes or practices or conduct, which is likely to result in or results in cessation or substantial retardation of work, and also to coercion or physical Duress. Further, the Association will not join hands with the non-executives' unions for furtherance of their issues and/or participate in any joint trade union action.	Provision is totally autocratic and undemocratic and to be deleted. Now the intension of BSNL Management is loud and clear. Their purpose is to curb the Trade Union activities in BSNL to cover up their wrong deals. Hence, it is rejected.
14.(2)	The association shall abide by and comply with all the provisions of its constitution / bye-laws.	OK
14.(3)	Any amendment in the constitution/bye-laws of the executive association under these rules shall be made only in conformity with the extant guidelines on the subject and with the approval of the	Any amendment in the constitution/ bye-laws of the executive association under these rules shall be submitted to the concerned Registrar of Societies for approval.

14.(4)	A list of members and office-bearers, and up to date copy of the rules and an audited statement of accounts of the association shall be furnished to the management through proper channel after the general annual meetings.	OK
14.(5)	The executive association shall not send any representation or delegation except in connection with a matter which is of common interest to members of the association.	Complete para should be removed,
14.(6)	The Executive Association shall not espouse or support the cause of an individual executive/officer relating to service matter.	Complete para should be removed. It is the responsibly of the Association to take care of every individual member.
14.(7)	The association does not do any act or assist or encourage the doing of an act which may create disaffection or dis-satisfaction amongst the employees of the organization or undermines discipline or in any way lower the prestige or image of the organization.	Joint responsibility of both management and the Association is required to do or not to do.
14.(8)	The executive body of the association is appointed from amongst the officers/executives working in the organization. No person who is not an executive/officer working in the same company should be connected with the affairs of the association.	OK but it should be followed for non-executives also.
14.(9)	The association shall not start or publish any periodical, magazine or bulletin without the previous approval of BSNL management.	Only information to be given to BSNL.
14.(10)	The association shall not do any act or assist in the doing of any act which, if done by an executive/officer would contravene any or the provisions of the BSNL CDA Rules, 2006.	Condition is not agreeable, hence to be removed. BSNL CDA Rule,2006 cannot be imposed on the Associations functioning.
14.(11)	Communication addressed by the association or by an office-bearer on its behalf to the management shall not contain any disrespectful or improper language. Communications should only be at the corresponding levels, i.e. to Corporate office from the General Secretary; to Circle office from Circle Secretary and to SSA head from District Secretary.	OK
14.(12)	The association shall raise its funds only by way of subscription from its members and/or through grants from the Government/BSNL, and these funds are utilized for furtherance of the objectives of the association.	The association shall raise its funds only by way of subscription from its members, advertisement in journal/ website/ souvenir and/or through grants from the Government/BSNL, and these funds are utilized for furtherance of the objectives of the association
15.	Withdrawal of Recognition	Could not be withdrawn against the natural Justice ensured in the constitution.
16.	Relaxation	OK
17.	Interpretation	OK

From the draft proposal, it seems that the majority will be decided by counting pan India votes and the majority Assn will control all circles irrespective of their position in that Circle. This is not correct. Circle wise majority has to be counted and given due weightage in that circle like non executives. As in the case of Non-Executives, the proposals have to be modified.

The fate of the ITS officers still continuing on certain conditions prescribed by DOT, are matters yet to be decided finally by the Court of Law. Till finality is arrived in this case, it is illegal to go for a referendum.

Government has to take a firm decision in the matter of merger of BSNL with MTNL. It should not happen after the referendum till one term of the successful association is completed. If merger happens after referendum, then the membership condition will be changed and the correct strength will not be reflected. Therefore, the referendum should not take place before the merger, if such a proposal still exists. Otherwise, merger should not take place, in between, during the currency of tenure for successful association.

In view of the above feedback/comments of the Association, we request you for kind consideration and necessary action please.

Copy endorsed to Sh. A.N. Rai, Director(HR), BSNL C.O., New Delhi-110001, Sh. A.K. Jain, Sr. GM(Pers.), BSNL C.O., New Delhi-110001, and Sh. Neeraj Verma, GM(SR), BSNL C.O., New Delhi-11000.

No. AIBSNLEA/CHQ/DGM(SR)/2013 Dtd: 06th Sept,2013. (Addressed to The DGM (SR), BSNL Corporate Office, New Delhi-110001.)

2. Benefit of 78.2 % for the purpose of fitment w.e.f. 10.06.2013 to JTOs of 2005 Batch who joined after 01.01.2007-reg.

Ref: (1) BSNL Corp. Office letter no. 1-50/2008-PAT (BSNL) dtd. 10th Jun.'2013 (2) BSNL Corp. Office letter no. 1-14/2009-PAT (BSNL) dtd. 16th Apr.'2010, (3) BSNL Corp. Office letter no. 1-50/2008-PAT (BSNL) dtd. 05th Mar.'2009 and (4) AIBSNLEA Letter of even no. dated 12.08.2013

We would like to invite your kind attention to our previous letter dated 12.08.2013 mentioning that BSNL vide its memo no. (1) under reference (copy enclosed) has allowed the benefit of merger of 50% DA effectively amounting to 78.2 % for the purpose of fitment w.e.f. 10.06.2013. Which means that pay of the employees will be re-fixed considering 78.2% IDA merger from 1.1.2007 instead of 68.8% IDA merger as was done earlier and then their pay will be drawn actually as per the new fixation from 10.06.2013. However same has not been extended to JTOs of 2005 batch in many SSAs in the country who joined after 01.01.2007 while BSNL vide memo no. (2) under reference (copy enclosed) has already been approved that the pay

of all the JTOs of 2005 batch who joined after 01.01.2007 may be fixed on the same basic pay as a special case in order to remove the disparity of pay between those JTOs of 2005 batch who joined before 01.01.2007 and those who joined after 01.01.2007. It was also conveyed that terms and conditions as contained in BSNL office order no. 1-50/2008-PAT (BSNL) dtd. 05th Mar.'2009 (ref.3) regarding revision of scales of pay w.e.f. 01.0.2007 for Board level and below Board level executives of BSNL will continue to be applicable to all the JTOs of 2005 batch. It is therefore requested to kindly take suitable action for issuance of necessary clarification to all the circles so that benefit of merger of 50% DA effectively amounting to 78.2 % for the purpose of fitment w.e.f. 10.06.2013 may be extended to all JTOs of 2005 Batch who joined after 01.01.2007 to remove the disparity between executives. Copy to: Sh. R.K. Goyal, GM (Estt.), 5th Floor, BSNL Corporate Office, New Delhi 110001
No. AIBSNLEA/CHQ/Dir (HR)/2013 Dated 04.09.2013
Addressed to Shri A.N. Rai, Director (HR), BSNL Board, New Delhi-110001

3. Transfer & posting of AGMs/DEs of Telecom Operation Stream- Case of 4 DEs who have completed their tenure and not relieved -reg.

Ref.: Your office letter no. 412-09/2013 – Pers.I(Pt) Dated 26.08.2013.

Please refer to above mentioned reference and the subject matter wherein transfer & posting of 04 nos. of AGMs/DEs of Telecom Operation Stream, who have completed their hard tenure in A&N Circle were issued.

In this regard, it is to inform that all these four SDE's have been promoted as DE(Adhoc) in the month of July-2013 and joined in A&N Circle vide order no. 412-2/2013-Pers.I dated 19.07.2013. These DE's have completed their tenure in A&N Circle but CGMT is not in favour of relieving them without substitutes in the cadre of SDEs. The sanctioned strength of the SDE's is 31 and the working strength is 17 only. This shortage occurs due to the recent Adhoc DE promotions.

We would therefore request you to kindly posts substitutes in the cadre of SDEs against these DEs, so that these four DEs will be relieved on completion of their hard tenure in A&N Circle.

No. AIBSNLEA/CHQ/Sr.GM(Pers.)/2013 Dtd: 5.9.2013 (Addressed to Shri A.K. Jain, Sr. GM (Pers.), BSNL, New Delhi-110001.)

4. Left out Promotion to the post of DE(Ad-hoc) based on the DPC held for 1860 posts -Reg.

We would like to draw your kind attention regarding recently issued promotion order from SDEs to DE(Adhoc) on the dated as mentioned below.

S. No.	Date of promotion order	OC	SC	ST	Total
1.	19.07.2013	1240	249-2*	98-2*=96	1587-2*=1583
2.	23.07.2013	07	--	--	07
3.	26.07.2013	35	09	06	50
4.	07.08.2013	18	12	04	34
5.	20.08.2013	08	03	01	12
	Total	1308	271	107	1686
	%	77.48%	16.18%	6.33%	99.99%

*Promotion order of 2 ST and 2 SC Candidates cancelled. Total 1686 orders were issued on various dates mentioned above but MC of BSNL Board has approved promotion of 1860 SDEs to DE(Adhoc) posts.

We would therefore request to kindly issue promotion order of remaining SDEs i.e. about 174 as ACRs and VCRs of these SDEs are available in Pers. Cell.

No. AIBSNLEA/CHQ/Director (HR)/2013 Dtd :4.9.2013 (Addressed to The Sr. G.M. (Pers.), BSNL CO, New Delhi-110001.)

5. JTO Phase-I Training to Offg. JTOs, who have already undergone the same training – Reg.

We would like to bring to your kind notice that TTAs those who were officiating as JTOs and passed in the LICE held on 2.6.2013 have been sent further to take JTO Phase-I training in WB Telecom Circle to RTTC Bhubaneswar on 26.08.2013 whereas these Offg. JTOs have already undergone JTO Phase-I training and are working as offg. JTO for the last 7-8 years. It is mere wastage of BSNL's money and time.

Earlier those who had passed 35% Qualifying Screening Test and took the training, subsequently passed 15% Competitive Examination, had exempted for further training and they were simply appointed as Regular JTOs without further training.

This time also our Association in WB Circle requested that these officiating JTOs who have completed Phase-I training should not be sent for further training and the candidates already sent for training may be called back immediately to save BSNL's money. But the WB Telecom Circle Management has not taken any action in this regard.

