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BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**

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No. AIBSNLEA/CHQ/CMD/2024/

Dated 27.11.2024

To

Shri A Robert J Ravi ji ,
The CMD, BSNL,
Bharat Sanchar Bhavan,
New Delhi - 110001

Subject: Request for Immediate reinstatement of 147 LDCE executives in line with the order of Hon'ble High Court of Punjab dated 10.07.2019, upheld by Hon'ble Supreme Court on 16.07.2024.

Ref: 1. AIBSNLEA/CHQ/CMD/2024 Dated 19.08.2024.

Respected Sir,

With reference to this association's letter dated 19th August 2024, and our numerous discussions with the management regarding the reinstatement of the 147 LDCE executives, we wish to bring to your attention the need for their immediate reinstatement with the seniority and promotions they held as of 5th June 2018, in light of the Hon'ble Supreme Court's Order dated 16th July 2024 in the matter of BSNL vs. Sanjay Singh Pathania & Ors (SLP (C) 30281-30282/2019).

As your honour is well aware, due to a misinterpretation of the Kerala High Court's judgment dated 1st July 2013, which was subsequently upheld by the Hon'ble Supreme Court on 12th December 2017, BSNL Corporate Office, through its orders dated 6th June 2018 (Nos. 412-03/2017-Pers.I/IV, 412-03/2017-Pers.I/III, and 56-04/2017-Pers (DPC)/Pt/06), reverted the 147 LDCE executives from their posts of DGM (Adhoc)/AGM to AGM/SDE. These orders were duly challenged by the affected executives in various courts.

The Hon'ble High Court of Punjab and Haryana, in its order dated 10th July 2019 (CWP No. 25405 of 2018) in the case of Sanjay Singh Pathania & Ors vs. Union of India, set aside the BSNL orders of 6th June 2018 and directed that the 147 LDCE executives be granted a reasonable opportunity to be heard, with appropriate orders to be passed in accordance with the law. In response, BSNL filed an SLP (C) 30281-30282/2019 before the Hon'ble Supreme Court.

The Hon'ble Supreme Court, in its judgment dated 16th July 2024, dismissed BSNL's SLP and upheld the order of the Hon'ble High Court of Punjab and Haryana, directing that the matter be settled in accordance with the law.

Despite this clear direction from the Hon'ble Supreme Court, BSNL has failed to provide justice to the 147 LDCE executives by cancelling the 6th June 2018 orders and reinstating the executives as per

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their original seniority and promotion status. Instead, BSNL has issued a show-cause notice to the affected executives, whose responses have already been submitted. However, as of today, no resolution has been provided and the 147 executives have yet to receive the justice they rightfully deserve.

Hence, we once again earnestly draw your kind attention towards key points of the fact for early resolution of the matter in favour of 147 LDCE Executives.

Background and Timeline of Events Related to Seniority of 147 LDCE Executives

1. Examinations and Notifications:

- As per the Notification dated 06.11.1998, a Qualifying-cum-Competitive examination was conducted in 2000, and as per notification dated 17.04.2003, a Supplementary examination followed in September 2003 to fill vacant SDE posts for vacancy years 1994 to 1997(up to 22.07.1996).
- Eligibility was governed by the *Telegraph Engineering Service (Group B Post) Recruitment Rules 1981*, as amended in 1986. JTOs recruited up to the 1993 recruitment year were allowed to appear in both parts of the examination, regardless of service length.

2. Clarifications Issued in 2003:

- A letter from the Department of Telecommunications (DoT) dated 26.08.2003 explicitly clarified eligibility, stating that:
 - JTOs recruited for vacancies up to 1993 were eligible, irrespective of their service length.
 - There was no requirement of five years of regular service for eligibility.
- The clarification was issued just few days before the supplementary exam in 2003.

3. Results and Seniority Fixation:

- Following the 2000/2003 examinations, 300 executives qualified in the Departmental Qualifying Examination (DQE) alone and not appeared or not successful in LDCE Part. However, 147 executives qualified in both the parts of the exam i.e. DQE and Limited Departmental Competitive Examination (LDCE).
- In compliance with a directive from the Hon'ble High Court of Kerala (Order dated 13.07.2006 in OP No. 37134/2001), BSNL published a final seniority list for these 147 executives on 13.02.2007, assigning them seniority for the vacancy years 1994–1997 (up to 22.07.1996).
- This seniority list was never legally challenged.