We would therefore request you to kindly intervene in the matter and direct the concern officer to issue immediate direction from BSNL Corporate Office in this regard so that double training and unnecessary wastage of money may be avoided.

Copy endorsed to Sh. R.K. Goyal, GM(Estt.), BSNL CO, New Delhi-110001

No. AIBSNLEA/CHQ/Dir(HR)/2013 Dated : 04.09.2013 (Addressed to Sh. A.N. Rai, Director (HR), BSNL Board, New Delhi-110001.)

6. Resolution of problems arising out of DOT Memo no.61-01/2012-SU dated 10th June 2013 as enunciated vide BSNL memo no.1-19/2002-PAT(BSNL) dated 8/8/

2013 leading to hold up in Revision of Pension of Pre-2007 and Post-2007 Pensioners/ family Pensioners of BSNL in accordance with DPE's O.M. dated 2.4. 2009-reg.

Orders for revision of Revision of Pay of all BSNL Executives/ Non-Executives granting the benefit of 50% IDA Merger with basic pay w.e.f. 1/1/2007 resulting in net 78.2% IDA Merger as on 1/1/2007, were issued vide DOT Memo no.61-01/2012-SU dated 10th June 2013, in accordance with terms and conditions laid down vide DPE O.M. No.2(70)/08-DPE(WC)-GL-VII/09 dated 2.4.2009. DPE's OM dated 2/4/2009 clearly specified the date of implementation as 1/1/2007, but DOT's order has arbitrarily specified 10th June 2013 as cut-off dated for revision/ payment of salary of BSNL Employees existing in BSNL as on that date, which is clearly in violation of letter and spirit of DPE's OM dated 2/4/2009. The exact language of DOT order is quoted below:-

"In exercise of the powers conferred by the Article 145 of the Articles of Association of the Bharat Sanchar Nigam Limited (BSNL), the President is pleased to approve the proposal of BSNL regarding the fitment formula as per Department of Public Enterprises O.M. No.2(70)/08-DPE(WC)-GL-VII/09 dated 02.04.2009

Accordingly, In partial modification of this Department's Order No. 61-01/2009-SU dated 27.02.2009, the benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 for the purpose of fitment in respect of the Board Level & below Board Level Executives and Non-Unionised Supervisors and Non-Executives of BSNL is hereby allowed from the date of issue of this order,

2. No arrears will be paid and the revised fitment on the basis of DPE OM dated 02.04.2009 will be paid with prospective effect only."

2. Deptt. Of Telecommunications had earlier conceded in 22nd SCOVA Meeting held on 19/2/2013 *that if at any stage the benefit of merger of 78.2% IDA with pay of serving employees is given, this benefit would also be extended to absorb pensioners of BSNL.* (The minutes of SCOVA Meeting were circulated vide DOP & PW memo No.42/1/2013- P&PW(G) dated 04/03/2013).

3. In order to expedite the benefit of 78.2% IDA Merger as on 1/1/2007 to Pre-2007 and Post-2007 Pensioners/ family Pensioners Deptt. Of Telecommunications asked BSNL to furnish the mode/ manner of implementation of DOT's order dated 10.6.2013 vide DOT letter no. 40-13/2013-Pen(T) dated 28/6/2013.

4. BSNL replied to DOT's letter dated 28/6/2013 vide memo No. 1-19/ 2012-PAT(BSNL) dated 8/8/2013 and stated two important points as enumerated below:-

“ In terms of DPE OM dated 2.4.2009, allowing benefit of merger of 50% DA with Basic Pay w.e.f. 01.01.2007, effectively amounting to 78.2% for the purpose of fitment, a proposal with the approval of BSNL Board, wherein, it was proposed to extend the said benefit to the BSNL employees w.e.f. the date of approval of the competent authority and the payment of arrears to be considered after the Company's operation become profitable, was sent to DOT vide BSNL letter dated 10/9/2012.

DOT vide letter dated 10/6/2013 approved the proposal of BSNL . . . However it is mentioned in DOT letter dated 10/6/2013 that no arrears will be paid and the revised fitment on the basis of DPE OM dated 02.04.2009 will be paid with prospective effect only.

The referred orders have been implemented in reference of absorbed BSNL employees as on 10/06/2013 only. Since the orders are effective only from this date, the issue of pay revision, notional or otherwise of those employees who retired between 01.01.2007 and 09.06.2013 does not arise.”

5. It is very clear that BSNL Board approved the implementation of DPE OM dated 2.4.2009 in true letter and spirit vide BSNL memo dated 10/9/2012 but Deptt. Of Telecommunications added a rider of cut-off date of 10/6/2013 to the proposal of BSNL Board which leads to denial of benefit of 78.2% IDA Merger as on 1/1/2007 to Pre-2007 and Post-2007 Pensioners/ family Pensioners, which is a gross injustice to ex-DOT Employees retiring as BSNL Pensioners.

In the light of above submissions, you are requested to kindly look into the matter afresh and approve the proposal of BSNL Board dated 10/9/2012 in toto to enable BSNL to make payment of arrears at a future date, at its convenience, after the Company's operation become profitable and thus resolve the associated problems arising out of imposition of an arbitrary cut-off date for implementation of DPE orders dated 2.4.2009.

Copy endorsed to Shri R.K. Upadhyay, CMD BSNL, New Delhi-110001, Shri S.C. Mishra, Member(S), DoT, Govt. of India, New Delhi-110001, Smt. Rita Teatia, Addl. Secretary, DoT, Govt. of India, New Delhi-110001, Shri A.N. Rai DIR (EB & HR), BSNL Board, New Delhi-110001, Shri K.C.G.K. Pillai, DIR (Fin), BSNL Board, New Delhi-110001 and Shri R.K. Goyal, GM(Estt.), BSNL C.O., New Delhi-110001.

No. AIBSNLEA/CHQ/Secy. DOT/2013 Dated:27.08.2013 (Addressed to Shri M.F.Farooqui, Chairman Telecom. Commission & Secretary(T) Sanchar Bhavan, 20, Ashoka Road, New Delhi – 110001.)

7. Nomination for Circle Sports cum Cultural Board and Circle Staff Welfare Board, Odisha-reg.

Ref:- BSNL Corporate Office No.26-1/2011-BSNL(Sports) dt. 18.07.2013 and CGMT Odisha No. WLF/7-18/2001-07 dt.25.07.2013

With reference to above mentioned references, we would like to nominate following names for Circle Sports cum Cultural Board and Circle Staff Welfare Board, Odisha after consulting with Circle Secretary, Odisha Circle:-

A. Circle Sports & Cultural Board: Mr. Benudhar Patra, DE OFC(m); ETR; Bhawanipatna.: Mr. B.D.Patra is an international and national table tennis umpire since last 20years. He has enough experience in playing and holding the sports both under all India meets and circles. He is chief of Odisha Telecom circle Table tennis board. He has been the charge of chief referee of table tennis under BSNL sports board several times under all India table tennis meet both inter and intra departments. Though he is now in Bhawanipatna, a tenure place, he is under transfer to Bhubaneswar so that his job will be more effective for the Dept. He is a pride of BSNL in sports field.

B. Circle Staff Welfare Board: Mrs. Geeta Rani Chaudhury: SDE, o/o the GMTD, Bhubaneswar: She is also a sports woman in the state and BSNL in all the events of Long runs, long jump, high jump etc. She was once up on a time the circle secretary of TTA Association in Odisha. Presently she is heading the JTOs who have been promoted from TTAs. All of them are our member only. She has sound knowledge in staff welfare rulings and can innovate the welfare section of BSNL.

We would therefore request you to kindly consider above names for Circle Sports cum Cultural Board and Circle Staff Welfare Board, Odisha.

Copy endorsed to The DGM(WL& Sports), BSNL CO, New Delhi-110001.

No. AIBSNLEA/CHQ/CGMT-OS/2013 Dated:27.08.2013. (Addressed to The Chief General Manager, Odisha Telecom Circle, Bhubaneswar.)

8. Formation of Adhoc Circle Body of AIBSNLEA UP(W) Circle-reg.

AIBSNLEA Central Head Quarters is continuously pursuing with the Circle Secretary and Circle President AIBSNLEA UP (W) Circle for holding the Circle Conference since it is overdue but they could not hold it due to personal reasons after their retirement. However, Sh. K.R. Chahar, Circle Secretary with consultation with Circle President Sh. Moti Lal, AIBSNLEA UP(W) Circle has recommended formation of Adhoc Circle Body in UP(West) Circle and undersigned exercising the powers conferred upon in the constitution of AIBSNLEA nominate the following office bearers for Adhoc Circle body for its smooth functioning.

- President - Shri Lal Singh, CAO, O/o CGMT, UP(W) Circle, Meerut

- Circle Secretary - Shri Jagmohan Singh Meena, SDE, O/o GMTD, Mathura (Mobile No.: 9412777750)

- Financial Secretary - Shri Lakhan Singh, Sr. AO, O/o DGM, NTR, Agra

The above nominated Circle office bearers are advised to hold Circle Conference within 60 days from the date of

issuance of this letter i.e. before 4th All India Conference of AIBSNLEA scheduled to be held w.e.f. 10th Nov., 2013 to 12th Nov., 2013 at Nashik (Maharashtra).

It is therefore requested to kindly extend limited Trade Union facilities to the newly formed adhoc Circle body till next Circle Conference. We assure our full co-operation.

Copy endorsed to The GM (SR), BSNL C.O., New Delhi-110001 for kind information pl, Sh. P. Venugopal, President AIBSNLEA CHQ, New Delhi, Sh. Devesh Sharma, OS(North), AIBSNLEA CHQ, New Delhi, Sh. Moti Lal, Circle President, AIBSNLEA UP(W)) Circle Agra, Sh. K.R. Chahar, Circle Secretary, AIBSNLEA UP(W) Circle Agra, Shri Lal Singh, CAO,O/o CGMT, UP(W) Circle, Meerut, Shri Jagmohan Singh Meena, SDE, O/o GMTD, Mathura and Shri Lakhan Singh, Sr. AO, O/o DGM, NTR, Agra

*No. AIBSNLEA/CHQ/CGMT/2013 Dated:24.08.2013
(Addressed to The Chief General Manager Telecom, UP (W) Circle, BSNL, Meerut.)*

**9. Regularization of all qualified officiating JTOs-reg.
Ref:- This Association letter No. AIBSNLEA/CHQ/CMD/
2013dt.24-7-2013.**

A kind reference is invited to our letter cited above on the matter of regularization of all qualified officiating JTOs, wherein we have requested to initiate process of regularization of all the remaining officiating JTOs in the wait list either by one-time personal upgradation or by creating required number of supernumerary posts to accommodate them immediately, as the company has got full powers for both.

Now we are happy to learn that the authorities concerned have already on their way to implement the process of regularization by creating supernumerary posts.

At this juncture, we once again remind you that, any of the vested interest- groups should not be allowed to play behind the screens further to delay the process and damage the career prospects of about 2000 innocent qualified and hardworking officials. All the qualified TTAs now officiating as JTOs after completing the pre-requisite training, are at par with the 3500 JTOs already got regularized in the year 2007, in all respects.

Our earnest and humble request is that, creation of supernumerary posts may be done in continuation of the 3500 posts previously created, so that the new incumbents may get their due seniority as per eligibility based on position in the combined wait list of 6000 candidates, in continuation of those who were regularized prior to them. However, the seniority issue should not be highlighted as a hindrance to settle the matter at this stage, as, such issues can be settled even later, after releasing the regularization order, as per the prevailing rules applicable for all.

All the officiating JTOs have been functioning as JTOs for the past eight (8) or more years in various field units all over the country and their contribution can not be underestimated at any rate. On regularization, all of them can be posted in their existing units, without any financial implication, as they are already deployed in areas having acute shortage of JTOs.

Considering the facts that, majority of the affected group, are now left with a short span of remaining service and have already undergone a prolonged suffering for none of their fault, the regularization order may please be released at the earliest possible. An immediate favorable decision on the above is solicited, in the true interest of the company and its hardworking employees.

Assuring our best co-operation always,

Copy endorsed to Shri A.N. Rai, Director(HR), BSNL Board, New Delhi-110001, Shri A.K. Jain, Sr. GM(Pers.), BSNL C.O., New Delhi-110001, Shri R.K. Goyal, GM(Estt.), BSNL C.O., New Delhi-110001 and Shri Neeraj Verma, GM(SR), BSNL C.O., New Delhi-110001.

*No. AIBSNLEA/CHQ/CMD, BSNL/2013 Dated:20.08.2013
(Addressed to Shri R.K. Upadhyaya, CMD, BSNL, New-Delhi-110001.)*

NOTICE

10. It is hereby notified that the 4th All India Conference of All India Bharat Sanchar Nigam Limited Executives' Association (AIBSNLEA) will be held from 10th November, 2013 to 12th November, 2013 in Sapkal Knowledge Hub, kalyani Hills, Anjeneri, Trambak Road, Nashik, Maharashtra to transact, along with others, the following business.

(i) Confirmation of the minutes of the 3rd All India Conference held at The Heritage Academy, Behind Ruby Hospital, E.M. Bypass, Kolkata.

(ii) The passing of the General Secretary's report.

(iii) Passing of the Audited Accounts (Income & Expenditure) of past term and Budget for the ensuing term of the Association to be placed by the Financial Secretary.

(iv) Election of Office bearers for the next term.

(v) Amendments to rules and bye-laws of the Association.

(vi) Discussions and decision about permanent Assets of the Association.

(vii) Resolutions given with due notice of by the Circles

(viii) Any other items with the permission of the Chair.

2. A detail agenda will be circulated before start of the delegate session.

3. All Delegates / Circle Secretaries/ Circle President / CWC Members / CHQ Office bearers/Advisors are requested to attend the 4th All India Conference.

Note:- (i) The boarding and lodging arrangements to the participants have been made with effect from 09.11.2013 (Morning) to 13-11-2013 (Morning). The AIC venue is about 6 Kms from Trambak Temple & 20 KMs from Nashik Railway Station. For more details Shri. V. P. Kulkarni, Circle Secretary, Maharashtra Circle [Telephone Nos. 0253-2313233(O), 0253-2317050(FAX), 0253-2236611 (R), Mobile No.- 09422250300 and E-mail ID – aicnsk4@gmail.com] or Shri B.D. Gaikar, Branch Secretary, AIBSNLEA Nashik Branch [Mobile No. 9422254999] may please be contacted.

(ii) For Departure & Arrival details, delegates are requested to e-mail the details on E-mail ID - aic_nsk61@gmail.com.

(iii) All the CHQ office bearers, Advisors are requested to attend the CHQ office bearers meeting at 11.30 Hrs on 09-11-2013 at the same venue.

(iv) All the Delegates, CWC members, Circle Secretaries/ Presidents and CHQ Office bearers, Advisors are requested to book their return ticket on 13th, November, 2013 so as to complete the agenda.

Copy endorsed to All the CWC Members / Circle Secretaries / Circle President / CHQ Office Bearers/ Advisors/ Branch Secretaries, AIBSNLEA, All the CGMs / SSA Heads / Local Heads of Units with the request to grant Special Casual Leave, as admissible as per rules, to the participants, The CMD BSNL, Director (HR/EB/CM/CFA/Fin.), BSNL Board, New Delhi-110001 and The PGM (BW/EW/Arch.)/Sr. GM (Pers.), GM (Estt.), GM(FP) and GM (SR) BSNL C.O. New Delhi-110001.

No. AIBSNLEA/CHQ/AIC'13/ Dated:13.08.2013

NOTICE

11. It is hereby notified that the Pre-AIC Central Working Committee meeting of All India Bharat Sanchar Nigam Ltd Executives' Association will be held at Sapkal Knowledge Hub, Kalyani Hills, Anjeneri, Trambak Road, Nashik, Maharashtra on 09th November 2013 at 14.00 Hrs to transact the following business.

(i) Passing of the report of the General Secretary to be placed in the 4th AIC.

(ii) Passing of the Audited statements of Income & Expenditure of AIBSNLEA to be placed in the 4th AIC by the Financial Secretary.

(iii) Any other items with the permission of the Chair.

2. All the CWC Members / Circle Secretaries / Circle President / CHQ Office bearers/Advisors are requested to attend the meeting.

Copy endorsed to All the CWC Members / Circle Secretaries / Circle President / CHQ Office Bearers/ Advisors/ Branch Secretaries, AIBSNLEA, All the CGMs / SSA Heads / Local Heads of Units with the request to grant Special Casual Leave, as admissible as per rules, to the participants, The CMD BSNL, Director (HR/EB/CM/CFA/Fin.), BSNL Board,

New Delhi-110001 and The PGM (BW/EW/Arch.)/Sr. GM (Pers.), GM (Estt.), GM(FP) and GM (SR) BSNL C.O. New Delhi-110001.

No. AIBSNLEA/CHQ/AIC'08

Dated 13.08.2013

12. Benefit of merger of 50% DA effectively amounting to 78.2 % for the purpose of fitment w.e.f. 10.06.2013 to JTOs of 2005 Batch who joined after 01.01.2007

Ref: (1) BSNL Corp. Office letter no. 1-50/2008-PAT (BSNL) dtd. 10th Jun.'2013

(2) BSNL Corp. Office letter no. 1-14/2009-PAT (BSNL) dtd. 16th Apr.'2010

(3) BSNL Corp. Office letter no. 1-50/2008-PAT (BSNL) dtd. 05th Mar.'2009

We would like to invite your kind attention that BSNL vide its memo no. (1) under reference (copy enclosed) has allowed the benefit of merger of 50% DA effectively amounting to 78.2 % for the purpose of fitment w.e.f. 10.06.2013. Which means that pay of the employees will be re-fixed considering 78.2% IDA merger from 1.1.2007 instead of 68.8% IDA merger as was done earlier and then their pay will be drawn actually as per the new fixation from 10.06.2013.

However same has not been extended to JTOs of 2005 batch in Rajasthan Telecom Circle who joined after 01.01.2007 while BSNL vide memo no. (2) under reference (copy enclosed) has already been approved that the pay of all the JTOs of 2005 batch who joined after 01.01.2007 may be fixed on the same basic pay as a special case in order to remove the disparity of pay between those JTOs of 2005 batch who joined before 01.01.2007 and those who joined after 01.01.2007. It was also conveyed that terms and conditions as contained in BSNL office order no. 1-50/2008-PAT (BSNL) dtd. 05th Mar.'2009 (ref.3) regarding revision of scales of pay w.e.f. 01.0.2007 for Board level and below Board level executives of BSNL will continue to be applicable to all the JTOs of 2005 batch. It is therefore requested to kindly take suitable action for issuance of necessary clarification so that benefit of merger of 50% DA effectively amounting to 78.2 % for the purpose of fitment w.e.f. 10.06.2013 may be extended to all JTOs of 2005 Batch who joined after 01.01.2007 to remove the disparity between executives.

No. AIBSNLEA/CHQ/Dir(HR)/2013 Dated:12.08.2013

(Addressed to Shri A N Rai, Director (HR), BSNL Board, New Delhi-110001.)

BSNL /DOT ORDERS

1. Posting of Office Bearers of Executives' Associations in Sensitive Posts - Instructions regarding

The issue of posting of office bearers of Associations in sensitive posts has been engaging the attention of the Corporate Office for some time. This is necessitated for mitigating perception of possible one-upmanship by the office bearers of one Association towards members of other Associations, while holding such sensitive posts in the organization.

2. After deliberating the issue in detail and with due consideration of various administrative exigencies, it is suggested that, in general, the office bearers of Associations may be excluded from postings in HR/ Admn and Vigilance Wings except in circumstances which warrant otherwise in the overall interest of service and to be agreed by the Circle/SSA/Units Heads.

It is requested that while making transfer/postings, the above guidelines may be adhered to.