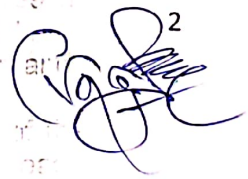
4. Revised Seniority List and Litigation:

- On 28.07.2008, BSNL unilaterally revised the seniority of the 147 executives, assigning them seniority from the vacancy year 1990 onward instead of 1994–1997.
- This revision led to extensive litigation, with the Hon'ble CAT Ernakulum and Hon'ble High Court of Kerala.
- Hon'ble High Court of Kerala ruling on 01.07.2013 that the seniority of these 147 executives should remain fixed from 1994–1997(up to 22.07.1996) instead of 1990 onwards.

5. Hon'ble Supreme Court upheld the Judgement of Hon'ble High Court of Kerala.:

- The judgement of Hon'ble High Court of Kerala dated 01.07.2013 was challenged before the Hon'ble Supreme Court by BSNL itself and some executives from 147 group.
- During pending appeals, the Hon'ble Supreme Court, in its judgment dated 21.01.2015, constituted an Expert Committee to re-evaluate the seniority issue.
- BSNL submitted revised seniority lists (Nos. 1–17) to the committee, aligning with the Kerala High Court's judgment. The expert committee endorsed these lists.

6. FINALISATION OF SENIORITY BEFORE EXPERT COMMITTEE AND HON'BLE SUPREME COURT

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i. **Interpretation and seniority determination-** In regard to as to how to interpret the judgment dated 01.07.2013 of the High Court of Kerala and determination of seniority in accordance with the judgment, it is to say that that the Hon'ble Supreme Court constituted an Expert Committee in its judgment passed on dated 21.01.2015, and before this Expert Committee the BSNL submitted seniority of the 147 executives which was determined as per the principles of seniority determination laid down by the Hon'ble High Court of Kerala in its judgment dated 01.07.2013. This seniority was considered by the Expert Committee and accepted, and subsequently endorsed it to the Hon'ble Supreme Court.

ii. **The ground on which prayed for dismissal of SLPs-** The BSNL, thereafter, in its affidavits such as I.A. No. 3 dated 31.08.2016 [Application for modification of the Respondents' stand in view of certain developments] filed before Hon'ble Supreme Court in SLP (C) No. 24303 of 2013 the BSNL had submitted that the BSNL was eager to settle the litigation as per law and in accordance with the relevant statutory recruitment rules, and stated that the seniority of the 147 executives endorsed by the Expert Committee which allowed seniority from the year 1994 was in accordance with judgment of Hon'ble High Court of Kerala dated 01.07.2013 and in consonance with the legal principles enunciated by the Hon'ble Supreme Court in its judgment dated 21.01.2015; and further submitted that the seniority had been acted upon. Finally, on the ground of the developments such as finalization of the seniority in accordance with the judgment of the Hon'ble High Court of Kerala and acted upon of the seniority, the BSNL prayed for dismissal of the SLPs.

iii. **Judgment after perusal of records-** That, as per the record of proceedings of the judgment dated 12.12.2017 of the Hon'ble Supreme Court and Section XI-A (office report of Hon'ble Supreme Court), the records such as Report of the Expert Committee and Affidavit (IA No. 3 dated 31.08.2016) were placed before the Hon'ble Supreme Court. Then, as mentioned in the judgment dated 12.12.2017, the Hon'ble Supreme Court perused these records and upheld the judgment dated 01.07.2013 of Hon'ble High Court of Kerala, and dismissed the Civil Appeals/ SLPs without disturbing the seniority which had been stated as acted upon. Thus, the seniority determined in accordance with the judgment dated 01.07.2013 of the Hon'ble High Court of Kerala was finalized to this extent.

iv. **Extract of the statements made in the affidavit filed as I.A. No. 3 dated 31.08.2016 is produced below for kind reference.**

"2 (a). ... the view taken by the Hon'ble High Court that the seniority of 147 competitive quota officials may be assigned from 1994 'vacancy year' instead of 1990.

(c) Accordingly, the revised seniority lists number 1 to 17 were prepared based on the DQE criteria and the group of 147 officials, forming a part of these seniority lists, were assigned the due seniority from 1994 onwards. The said seniority lists submitted before the Ld. Expert Committee constituted by this Hon'ble Court vide its judgment dated 21.01.2015 has accepted the said seniority lists stating that 'the seniority lists submitted by BSNL in compliance of the judgment of this Hon'ble Court dated 21.01.2015 is in accordance therewith.'