Copy endorsed to Sr. PPS to CMD, BSNL, Sr. PPS to Director(HR), BSNL Board, PGM(BW)/PGM(Elect.) IPGM(Arch.), BSNL Co., GM(Estt)/GM(PF), BSNL CO. and GSs, All Associations of Executives Employees

*Letter no. NIL Dated 5th Sept 2013
(Addressed to All CGMs, BSNL.)*

2. Collection of ACRs for promotion to DE(T)/AGM on regular basis for vacancy years 09-10 and 10-11 -regarding.

In continuation to the earlier letters of even number mentioned, it is to intimate that the process of collecting ACRs and setting-right the discrepancies found in ACRs for future STS regular promotions is under process in this office as a preparatory work. In this connection, it is requested that ACRs for the period mentioned in the annexures enclosed as A & B are required urgently. Further circle offices are requested to verify their record regarding 81 officers (Annexure-C) who come under "non traceable" category and to intimate their present status, whether the executive is working or had ever worked in their circle. If any of these officer is working in their circle, ACRs from 2004-05 to 2009-20 10 along with tabulation sheet duly checked and signed by the officer of the rank not below the DGM(Admn) may be furnished to this office immediately or else their names will be deleted from the zone of consideration.

2. The procedures regarding intimation of below bench mark gradings as per DoP&T OMs may be adhered as mentioned in earlier letters and a "Shown Certificate" in regard to below bench mark

grading in ACR(s) for the year 2008-09 may please be placed in ACRs and may be ensured that disclosure certificate for the year 09-10 is filled as mandatory."

It is again reiterated that one set of authentic copy of ACRs may be retained in circles for their use and the ACRs sent to DPC section will be returned only after completion of the prescribed task.

Letter No. 451-03/2010-11/1-Pers(DPC) Dated 2nd September,2013

Addressed to All Heads of Telecom. Circles & other Administrative units of BSNL

3. Departmental qualifying examination for promotion of JTO (Arch) to the grade of SDE(Arch)/ AE(Arch) through LDCE - Circulation of Syllabus/ scheme regarding.

The following modifications in the scheme of written examination for LDCE for promotion to the grade of SDE(Arch)/ AE (Arch) circulated vide this office letter of even No. dated 07.01.2008 are hereby made.

Minimum passing marks	Existing	Modified
Paper - I (Objective)	50% in each paper - OC	40% in each paper and 45% in aggregate - OC
Paper - II (Subjective)	45% in each paper - SC/ST	35% in each paper and 40% in aggregate - SC/ST

Negative marking shall be done for incorrect answers in paper-I

All other terms and conditions shall remain unchanged and letter may please be given wide publicity.

This issued with the approval of the Competent authority.

Copy endorsed to Sr. GM (Pers) / Sr. GM (Rectt.) / GM (Estt.) BSNL Corporate Office, All / Unions / Associations and Intranet portal.

No.106-20/2007-Arch / 169 dated 26.08.2013

(Addressed to All the Heads of Telecom Circles, All the Heads of Telecom Projects, All the Heads of Telecom Regions, All the Chief Architects, Bharat Sanchar Nigam Limited.)

4. Holding of Limited Departmental Competitive Examination (LDCE) for promotion to the Grade of Sub-Divisional Engineer (Civil) under 33% quota to be held on 15-12-2013.

It has been decided to hold the LDCE for promotion to the post of SDE(C) under 33% quota on 15-12-

2013 (Sunday) as per the provisions of Recruitment Rules of Sub Divisional Engineer (Civil) No. 20-24/2001-Pers II dated 28-2-2002 and as amended from time to time.

2.(a) The examination will be conducted as per scheme and syllabus of the examination circulated vide BW Unit, BSNL C.O. letter No. LDCE/AD(BW-II)/05/Pt dated 12.01.2011 read with letter No.LDCE/AD(BW-II)/05/Pt dated 21-08-2013. The examination will be based on OMR pattern. (b) Any doubt regarding eligibility for admission to the examination, syllabus etc. may kindly be addressed to DGM(BW-I), % PGM(BW), BSNL CO, Telegraph Office Building, Kashmiri gate, Delhi-II0006.

3(a). The detailed time-table of the examination is given below:-

Sl. No.	Paper No.	Subject	Maximum Marks	Day & Date	Time(IST)
1	I	Civil Engineering (Objective Type)	100	15-12-2013 (Sunday)	10.00 AM to 01.00 PM
2	II	Civil Engineering (Objective Type)	100		02.00 PM to 05.00 PM

(b) The officials who are eligible in accordance with the eligibility conditions as referred above and who desire to appear in the exam should submit application in the prescribed pro-forma (Annexure). (c) The question papers for paper-I and Paper-II would be arranged centrally by Rectt. Cell, BSNL CO, New Delhi. The evaluation of Paper-I & II will be OMR (Optical Mark Reader) based and as such each question will have multiple choices for answer. Only one answer which is the most appropriate has to be selected by the candidate, who should darken the relevant bubble in OMR sheet with a black ball point pen. In case of wrong answer, 25% marks of that question will be deducted and as such the candidates are advised not to resort to arbitrary selection of answer. In case the candidates darken more than one bubble, it will be treated as wrong answer and 25% marks of that question will be deducted and as such, the candidates should darken only one relevant bubble.

4. The examination shall be conducted strictly in accordance with the rules laid down in Appendix No.37 of P&T Manual Vol. IV (Fifth Edition) and instructions issued from time to time. The Heads of Circles will be responsible for actual conduct of the examination including in respect of candidates permitted to appear by the Heads of other Administrative Units situated within their territorial jurisdiction. The examination will be conducted by the Heads of Territorial Circles including NTR, New

Delhi, Chennai Telephone Distt. and Kolkota Telephone Distt. and will be held at such Centers as may be fixed by them on the said date.

4.1 Eligible executives on deputation to other organization either in India or abroad shall be informed of the said examination by the Circles etc. on whose strength they were working before deputation to their present organization. The examination shall be conducted in India only.

5. The eligible candidates may be advised to submit their application in the annexed pro-forma through proper channel to DGM (Admn), % CGMT concerned under whose jurisdiction they are working. The last date for receipt of filled in applications is 23-09-2013. Applications received after 23-09-2013 should not be entertained.

6. The Heads of Circles are requested to intimate to the AGM (DE-II), BSNL, Room No. 223, Eastern Court, Janpath, New Delhi-110001 the following information positively by 07.10.2013 in each centre.

- Name of examination Centre.
- Name, designation & complete Postal Address/ Fax/Telephone Number/ Mobile Number of Exam. Coordinators and Supervising Officers.
- List of eligible candidates
- A 'Nil' report may be furnished in case there is no eligible candidate in the Circle.

7. If the information sought for in para 6 (c) above is not furnished to this office by any Circle within the stipulated period, the information in respect of said circle shall be treated as NIL and no question paper shall be supplied to the said Circle.

9. This letter may please be given wide publicity and receipt of this letter may please be acknowledged.
10. Hindi version will follow

Copy endorsed to Sr. PPS to Director (HR), PGM(BW), BSNL C.O., General Secretary, SNENAIBSNLEA, CLO SCT Cell, BSNL CO., OL Section, BSNL CO, for providing Hindi version, Notice Board, Guard file.

NO.30-2/2013-DE Dated: 26th August, 2013.
(Addressed To All Heads of Telecom Circles, BSNL, Heads of Telephones Distt., BSNL, Chennai/Kolkata, Chief General Manager, Maintenance, NTR, BSNL, New Delhi.)

5-A. Filling up backlog vacancies reserved for SCs /OBCs

Kindly refer to this office letter No. 45-1/2008-SCT/463 dated 17.07.2013 on the subject cited above. In this connection, it may be stated that the information to filling up backlog vacancies reserved for SCs /

STs and OBCs is not received and due to non availability of report this office is unable to apprise DOP&T through Department of Telecom.

It is, therefore, requested to take necessary action plan for filling up back log vacancies of SCs / STs / OBCs, furnish the requisite information and valuable suggestions pertaining to your Circle / Branch to this office by 31.08.2013 positively for onward transmission to the DOP&T through Department of Telecom.

Copy endorsed to DGM (Pers) / (Estt.), BSNL CO, New Delhi, BSNL Intranet Portal and Guard file.
*No.106-20/2007-Arch / 169 dated 26.08.2013.
(Addressed to All the Heads of Telecom Circles, All the Heads of Telecom Projects, All the Heads of Telecom Regions, All the Chief Architects, Bharat Sanchar Nigam Limited.)*

5-B. Filling up backlog vacancies reserved for SCs/ STs/OBCs.

Ref:- CLO(SCT), C.O, New Delhi ltr no. 45-1/2008-SCT/463 dtd 17.07.2013.

With reference to the above subject the following steps are being adopted by the Circle regarding filling of backlog vacancies of reserved for SC/ST/OBC is concerned.

1. Conducting Special Recruitment Drive as per the instructions of Corporate Office, New Delhi.
2. Conducting pre-recruitment training for SC/ST candidates.
3. Providing relaxations as per the guidelines of Corporate Office, New Delhi
4. Carrying out review of result of SC/ST candidates as per the guidelines of Corporate Office, New Delhi.

This is for your information and necessary action, please.

Copy endorsed to DGM, (S&M&LO-SCT) O/ oCGMT.BG-8 w.r.t. his note no. SCT/SC/ST/OBCs/ Recruitment Drive/08/09/kw dtd. 20.07.2013., for information and n/a please.

No.R&E/1-15/SC/ST/Dlgs/III/43Dtd at Bg- 8 26.7.13

6. Promotion of JTO(TF) to SDE(TF) under seniority quota- reg. furnishing ACRs

Kindly refer to this office letter No. even dated 22.05.2013 wherein circles were requested to furnish the Screening Committee Report in the prescribed Performa including ACRs grading of the eligible JTOs and other relevant details as contained therein for taking up the promotion activity to SDE (TF) grade under seniority quota. The report in this regard has been received from TF Kolkata only and from other two circles it is still awaited.

Further it was also instructed in the aforesaid letter that ACRs for the prescribed period along with current vigilance status may be kept ready at respective circles so that the some may be dispatched to this office at a short notice as and when asked for. Accordingly, it has now been decided to call for ACRs via clearance.

Hence it is requested to depute some official to furnish Screening committee report (for TF Jabalpur and Mumbai as still awaited) along with ACRs of the eligible candidates whose names are appearing in the eligibility list along with their current vigilance status in the prescribed proforma to this office positively by 02.09.2013.

This issues with the approval of the Competent Authority.

*NO. 2-16/2007-Pers.II (DPC) –Pt. Dtd 23.8.2013
(Addressed to The Chief General Manager, Telecom Factory Circles, Bharat Sanchar Nigam Limited, JABALPUR/KOLKATTA/MUMBAI.)*

7. Executive Promotion Policy [EPP]: Clarification regarding applicability of 'Mandatory Training' in subsequent time bound up gradation when it was exempted in previous up gradation.

This office has received references from field units seeking clarification on the applicability of mandatory training for a subsequent time bound scale up gradation when this training was exempted in previous time bound up gradation due to nearness of retirement [two years.]

Specifically, cases have been noticed where the first time bound up gradation was delayed due to provisional E-1/E-2 scales after 2nd PRC (i.e. 01.01.2007 onwards) and a general guideline was issued to grant 1st up gradation to these executives after 6 years (maximum period for 1st TBP) vide BSNL CO order no. 400-61 /2004-Pers.I(Part-I) dated 08.04.2010. Some of these executives were nearing their retirement (. two years) and were granted exemption from mandatory training as per rules. Later, this order was withdrawn and executives were allowed 1st TBP with attendant conditions of EPP i.e. flexibility of 4-6 years was restored, vide BSNL CO order no. 400-61/2004-Pers.I(pt.I) dated 18.3.2011. The second order necessitated pre-dating of date of 1st TBP for some of these executives who touched next higher scale before 6 years and also became eligible for 2nd TBP during their service. The grant of 2nd TBP is incumbent on the completion of mandatory training attached with the 1st TBP. Since, the executive was exempted from mandatory training after his 1st TBP due to his

nearness to retirement, the requirement of mandatory training for considering his subsequent TBP, if due, shall be deemed a exempted.

This issues with the approval of the Competent Authority.

Copy endorsed to The PPS to CMD, BSNL/ all Directors/all EDs, BSNL C.O., New Delhi, The CVO/ PGM/ GM (Pers.) / Estt/Tr g. / EF I FP / BW/ Elect. / Arch. /TF, BSNL C. O., The CGM, NTR, w.r.t. 1.n.7-2/ 2011 -Estt/Up.../62, dt. 01-04-2013, The AGM(Pers.III Pers.IV Pers.V/CSS), BSNL C.O., All DMs(PersI/Admn.I/III CSS/L&A/Paybill/ Cash/ Pension, BSNL C.O., The Rajbhasha Adhikari, BSNL C.O. for Hindi version and Spare copy/Order Bundle.

No. 400-175/2004-Pers.I(pt.I) Dtd: August 19,2013 (All Heads of Telecom Circles/Metro Districts/ Maintenance Regions/Projects/ Stores/ BRBRAITT/ ALTTC and All other Administrative Units, Bharat Sanchar Nigam Limited.)

8.Benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10.06.2013.

I am directed to refer to your letter No. 40-13/2013-Pen(T) dated 28.06.2013 on the above mentioned subject and to send herewith the point-wise information as under:-

(i) In pursuance of Presidential Directives issued vide DOT letter dated 27.02.2009 issued in terms of DFE OM dated 26.11.2008 IDA pay of the Executives & Non-executives was revised vide BSNL CO Order dated 5.3.2009 (Annexure-I) and 7.5.2010 (Annexure-II) respectively. Therein, a uniform fitment benefit @ 30% on basic pay + DA @ 68.8% as on 01.01.2007 was allowed to all employees. A sample pay fixation is illustrated below.

Pre-revised IDA Pay Scale	Pre-revised IDA Pay as on 01.01.2007	Revised IDA Pay scale	Revised Pay as on 01.01.2007
Rs. 7100-200-10100	7900/-	Rs 13600-25420/-	$= (7900 + DA @ 68.8\%)*1.3$ $= (7900 + 5435)*1.3$ $= 17340$ (rounded to next 10)
Rs 13000-350-18250/-	14400	Rs 24900-50500/-	$= (14400 + DA @ 68.8\%)*1.3$ $= (14400 + 9907)*1.3$ $= 31600$ (rounded to next 10)

In terms of DPE vide OM dated 2.4.2009, allowing benefit of merger of 50% DA with Basic Pay w.e.f. 01.01.2007, effectively amounting to 78.2%, for the purpose of fitment, a proposal with the approval of BSNL Board, wherein it was proposed to extend the said benefit to the BSNL employees w.e.f the date of approval of the competent authority and the payment of arrears to be considered

after the Company's operation become profitable, was sent to DoT vide BSNL letter dated 10.09.2012.

DoT vide letter dated 10.6.2013 approved the proposal of BSNL and in partial modification of its earlier letter dated 27.02.2009, the benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 for the purpose of fitment in respect of the Board level Executives; and Non-unionized supervisors and Non-executives of BSNL has been allowed w.e.f the date of issue of DoT letter dated 10.06.2013. However, it is mentioned in DoT letter dated 10.06.2013 that no arrears will be paid and the revised fitment on the basis of DPE OM dated 02.04.2009 will be paid with prospective effect only.

Accordingly, BSNL has issued orders for extending the benefit of merger of 50% DA w.e.f. 1.1.2007 effectively amounting to 78.2% for the purpose of fitment in respect of Board level and below Board level Executives and Non-executives of BSNL with effect from the date of issue of Presidential Directives i.e. 10.6.2013 (Annexure-III). Accordingly, the pay fixation with fitment benefit @ 30% on Basic pay+DA @ 78.2% as on 01.01.2007 with prospective effect from 10.06.2013. The sample pay fixation as illustrated under para 2(i) shall be revised as below:

Pre-revised IDA Pay Scale	Pre-revised IDA Pay as on 01.01.2007	Revised IDA Pay scale	Revised Pay as on 01.01.2007
Rs. 7100-200-10100	7900/-	Rs 13600-25420/-	$= (7900 + DA @ 78.2\%)*1.3$ $= (7900 + 6178)*1.3$ $= 18310$ (rounded to next 10)
Rs 13000-350-18250/-	14400	Rs 24900-50500/-	$= (14400 + DA @ 78.2\%)*1.3$ $= (14400 + 11261)*1.3$ $= 33360$ (rounded to next 10)

All the allowances like HRA, compensatory allowances, other BSNL specific allowances etc. are continued to be paid on the revised basic pay fixed by applying fitment benefit @ 30% on the basic pay+DA@68.8%w.e.f. 27.02.2009

(i) The referred orders have been implemented in reference of absorbed BSNL employees as on 10.06.2013 only. Since the orders are effective only from this date, the issue of pay revision, notional or otherwise, of those employees who retired between 01.01.2007 and 09.06.2013 does not arise.

No. 7-19/2012- PAT(BSNL) Dated 08.08.2013 (Addressed to Sh. K.S. Dahiya, Under Secretary to GOI, Dept. of Telecommunications, Pension Section, Sanchar Bhawan, 20 Ashok Road, New Delhi- 110001.)

CHQ OFFICE BEARERS VISITS

Special Meeting conducted by AIBSNLEA STR, Branch TN Circle in O/o The CGM, STR Maintenance at Guindy, Chennai on 02.09.2013:

A special Meeting was organized in STR, Chennai Branch on 02-09-2013 afternoon. The visit of Com.Prahladrai, Our beloved GS, CHQ, New Delhi to Chennai was well utilized by the Comrades of STR Branch. The meeting in which way it was arranged showed the growing strength of our Branch Association in STR wing. For the last one month the Comrades under the guidance of Com.Sivakumar, Our CP who is working in this office and Com.Veerapandian, the CS, have been planning to conduct this meeting in a quite different manner. In Chennai for the first time Flag Mast was erected on the permanent base with the graphite stone centrally fixed and engraved with the names of our leading Comrades who develop this Branch as a strong and guiding organization. The foundation stone was unveiled by Com.Prahlad Rai and the flag was hoisted jointly by Com.Ponnusamy, DGM (F), our Branch President, Com. Prahlad Rai, GS and Veerapandian, our CS amidst thundering slogans upholding our AIBSNLEA and our leadership. It is really appreciable that members and leaders of all Associations and Unions attended the Meeting. It reflected the approach and attitude of our Comrades which help maintain better relations with all Organisations.

Com.Ganesh, the BS, Com.Madhu the FS of the Branch worked hard for the grand success of the meeting. Com.Ponnusamy, DGM (F) presided over the meeting. Com.Ganesh, welcomed the gathering. Sweets were distributed. Before the commencement of the meeting Com.Prahlad Rai met the CGM, STR, Chennai with the CS, CP and the Branch Secretary. Though the purpose is just for a courtesy call, the CGM expressed the concern over the present position of the BSNL. The retention cases our GS represented were settled and the CGM was more helpful in resolving this issue. Our GS committed to extend our unconditional co-operation to the administration in the efforts taken for the survival of the BSNL. Com.VKP, Advisor, CHQ from Madurai, Com.Durai, ACS, Com.Ravi, ACS from Dharmapuri

attended and addressed the meeting. Com.VKP narrated the pay fixation case of DR JAOs/JTOs which is being pushed exclusively by AIBSNLEA and the pending issue on extension of option beyond 07-05-2010 to avoid heavy pay loss to those JAOs/JTOs promoted and posted after 07-05-2010.

Com.Durai explained the recent developments in all DPCs to be conducted and the difference in approach and attitude between our Association and others. The efforts taken in building unity among all Associations and Unions to fight out against the policies of the management and to settle long pending issues like 78.2% IDA fitment were recollected. Com.Sivakumar, CP spoke sharply on the achievements of AIBSNLEA and the tireless efforts taken by our GS in resolving the issues of all Executive Cadres. Com.Veerapandian, the CS talked about the actions taken by AIBSNLEA to settle the Pensioners' issue on 78.2% IDA fitment. The purpose of announcing the membership verification by the management was flayed and the necessity of building unity among us at this critical juncture was pointed out.