5. The respondent-Corporation further most respectfully submit that it is and always tries to be a model employer and has no stake whatsoever of its own and is simply eager that the rights of different groups of officials mired in the present litigation are settled by this Hon'ble Court as per law and in accordance with statutory recruitment rules.

7. That it is the further respectful submission of the Respondent-Corporation that the legal principles enunciated by the Hon'ble Court in its judgment dated 21.01.2015 and the resultant report of the Expert Committee, constituted vide above said judgment, endorsing the Seniority List number 1 to 17 of SDEs, has already been acted upon by the Respondent Corporation in accordance with the spirit and intent of the judgment dated 21.01.2015. Hence, it is submission of the Respondent-Corporation that the judgment dated 01.07.2013 rendered by the Hon'ble High Court of Kerala allowing the petitioners seniority from the year 1994 is in consonance with the legal principles enunciated by this Hon'ble Court in its judgment dated 21.01.2015 supra, and as such the High Court judgment does not suffer from any legal infirmity or vice.



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PRAYER- The applicant BSNL-Corporation most respectfully prays that this Hon'ble Court be pleased to:- (i) take into consideration the aforesaid subsequent developments and be pleased to dismiss the Special Leave Petition."

v. The principles followed in determination of seniority in accordance with the judgment dated 01.07.2013 of Hon'ble High Court of Kerala, before the Expert Committee is as follows.

The eligibility for appearing the examination is considered as per the eligibility rule of 1986 amendment rule of the 1981 RR as amended in the year 1986. The seniority is determined, as per the rota & quota rules of the 1981RR as amended in the year 1986, in the 1/3rd quota of LDCE of the eligible vacancy year of the VY 1994-95, 1995-96 and 1996-97 (up to 22.07.1996).

The Supreme Court upheld the Kerala High Court's Judgement in its final order dated 12.12.2017, dismissing all pending appeals as per prayer of BSNL in IA No. 3 dated 31.08.2016 and confirming the seniority of the 147 executives for 1994-1997 (up to 22.07.1996).

7. THE 06.06.2018 ORDERS – ERRORS AND IMPLICATIONS

- i. Following the judgment passed on dated 12.12.2017 by the Hon'ble Supreme Court, the seniority determined to the extent as stated in the affidavit dated 31.08.2016 should have been issued to settle the seniority of the 147 executives, however, by concealing the facts stated in the affidavit, the 06.06.2018 orders were issued.

The principles followed in the 06.06.2018 are furnished below.

- a. **Eligibility in the 06.06.2018 Orders-** The eligibility is considered in such way that if a candidate qualifies the LDCE part of the combined DQE and LDCE then his eligibility for appearing the combined exam is considered under the rules contained in the un-amended RR, i.e., 5 years of regular service and if he fails in the LDCE Part, then his eligibility is considered under eligibility rule of 1986 amendment rule, i.e. 5 years from year of recruitment on the date of notification.
- b. **Seniority in the 06.06.2018 Orders-** The seniority of 42 LDCE passed executives who are found eligible even under eligibility condition of 5 years of regular service is fixed en-bloc below those who were allowed to appear the examination but failed to qualify the LDCE, that is, by placing seniority below seniority of Mr. Jothappa who was allowed to appear the LDCE but failed to qualify the LDCE.

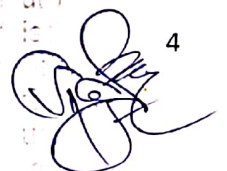
ii. IMPLICATIONS of 06.06.2018 Orders

- a. In the combined DQE and LDCE, 300 executives passed only DQE part while 147 executives had passed both the DQE & LDCE parts. The eligibility of these 300 DQE executives is not disturbed as their eligibility is considered as per 1986 amendment rule as notified in exam notifications 2000/2003, while 96 executives are declared as ineligible as their eligibility is considered under the rules contained in the un-amended RR 1981 i.e. as 5 years of regular service. Thus, it violates rules of statutory RR and directions of the Hon'ble High Court of Kerala
- b. From the above, the principle followed in the 06.06.2018 order can be stated as - If a candidate qualifies the LDCE examination then he becomes ineligible to appear the examination. Or, he becomes junior to those candidates who had failed to qualify the LDCE examination.
- c. It is worth mentioning that the Hon'ble High Court of Kerala had nowhere in its judgment directed to determine seniority as per the principles followed in the 06.06.2018 orders. It is further to mention that the Hon'ble High Court directed to assign seniority only in the 1/3rd quota of LDCE of the eligible vacancy year.

So, BSNL Orders dated 06.06.2018 is clear violation of the rules of relevant statutory recruitment rule and disobedience of the direction of the Hon'ble High Court.

- d. The fact of the matter, as also mentioned in the affidavit dated 31.08.2016, before the Hon'ble High Court of Kerala in the WP(C) No. 5406 of 2010, is to find whether the vacancy years shall

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be from 1990-91 onwards or from 1994-95 onwards, and in addition, it is well understood fact that under the Articles of Fundamental Rights such as Article 14 which consists equality before law and equal protection and Article 16 which consists equal opportunity in matters of public employment, the eligibility rule of the 300 DQE executives cannot differ from that of the 147 executives.

It is also to say that nowhere in the judgment had the Hon'ble High Court mentioned about its interference to statutory RR and the notification. The intention of the Hon'ble High Court, as mentioned in para 40 of judgment, is to address the matter as per the specific conditions of the notifications such as relevant RR and vacancy years.

Thus, the 06.06.2018 orders was issued due to misinterpretation of the judgment of the Hon'ble High Court of Kerala.

In view of this, and in accordance with judgments passed by Hon'ble CAT Bangalore, Hon'ble CAT Guwahati and Hon'ble NCSC, the Hon'ble Punjab & Haryana High Court (mentioned below) and the Expert Committee constituted by the Hon'ble Supreme Court, the seniority issued vide orders dated 06.06.2018 is not in accordance with the judgment dated 01.07.2013 of Hon'ble High Court of Kerala.

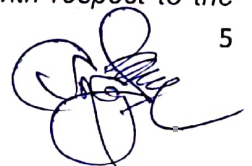
8. POST 06.06.2018 JUDGMENTS

i. HON'BLE CAT BANGALORE

The Hon'ble CAT, Bangalore Bench in its judgment dated 02.07.2019 passed in OA No. 170/00533-534/2018 had quashed the orders dated 06.06.2018 on the ground that BSNL had improperly understood the judgment of Hon'ble High Court of Kerala. It had further asserted that the Hon'ble HC of Kerala in its judgment dated 01.07.2013 did not interfere any rule positions and the rules were nowhere in discussion.

Observation of Hon'ble CAT Bangalore in Para (12):

- *The Hon'ble High Court of Kerala did not issue any order relating to the change of any eligibility condition as per the rules at that point of time. It was merely pointing out that the relative seniority of the individuals who passed the qualifying examination will have to be worked out based on not only ranking but also their eligibility in terms of writing the exam due to the fact that a combined examination was being held for the vacancies of three years and therefore, merely because of higher ranking, a person should not be placed above any person eligible to write the exam before him/her.*
- *The respondents (BSNL) would now contend that because of the order of the Hon'ble High Court of Kerala and that of the Hon'ble Supreme Court, this clarification dtd. 11.01.1999 will no longer hold good. This can not be accepted as the High Court ruling does not interfere in any way with the rule position.*
- *The Order of the Hon'ble High Court of Kerala relates to the vacancies in the higher post namely TES Group-B posts and it does not alter the position relating to the rules.*
- *The rules were no were in discussion and no order in this regard is issued.*
- *It is also seen from para-24 of the Hon'ble High Court of Kerala order that the controversy which arose in the cases dealt with is the ascertaining of the seniority of 147 merit based candidates who have earned their merit in the LDCE as against the candidates who have been promoted on the basis of their qualifying in the DQE held by the department.*
- *The issue of the rule was not discussed at any point of time and the order of the Hon'ble High Court of Kerala only wanted to ensure that the persons who may not be eligible because of the rule position in terms of the number of years between the year of vacancy against which they were appointed and the year of announcement of the examination would not get into the list merely because of their having passed in the DQE/LDCE.*
- *The Hon'ble Principal Bench has gone by the orders issued by the Hon'ble High Court of Kerala and Apex Court and disposed of the OA. But as already seen the order of the Hon'ble High Court of Kerala was on a totally different perspective with respect to the*



- conduct of the qualifying and competitive examination and the select list that had been drawn thereon.
- In their present proceedings, the respondents (BSNL) have clearly erred in taking the vacancy year of the higher post and then calculating 5 years back service which is no longer the rule position.