Com.Ponnusamy DGM (F) and the Branch President was honoured by our GS and presented shawl as a token of respect and in lieu of his superannuation in this month. His service and involvement which help build our Branch strongly was appreciated by the CS and the GS. Com.Ravi, ACS spoke about the importance of developing our AIBSNLEA in STR wing and the settlement of individual Cases. Com.GS was shawled by Com.Ganesh.

Com. Prahlad Rai, our GS in his elaborated speech covered all the cadre issues settled in the past and the present condition of some important issues like JTO/JAO to SDE/AO, DE/CAO to DGMs DPCs, Regularization of Officiating JTOs, Option for Pay fixation of those who have been promoted on or after 07-05-2010, Extension of 78.2% IDA Fitment Benefit to those retired between 01.01.2007 to 10.06.2013 and about the policies posing the threat to the Financial viability

of BSNL. On membership verification, he told that the proposal for check off system put forth by the management cannot be accepted. The system of Secret Ballot adopted as in the case of verification of Non-Executive Unions has to be extended to the verification of Executives also. He pointed out the essential and important role played by the Maintenance wings particularly by our STR, Chennai. He appreciated the pioneering role and the task of our Executives for the successful implementation of the ERP project in STR. The importance of continuous connectivity through OFC network in maintaining and giving efficient service both in CFA and CM planes was remarkable, he added.

The efforts taken by our CHQ to conduct DPCs for the promotion of 400 DEs to DGMs, 1671 SDE to DE, 200 CAO to DGM (Finance), DEs Adhoc to DEs Regular were explained. There are about 1000 vacancies in AO cadre. The hurdles put forth in the Honorable Chandigarh Court were removed. Within a period of two months the AO DPC will be finalized. External JAOs 200, DR. JAOs 300 and departmental Promotees as JAOs 500 will be covered in this AO DPC. Already about 2300 posts of SDEs were filled through LDCE. In the cadre of SDE Still about 4000 SDEs posts are to be filled through Seniority cum Fitness Quota. But due to court cases the DPC is badly delayed. For CAO (ad hoc) to CAO Regular VCRs were already called for. Within 15 days all the VCRs are expected to be received by Corporate Office and DPC will be completed thereafter to fill up the 272 vacancies of CAO Regular. The ITS absorption issue is now shifted and it is fought jointly by all Unions and Associations through court of law. We filed case against ITS Officers jointly with BSNLEU and SNEA.

Out of 5200 STS posts of Engineering it was now agreed to earmark 1000 STS post for filling up through MT Quota. The remaining 4200 posts of STS (Engg) will be filled up through Seniority-cum-Fitness Quota on Regular Basis. In future all the STS posts will be filled up only on Regular basis. This will be made applicable to Finance and other wings also. The era of ADHOCISM has come to an end. This will pave the way for youngsters and the seniors to become upto SG JAG grade without

any mutual conflict. This is a major achievement of our Executives' Associations.

In respect of CPSU Cadre Hierarchy we are able to arrive at a consensus among all Executive Associations and a common Draft will be submitted to the Committee. We are not against the youngsters getting quicker promotion by appearing in the Competitive Examinations. We strive hard to get PPS and Senior PPS posts to PSs. The management is so far not accepting and emphasizing for the Restructure of PA Cadres. On Financial viability of BSNL the GS has given detailed information including recent developments. For the consecutive four financial years our BSNL is incurring Loss. During the last financial year we could be able to reduce the loss to the tune of 600 crores. Since the Inflow of cash into BSNL is drastically reduced and even the payment of salary will become difficult every month. The Govt. has not fulfilled its commitment in refunding the spectrum charges levied from BSNL but collected the interest to the tune of Rs. 12000 Crores for the virtual Loan of Rs. 7500 Crores. The proposal of the management of Disinvestment and VRS could not be accepted since the same proposals implemented have not borne any benefit. He appealed all to work hard unitedly despite all constraints for the betterment of BSNL. He thanked wholeheartedly the STR Branch Comrades for having arranged such a nice meeting here for the first time. The participation of lady comrades in large numbers is really commendable in STR. The settlement of transfer and posting issues in respect of Engineering and Accounts wing of STR done by our Association today has broken the hurdles and inspired all Executives beyond their loyalty.

Com.Thangam finally thanked all participants for their co-operation extended which helped the success of the meeting and the GS in particular and the other leaders for the valuable contributions. Special meeting at Salem on 01.09.2013: Com. GS, Advisor CHQ Com. VKP and Circle President MH Circle Com. Mohire attended and addressed the Special meeting at Salem on 01.09.2013 of our TN Circle. Our Comrades from all SSAs and other Circles participated the meeting. Our Tamilnadu Circle conducted a Special Conference on 01.09.2013 at Salem. The arrangement was

done in a grand manner by the Salem SSA Branch under the guidance of Com. Govindarajan, CWC Member and Com. Sunder, President of the Branch. Com. Shanmugasundaram the Branch Secretary organized the members fully. From all SSA Branches, our office bearers and members attended the meeting. The Meeting was presided over by Com. Sivakumar, CP. Com. Shanmugasundaram, BS welcomed the gathering. Com. Sivakumar, CP, Com. Durai, ACS, Com. Ravi, ACS addressed the meeting.

While Com. Sivakumar addressed, he recorded the pivotal role played by our General Secretary in achieving the 78.2% IDA fitment and opening the way for the settlement of regularization of the officiating JTOs. The entire mass of the conference gave a standing ovation in token of affection towards our GS and in lieu of appreciation of the role he played in the settlement above issues. Com. Mohire, the Circle President of MH Circle mentioned that the policy taken by the BSNL C.O. in respect of attending to the faulty cards pertaining to CMTS switches leads to dislocation of services and BSNL is earning bad name on account of this. The assignment already given to ITI Bangalore in the name of AMC was reported to have been withdrawn. We demand that the AMC has to be renewed.

Com. VKP Advisor CHQ spoke in length about the achievements of AIBSNLEA and our GS done in the past 7 years. He highlighted settlement of issues such as 30% pay fitment Benefit, Implementation of Executive Promotion Policy, Regularization of Adhoc Service for the purpose of granting 2nd Financial Upgradation, Concessional Mobile facility, Concessional Broadband facility, Replacement of Mandatory training to online training. He further highlighted the latest position on the issue of option to those who have been promoted on or after 07-05-2010 by citing relevant orders and so on.

Com. Prahlad Rai, our GS in his elaborated speech covered all the cadre issues settled in the past and the present condition of some important issues like JTO/JAO to SDE/AO DPCs, SDE/AO to DE/CAO DPCs, DE/CAO to DGM(T)/DGM(F) DPCs and equivalent cadres DPCs, Regularization of Officiating JTOs, Option for Pay fixation of those who have been promoted on or after 07-05-2010, Extension of 78.2% IDA Fitment

Benefit to those retired between 01-01-2007 to 10.06.2013 and about the wrong policies of the Govt. posing the threat to the Financial viability of BSNL. On membership verification, he told that the proposal for check off system put forth by the management cannot be accepted. The system of Secret Ballot adopted as in the case of verification of Non-Executive Unions has to be extended to the verification of Executives also. The efforts taken by our CHQ to conduct DPCs for the promotion of 400 DEs to DGMs, 1671 SDE to DE, 24 to CAO to DGM (Finance), DEs Adhoc to DEs Regular were explained. There are about 1000 vacancies in AO cadre. The hurdles put forth in the Honourable Chandigarh Court has been removed. Within a period of two months the AO DPC will be finalized and the orders will be released. (External JAOs 200, DR. JAOs 300 and Promotee JAOs 500 will be covered in this AO DPC). Already about 2300 posts of SDEs(T) were filled up through LDCE quota. In the cadre of SDE(T) still about 4000 SDEs posts are to be filled through Seniority cum Fitness Quota. But due to court cases the DPC is badly delayed. For CAO (ad hoc) to CAO Regular VCRs were already called for. Within 15 days all the VCRs are expected to be received by Corporate Office and DPC will be completed thereafter to fill up the 272 vacancies of CAO Regular. The ITS absorption issue is now shifted and it is fought jointly by all Unions and Associations through court of law. We filed case against ITS Officers jointly with BSNLEU and SNEA(I). Regarding Civil, Electrical and Architectural Wings, our consistent efforts gave fruitful results and according to which it was agreed to amend the Recruitment Rules so that the SDEs having Diploma Qualifications will be considered for the promotion of EEs of the respective Wings. Out of 5200 STS posts of Engineering it was now agreed to earmark 1000 STS post for filling up through MT Quota. The remaining 4200 posts of STS (Engg.) will be filled up through Seniority Cum Fitness Quota on Regular Basis. In future all the STS posts will be filled up only on Regular basis. This will be made applicable to Finance and other wings also.

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On Financial viability of BSNL, GS has given detailed information including recent developments. For the consecutive four Financial years our BSNL is incurring Loss. During the last financial year we could be able to reduce the loss to the tune of 600 crores. (From 8800 crores to 8200 crores) since the Cash Flow into BSNL is drastically reduced even the payment of salary will become difficult every month. The basic materials required like UG Cables, Drop Wire, Instruments and Modems for the expansion of CFA and CM network could not be sufficiently supplied by the Management. It affects the growth and subsequent revenue increase. We are persuading the management to explore the possibilities for supplying those materials without any break. The Materials kept idle and lying waste in our premises and go-downs may be scrapped or reused. The performance of Tamilnadu Circle is comparatively better and we should see that our resources are drained. The Govt. has not fulfilled its commitment in refunding the spectrum charges levied on BSNL but collected the interest to the tune of Rs. 12000 Crores for the Notional Loan of Rs. 7500 Crores which was not all paid at the time formation of BSNL. The proposals of the Govt. i.e. 30% disinvestment and VRS on the basis of Sampitroda Committee recommendations could not be accepted since the same proposals implemented have not borne any benefit.

He appealed all to work hard unitedly despite all constraints for the betterment of BSNL. He thanked wholeheartedly the Tamilnadu Circle and Salem SSA Comrades for having arranged such a nice meetings within a very short span of time and requested to strengthen our Organisation in Tamilnadu so that we have to win in the Membership Verification and be recognized as the single largest Executive Association in BSNL. With the vote of thanks given by Com. Sundar the meeting came to an end. This meeting will definitely have impressed and will last long in the memory of our Comrades.

4th Circle Conference of AIBSNLEA, CALCUTTA TELEPHONES CIRCLE on 19th & 20th August 2013 :

The 4th Circle Conference of AIBSNLEA, CALCUTTA TELEPHONES CIRCLE was held at TAPAN THEATRE near Holy Kalighat Kalimata Mandir Kolkata on 19th & 20th August 2013 in a befitting manner in presence of Com. P. Venugopal President/CHQ, Com. Prahlad Rai GS/CHQ, Com. Manas Roy V.P/CHQ, Com. G.R. Sharma AGS(FINANCE)/CHQ Com. Amit Gupta OS(east)/CHQ.

First Association flag was hosted by Circle President Com. Tapan Das. After giving inaugural speech by the President all delegates assembled in the hall with the slogan MARCH ON MARCH ON AIBSNLEA MARCH ON.

Welcome address also given by the President and there after one minute silence was observed to pay the homage to our departed members and colleagues who had left us forever within this tenure period.

All 8 Branch Secretaries placed their organisational report and quota paid etc and Circle Secretary sum up the points. Then Com. Prasun Kumar Mukhopadhyay C/S placed the Circle Secretary report.

In this report C/S explained all points regarding Organisation, membership & quota, journal, website. Executive Diary and acute problems like pending vigilance cases of CTD, AO transfer case All DPC, JAO option case, Job contract problem of CTD with all other pending HR issues etc. but the report emphasised particularly for the viability of BSNL. Many members from all branches took part in the discussion and there after the report was adopted unanimously by the house. After Lunch next session was the OPEN SESSION. Open Session was started with a small cultural function by our members. Shri Goutam Chakraborty CGM/CTD was the Chief Guest. The hall was jam packed and in spite of heavy rain about 500 members from all nook and corners of KTD attended the meeting. After felicitations to Chief Guest, other dignitaries and all CHQ office bearers, the Key note address was placed by the C/S. This was mainly tuned for the development of Calcutta Telephones and our suggestions for the Viability of BSNL only. Circle Secretaries of

other sister unions and associations first greeted our conference with their opinions. Com. P. Venugopal & Com Amit Gupta called all our members to rise in the occasion and work for the betterment of BSNL. Com. Prahlad Rai in his elaborate speech explained how our department is sinking day by day due to the wrong policy of the administrative ministry and pointed the way of survival but the non co-operation from our department. He also explained some HR issues on request like offg. JTO CASE, JAO Pt.II exam. AD/OL Upgradation.PA/PS problem, JAO 2010batch option case, non-implementation of 78.2% IDA for pensioners etc Shri Goutam Chakraborty CGM/CTD expressed his deep concern for the worst performance of metro district like Kolkata. The mobile connection is now even less than the landline connection. What other Circle can do by this infrastructure and why our Circles failed to achieve the same. Still he called all executives to come forward for changing the condition of this Circle. Circle President gave the vote of thanks. Circle Secretaries of sister unions Shri Dilip Saha SNEA, Shri Saibal Sengupta BSNLEU, Shri Dipak Sahu AIGETOA, Shri Manabendra Saha TEU have also graced the occasion with their presence and deliberations. Meeting ended with the National Anthem.

The 2nd day was started with the placement and adoption of F/S report. Thereafter an interactive session started with GS and President CHQ .They answered all the questions raised by the delegates regarding AO Transfer, AAO upgradation. PA/PS Residency period, JTO(offg) regularisation, long pending vigilance cases SDE seniority quota, role Of CCA section, continuation of officiating promotion etc.

Com P. Venugopal, Com G.R. Sharma and Com. Amit gupta deliberated in the delegate session. Few resolutions were passed by the house. The new committee for next two years was formed unanimously with COM. TRIDIP KUMAR CHAKRABORTY AO/CTD(09433000488), COM. PRASUN KUMAR MUKHOPADHYAY DE/CTD(09432000184), and COM. MALAY BHATTACHARYA. JAO/CTD(09432001751) as CIRCLE PRESIDENT ,CIRCLE SECRETARY and CIRCLE FINANCIAL SECRETARY respectively.

Brief report on 4th Circle Conference of West Bengal Circle held on 16/08/2013 to18/08/2013 at Burdwan: 4th Circle conference of West Bengal Telecom Circle was held from 16.08.13 to 18.08.13 at Shibam House, Burdwan. Delegates from all parts of West Bengal attended the conference. Com. P. Venugopal, President, Com. Prahlad Rai, G.S. and Com. G.R. Sharma, AGS (F) attended the conference. They addressed the delegates and highlighted on various cadre related issues and their present status. They also highlighted all the aspects on the viability and growth of BSNL.

Open Session was organized on 17.08.13 at Shibam House, Burdwan .CGM/WBTC, CGM/CTD, Sr.GM, Asansol, and Leaders of various Associations & Unions addressed the Open Session. Com. President, Com. GS & Com. AGS (F) CHQ addressed the huge gathering in Open Session on various issues pertaining to the Viability and Development of BSNL. Com. GS also emphasized the need to realize the reality and take all possible steps for the growth of BSNL as well as for Customer Satisfaction and left no stone unturned to increase the subscriber base, for the survival of BSNL.

Following distinguished guests were present at Open Session, Shri P. Venugopal, President CHQ, Shri Manas Kr. Roy, Vice President CHQ, Shri Prahlad Rai, General Secretary, Shri G.R. Sharma, AGS(F) CHQ, Shri Amit Kr. Gupta, Org. Secretary East Zone of AIBSNLEA CHQ, Shri Salil Kr. Bhaduri ,CGMT, WBTC, Shri Gautam Chakraborty,CGMT,CTD,ShriD. Chattopadhaya ,Sr. GM,Asansol SSA, Shri Prasun Mukherjee, CS, AIBSNLEA CTD ,Shri M.K.Das, Vice President, SNEA(I), WB State Br., Shri Manik Das, Vice President BSNLEU, WBTC, Smt. Chitra Basu, C/S NFTE, WBTC, Shri Narayan Saha, C/ S, FNTO, WBTC , Shri K. Mishra, Vice President AIGETOA, WBTC, & other Leaders of Various Associations & Unions. They shared their valuable views. Com Swapan Kumar Basu as President ,Com. Bijoy Krishna Bhattacharya as Circle Secretary and Com. Uttam Mandal as Finance Secretary were elected unanimously for the next term.

UNITED FORUM WRITES

Brief response to the draft views of the official side on the issue of introduction of Time Bound Functional Promotion/CPSU cadre hierarchy in BSNL.

Ref: BSNL Letter No: 4-5/2-11-Restg dated 01.07.2013

The Joint Committee comprising members from official side as well as from Association side has been constituted by the competent authority on 28.02.2012 with the following terms of reference:

i) To examine the introduction of CPSU cadre hierarchy viz-a-viz present set up.

ii) Due to non approval of E1A and E2A by government, to examine the introduction of E2 and E3 pay scales for JTOs and SDEs.

When the committee members from the official side insisted to give the proposal on implementation of CPSU cadre hierarchy from the Association side, all the three Associations jointly submitted its proposal on 12.10.2012. The main focus of the suggestions from the Association side was based on the following facts:

a) The terms and conditions of absorption in BSNL provided non post based Time Bound functional promotion from JTO/JAO and equivalent cadres upto SG JAG between 4 to 6 years of service. This is not implemented in BSNL so far.

b) This will end two tier promotion system, Time Bound Financial upgradation and post based functional promotion in BSNL.

c) The promotion will be delinked from existing seniority and more emphasis will be given on performance. That will automatically bring performance oriented career progression.

d) The entire seniority list in DOT/BSNL is challenged in different courts. BSNL is not in a position to give promotion to any cadre due to litigations.

e) By introduction of Time Bound functional promotion, career growth of the Executives will be taken care, which will definitely motivate the executives and automatically result in much more output. Further, a performance oriented promotion

scheme will be introduced in BSNL through which performers will be identified and rewarded in time. That will contribute towards the further growth of BSNL.

f) There are no additional financial implications on BSNL, rather there will be savings on implementations of Time Bound Functional promotion in terms of "double fixation". The Executives are benefitted by timely promotions also.

g) The middle management positions can be easily filled which will fill the vacuum in the middle management as on today.

Serious deliberations yet to take place in the Joint Committee on the proposal given by the Associations. On 19.02.2013, the official side made presentations regarding the promotion policies implemented in other CPSUs like NTPC, BHEL etc. It can be observed that in those CPSUs, much weightage is given for performance and experience. When official side has come out with some additional data, naturally it was expected further deliberations in the Jt committee. The UF repeatedly demanded for the same.