(A) Judgement of Hon'ble CAT Bangalore Para (13):

"This is clearly wrong since the rules were amended in the year 1986 and the issue of regular service etc. are no longer relevant. Therefore, we have to hold that the issue has been handled by an improper understanding of the orders of the Hon'ble High Court of Kerala which did not go into the rule position and the eligibility condition thereon. This is an interpretation interpolated by the respondents and this cannot come in the way of the promotion given to the applicants and therefore, the order at Annexure-A6 is quashed. The applicants are eligible for all the consequential benefits thereon. The respondents shall do so within a period of two (2) months from the date of receipt of this order".

BSNL has filed WP (C) no. 41610-41611/2019 in the Hon'ble High Court of Karnataka against the judgment of the Hon'ble CAT Bangalore dated 02.07.2019, and same was transferred to Hon'ble Supreme Court and was numbered as TC (C) No. 88-89/2022. Along with SLP No. 30281-30282/2019, TC (C) No. 88-89/2022 have also been disposed of by Hon'ble Supreme Court vide judgment dated 16.07.2024.

Thus, the judgment dated 02.07.2019 of Hon'ble CAT Bangalore has attained finality as far as understanding of judgment dated 01.07.2013 of Hon'ble High Court of Kerala is concerned.

ii. HON'BLE CAT GUWAHATI

In the judgment passed on 16.03.2020 in O.A. No. 201/ 2018, the Hon'ble CAT had set aside the orders dated 06.06.2018 of BSNL on the ground that the 06.06.2018 was issued on gross violation of natural justice.

iii. HON'BLE NCSC

In the letter dated 15.01.2019 addressed to CMD, BSNL and letter dated 20.06.2019 addressed to Secy, DoT, the Hon'ble National Commission for Schedule Caste (NCSC), intimated that BSNL had overlooked the statutory recruitment rule and observed wrong application of law in the 06.06.2018 orders. It further stated that yardsticks of the rules of the recruitment had not been changed by Hon'ble Supreme Court, and accordingly directed to reinstate the executives to the posts which they held prior to issuance of 06.06.2018 order.

iv. HON'BLE CAT, PRINCIPAL BENCH AND CAT CHANDIGARH

The Hon'ble CAT Chandigarh passed its judgment dated 07.08.2018 in terms of the judgment dated 13.07.2018 passed by the Hon'ble CAT, Principal Bench. In the judgment passed by the Hon'ble CAT Principal Bench, the Hon'ble CAT maintained the 1986 amendment rule as applicable rule for eligibility. However, it observed that there is essence of regular service in the 1986 amendment rule. In this context, it is to say that the way how the 1986 amendment rule is to be interpreted it is well mentioned in the notification and clarification as well, and this had not been disputed before any judicial forums. The essence of regular service in 1986 amendment rule leads to no difference between 1981 un-amended rule and 1986 amendment rule. This is factually incorrect. Based on the facts of the Expert Committee mentioned above, the observation made by the Hon'ble CAT on findings of the Expert Committee is incorrect.

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The judgment dated 07.08.2018 passed by Hon'ble CAT, Chandigarh in terms of judgment dated 13.07.2018 of Principal Bench had been set aside by the Punjab & Haryana High Court in its judgment passed in WP No. 25405/2019, and therefore, the judgments of Hon'ble CAT, Principal Bench and Chandigarh bench are no more relevant.

v. **JUDGMENT DATED 10.07.2019 OF HON'BLE HIGH COURT OF PUNJAB AND HARYANA**

In this judgment, the Hon'ble High Court asserted that the fact of the matter, that is, the findings of Expert Committee which favoured the 147 executives is concealed in the 06.06.2018 orders, and this fact has not been disputed by the BSNL. Thus, the BSNL had again admitted the fact of the determination of seniority before the Expert Committee and finalisation of it to the extent up to the Hon'ble Supreme Court.

The relevant portions of judgment dated 10.07.2019 of Hon'ble High Court of Punjab & Haryana passed in WP No. 25405/2019 is produced below.

"He submits that Hon'ble Supreme Court in an SLP preferred by the respondent-BSNL has constituted a Special Committee, which has made recommendations in favour of the petitioners. However, fact of the matter is that these findings made by the Special Committee are not mentioned in the impugned Annexures. The petitioners have also acquired vested rights on the basis of seniority which led to their promotions. Any adverse order could be passed only in conformity with the principles of natural justice. The petitioners have not been issued any show cause notice. These facts have not been disputed by learned counsel for the respondent. In this view of the matter, the present petition is allowed and impugned orders are set aside. The respondent is directed to hear the petitioner after affording him reasonable opportunity of hearing and pass appropriate orders in accordance with law within a period of eight weeks from today."

9. HON'BLE SUPREME COURT ON STATUTORY RULE

The observations made by the Hon'ble Supreme Court on the statutory recruitment rule in other judgments are produced for your kind reference.

"Neither the Government can act contrary to the rules nor can the Court direct the Government to act contrary to rules. No Mandamus lies for issuing directions to a Government to refrain from enforcing a provision of law. No Court can issue Mandamus directing the authorities to act in contravention of the rules as it would amount to compelling the authorities to violate law. Such directions may result in destruction of rule of law. ..." [Ref: CA No. 5538/2008 on 17.08.2010].

"It is well settled that Statutory Rules framed under Article 309 of the Constitution can be amended only by a Rule or Notification duly made under Article 309 and not otherwise. Whatever be the efficacy of the Executive Orders or Circulars or Instructions, Statutory Rules cannot be altered or amended by such Executive Orders or Circulars or Instructions nor can they replace the Statutory Rules. The Rules made under Article 309 of the Constitution cannot be tinkered by the administrative Instructions or Circulars." [Ref: MANU/SC/1343/2009].

Sir, The judgment dated 01.07.2013 of Hon'ble High Court of Kerala cannot have multiple interpretations, for instance, one before the Expert Committee/ the Hon'ble Supreme Court, and the other, outside the judicial forums. In this context, it is worth reiterating that in accordance with the judgment dated 01.07.2013 of Hon'ble High Court of Kerala, seniority had been determined by BSNL before the Expert Committee. The committee examined it and accepted, and then it had been endorsed to the Hon'ble Supreme Court. Meantime, the BSNL had acted upon the seniority. Thereafter, on the ground of determination of seniority before the Expert Committee and operational status (acted upon) of the seniority, the BSNL prayed/made submission before the Hon'ble Supreme



Court (IA No. 3 Dated 31.08.2016) for dismissal of the SLPs which were filed against the judgment of the Hon'ble Kerala High Court dated 01.07.2013, and the Hon'ble Supreme Court after perusal of the submission, dismissed the SLPs and upheld the judgment without disturbing the seniority. The prayer made by BSNL on the ground stated above had been accepted by Hon'ble Supreme Court. This fact has again not been disputed by BSNL before the Hon'ble Punjab & Haryana High Court.

Thus, as stated above, the seniority had been finalised to the extent up to the Hon'ble Supreme Court and it is the only acceptable seniority. It is further to say that at a time when there is already an interpretation of the judgment which had been examined, considered and accepted by Experts of the Expert Committee, and had not been interfered by the Hon'ble Supreme Court, no another interpretation was necessary on 06.06.2018.

Hence, BSNL Orders no. (i) 412-03/2017-Pers.I/IV dated 06.06.2018, (ii) 412-03/2017-Pers.I/III dated 06.06.2018 and (iii) 56-04/2017-Pers (DPC)/Pt/06 dated 06.06.2018 was issued in gross violation of statutory TES Group B Recruitment Rules published on 02.05.1986 and Notification of the exam 1998/2003.

Since the 06.06.2018 orders of BSNL as mentioned above, had been set aside/ quashed, by Hon'ble Punjab & Haryana High Court vide its judgment dated 10.07.2019 which has been further upheld by Hon'ble Supreme Court vide its judgment dated 16.07.2024, these 06.06.2018 orders are to be cancelled and the 147 executives are to be reinstated to the posts/ grades held by them prior to issuance of the 06.06.2018 orders and their seniority is to be settled in terms of seniority determined before the Expert Committee.

In light of the above, we fervently appeal to your kind authority for prompt action be taken to cancel the 06.06.2018 orders and reinstate the 147 LDCE executives with their rightful seniority and promotions held by them just before issuance of the 06.06.2018 orders and settle their seniority in terms of the seniority which had been determined in accordance with judgment dated 01.07.2013 of the Hon'ble High Court of Kerala before the Expert Committee, and ensure that they are not further subjected to unnecessary delays or injustices.

We are confident that your sagacity will act promptly in adherence to the law, and restore the damaged dignity, honour and rights of all the affected 147 executives.

Thank you sir for your kind consideration and continue commitment to the betterment of BSNL.

With Kind Regards,



(Shaji V)

GS, AIBSNLEA.

Copy for kind information and necessary actions to:

1. Dr. Kalyan Sagar Nippani, the Director (HR), BSNL Board, New Delhi.
2. Smt. Anita Johri, the PGM (Pers.) / PGM (SR), BSNLCO ,New Delhi