With regard to the observations of the official side, brief comment is submitted as follows which requires further detailed discussions in the Joint Committee:

i) Time bound financial upgradation implemented in BSNL w.e.f 01.10.2000. In terms of excellence in individuals performance, it is worth mention that no mechanism is introduced in BSNL to measure the individual performance even after 12 years eventhough the associations are repeatedly demanding for the same. Without introducing a mechanism and measuring it objectively, it is unfair to jump into the conclusion that "the individual performance is not improved".

ii) While demanding the implementation of Time Bound functional promotion as per the terms and conditions of the absorption, Associations strongly proposed the implementation of

performance driven promotion policy. Being that the fact, the observation of the official side that the Assns are “remaining silent on the all important aspect of performance” is unwarranted.

iii) The demand of Time Bound Functional promotion or CPSU cadre hierarchy is not a new demand, it is part of the terms and conditions for absorption in BSNL. Only the implementation is pending and the Jt Committee is supposed to deliberate on that aspect.

iv) The educational qualification of the executives for promotion from one grade to the next grade is already defined by TBP policy and BSNLMS RR. Further, it is also defined by the terms and conditions of absorption for the promotions upto SG JAG.

v) The bench mark for functional promotion is already stringent than that of Time Bound financial upgradations. The United Forum in its proposal suggested higher bench marks for Time Bound functional promotions considering the bench marks for the cadres like DE, DGM, GM, CGM etc in the BSNLMS R/R. When the bench mark for GM and CGM is “very good”, naturally the bench mark for lower cadre cannot be higher than that. The bench mark has to be lower for lower cadres.

vi) As per the terms and conditions of absorption, the promotion varies from 4 to 6 years. This provision of Time Bound Functional promotion has been incorporated in the terms and condition of absorption after careful study of the performance oriented promotion policies available in different CPSUs by the BSNL Management at that time. The Management took a conscious decision at the time of absorption to switch over to a performance oriented Time Bound Functional Promotion policy and decision became part of the terms and conditions of absorption. So the present committee has to deliberate the mechanism for its smooth implementation.

vii) BSNL Management sought the opinion of the Associations regarding change of designations. All the associations given its view and suggestions

during 2010 itself. The same has been circulated to the field units by the BSNL management on 14.01.2011. However the suggestion made by the Associations are not at all reflected in this letter. Further it has to be deliberated in the Joint Committee. On implementation of Time Bound Functional promotions, so many designations as suggested are not at all required in BSNL.

More importantly, the comments from the official side on the other important issue of implementation of the standard pay scale of E2 and E3 for JTO/JAOs and SDE/AOs are not at all reflected. So far, this issue has been deliberated in none of the meetings.

With the above submissions, it is requested to convene the Joint Committee meetings at the earliest to have fruitful deliberations on both the issues, which are terms and reference of the joint committee. It would be appropriate to mention here that the “Joint Kapoor Committee” referred in this letter constituted to frame BSNLMS RR convened 20 to 30 meetings before coming to a conclusion. This shows that Implementation of Time Bound Functional promotions or CPSU cadre hierarchy against existing promotion policies in BSNL requires detailed deliberations in the Joint Committee.

With regards,

-sd- -sd- -sd-
(K. Sebastin) (Prahlad Rai) (R. P. Shahu)
GS/SNEA(India)GS/AIBSNLEA GS/AIGETOA

Copy endorsed to Shri. A. N. Rai, DIR(HR), BSNL Board for information and n/a pl, Ms Madhu Arora, GM(Restg), BSNLCO for information and n/a pl, Shri R. K. Goyal, GM(Estt), BSNLCO for information and n/a pl.

Dated 05.09.2013
(Addressed to Shri M. C. Chaube, PGM (NWP-CFA), BSNLCO, Chairman, Joint Committee.)

STATUS OF COURT CASES

- SLP of BSNL against quashing of seniority list no 6 and 7 came up for hearing on 26.08.2013 in Hon'ble Supreme Court of India. In the interim order i.e. Record of proceedings, the Hon'ble Supreme Court mentioned that "If the impugned order is allowed to be implemented during the pendency of Special Leave Petitions and ultimately if the Special Leave Petitions succeed, in our view, in that situation, many complications may arise."
- 147 SDEs(LDCE Quota) Court case status: The case was listed for hearing on 23.08.2013 as Item No. 49 in Court 9 before Justice Nijjar and Justice Kalifulla at the Hon'ble Supreme Court of India.
Mr. P.S. Patwalia, Senior Advocate appeared on behalf of Respondent/Caveator No. 8. Mr. P.P. Rao, Senior Advocate appeared on behalf of the Petitioners. The Hon'ble Court was pleased to issue notice in the matter without any interim directions. As such, no stay has been granted by the Hon'ble Supreme Court on the Judgment dated 1.7.2013 passed by the High Court of Kerala. Notice was accepted for Respondent No. 8.

CIRCLE BRANCH NEWS

District Conference of the AIBSNLEA, Baripada branch was held on 24.07.2013 . Following office bearers were elected unanimously : President- Com. M.R. Hansda: District Secretary- Com. M.R. Soren: Financial Secretary- Com. H. Hembram

WEDDING BELLS

Sh. P. Venugopal, DGM(Fin.), BSNL Salem, TN Circle celebrated marriage of his son Sh. (Dr.) V. Prakash with Ms. (Dr.)V. Saranya on dated 01.09.2013

Payment of CHQ Quota

CHQ quota upto the month of October 2013, legal fund and other dues is to be sent to the CHQ Asstt. Financial Secretary, AIBSNLEA, Sh. P.C. Joshi, SDE(Elect) % CGM "NTR", Kidwai Bhawan, New Delhi-110001 [**Mobile No. 098-68101066**].

**ALL INDIA
BHARAT SANCHAR NIGAM LTD.
EXECUTIVE 'ASSOCIATION**

**Central Headquarters
New Delhi-110001**

No. AIBSNLEA/CHQ/AIC'13

Date- 13.09.2013

Dear Comrades,

We hereby announce holding of 4TH All India Conference of All India Bharat Sanchar Nigam Ltd Executives' Association at Nasik in Maharashtra from 10th to 12th November, 2013 for which Notice has been issued. The pre-AIC CWC Meeting will be held on 09.11.2013 for which Notice has also been issued separately.

2. The Circle Secretaries, CWC Members and the CHQ Office Bearers, Advisors are to reach Nashik Maharashtra on 09.11.2013 (Morning). But the Delegates are to reach only on 09.11.2013 (Evening). The Host Circle will provide accommodation for the Circle Secretaries/CWC Members/CHQ Office Bearers, Advisors with effect from 08.11.2013. But the delegates would be provided accommodation only with effect from 09.11.2013. There will be no deviation from this arrangement. The accommodation will be available only upto 12.00 Hrs of 13.11.2013. Any one desiring to reach earlier or leave later than the aforesaid dates will have to make his own arrangement.

3. Delegates shall be elected by the Branches in Branch GB Meeting by secret ballot system @ one delegate, per 30 paid members or part thereof. Circle Secretaries/ CWC Members and the CHQ Office Bearers will be the ex-officio delegates. The Branch Secretaries should also be the delegates from the respective Branches. CHQ quota paid from January, 2011 to Oct.-2013 will be taken into account for determining the paid membership strength. The Circles are to ensure that CWC Members from the Circles are strictly as per the requisite paid membership strength of the respective Circles (One CWC Member for each 300 paid membership).

4. Delegate Fee will be charged @ Rs. 1200 per delegate and to be handed over in advance to the Host Circle in Cash/DD immediate on their arrival at the venue. All Branches/Circles were already advised to collect Rs. 200.00 Legal Fund per member and remit the same to the Financial Secretary, CHQ. This may be expedited. All Branches/Circles are also requested to send the CHQ Quota and other arrears to the Financial Secretary, CHQ by 15.10.2013.

5. Advertisement Forms for the AIC Souvenir have already been dispatched by the Host Circle to all the Circle Secretaries for onward distribution among the Branches. Special drive may now be undertaken to collect as maximum number of advertisements as possible and send the same to the Host Circle. The Branches/Circles requiring more Advertisement Forms may contract the Host Circle over phone.

6. All the Branches are to invariably intimate the names of their delegates to the CHQ/Circle and the Host Circle by 3rd Nov.,2013.

7. Proposals for amendments in the Constitution of the Association should be sent to the CHQ so that the same is received not later than 15.10.2013.

8. The Branches/Circles may contact to Shri. V. P. Kulkarni, Circle Secretary, Maharashtra Circle [Telephone Nos. 0253-2313233(O), 0253-2317050(FAX), 0253-2236611 (R), Mobile No.-09422250300 and E-mail ID – aicnsk4@gmail.com] or Shri B.D. Gaikar, Branch Secretary, AIBSNLEA Nashik Branch [Mobile No. 9422254999] for further details.

With best wishes,

Yours Comradely

sd/-

**(Prahlad Rai)
General Secretary**

Copy endorsed to All BSs/CSs/CWC Members/CHQ Office Bearers, Advisors.

4th ALL INDIA CONFERENCE OF AIBSNLEA

(TO BE HELD AT NASHIK)

SCHEDULE

08.11.2013:

- **Arrival of CHQ Office Bearers/Advisors Circle Secretaries/CWC Members.**

09.11.2013:

- **CHQ office Bearers /Advisors Meet at 11.00 Hrs.**
- **Pre-AIC CWC MEET at 14.00 Hrs.**
- **Arrival of Delegates**

10.11.2013 to 12.11.2013:

- **4th ALL INDIA CONFERENCE OF AIBSNLEA**

13.11.2013(Morning):

- **Departure of Delegates**

Make it a Grand Success

by

- **Attending the Conference in large numbers.**
- **Electing the delegates as per the constitution and intimation their names and arrival particulars to the host Circle. Delegates to be elected @ one delegate per 30 Paid members.**
- **Clearing the CHQ quota upto the month of October -2013.**
- **Depositing the Delegates fee @Rs.1200/- Per Delegate to the host Circle immediately on reaching Nasik.**
- **CHQ Office bearers/Advisors /Circle Secretaries/CWC Members/ Branch Secretaries will be EX- OFFICIO Delegates.**
- **Cooperating with the Host Circle in all respects.**

LONG LIVE AIBSNLEA!

**Glimpses of 4th Circle Conference of West Bengal Circle
held on 16.08.2013 to 18.08.2013 at Burdwan**



Flag hoisting by President CHQ Sh. P. Venugopal



DIAS View



**Shri Salil Kr. Bhaduri, CGMT, WBTC
inaugurating the OPEN SESSION by lighting the lamp**



**President CHQ Sh. P. Venugopal
addressing the OPEN SESSION**



GS Sh. Prahlad Rai addressing the OPEN SESSION



Audience View

**Glimpses of 4th Circle Conference of AIBSNLEA,
CALCUTTA TELEPHONES CIRCLE on 19th & 20th August 2013**



Flag hoisting



DIAS View of OPEN SESSION



Shri Goutam Chakraborty CGM CTD Circle & Chief Guest of OPEN Session was addressing the session.



President CHQ Sh. P. Venugopal addressing the OPEN Session



GS Sh. Prahlad Rai addressing the OPEN Session



Audience View