



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CHQ New Delhi

Report of the General Secretary

4th AII India Conference

at

Sapkal Knowledge Hub,

Kalyani Hills, Anjeneri,

Trambak Road, Nashik – Maharashtra

from

10th November, 2013 to 12th November, 2013

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

Central Head Quarters,
New Delhi



**Report of the General Secretary placed in the 4thAll India Conference of
AIBSNLEA held on 10thNovember, 2013 to 12thNovember, 2013 at
Sapkal Knowledge Hub, Kalyani Hills, Anjeneri,
Trambak Road, Nashik - Maharashtra**

Respected President and Dear Comrades,

We are meeting here at **Nashik, the holy temple town of Trimbakeshwar**, for the 4thAll India Conference of All India Bharat Sanchar Nigam Ltd. Executives' Association, after the 3rdAll India Conference held at Kolkata (West Bengal) on 30th, 31st December, 2010 and 01st January, 2011. This Association was got registered under the Societies Registration Act 1860 on 24th December'2002. The Association was, formally launched on 1stMay'2005. In this AIC, we shall unfold those pages that are objective assessment of the efforts that have initiated and the result that could be achieved. We may also like to decide here the future plan of actions. In this report, effort is being made to incorporate all the issues of importance to have useful discussion.

This AIC is being held at the most crucial period at Nashik. After the 3rdAIC at Kolkata in January'2011, Central Working Committee Meetings were held at Jabalpur (October 2011), Ahmadabad (August'2012), Guwahati (April'2013) and Central Office Bearers Meeting at New Delhi on 09th& 10thMarch'2011, Central Office Bearers & Circle Secretaries Meeting at New Delhi on 11th Feb'2012, Central Office Bearers of AIBSNLEA, AIGETOA and SNEA(I) Meeting held on 01st Feb., 2013 at New Delhi and CHQ Office Bearers, Advisors and Circle Secretaries Meeting at New Delhi held on 3rd& 4th August, 2013. After all these meetings the resolutions were immediately submitted to BSNL Management and DoT administration. All the issues of importance have been discussed in the informal / formal meetings with Secretary DoT/CMD BSNL and other dignitaries of DoT/BSNL. On our continuous efforts & persuasion all the CPCs could be held to fill up the vacant STS Group -'A' posts on adhoc / regular basis & Group - 'B' grades on regular basis, regularization took place of STS Group -'A' level executives working on adhoc basis, CPCs to fill up vacant DGMs Posts were held and promotion orders were issued in Telecom Engineering, Finance, Civil/Electrical/Arch./TF Engineering Wings, Promotion orders issued to fill up SAG/HAG level posts in BSNL by absorbed Group-'A' officers, Grant of Child Care Leave to women employees of BSNL, Grant of 5(five) advance increments on the minimum of revised E1 IDA pay scale of Rs. 16400-40500/- to JAO (Dept.) at par with directly recruited JTOs/JAOs. There had been numerous important developments which needs thorough and critical examination mainly issues related to modifications in BSNL MSRRs & Executives Transfer Policy, CPCs to fill up vacant DGM (Engg.)/DGM(Fin), DE/CAO,SDE(T)/ AO equivalent posts, CPSU Cadre Hierarchy, Implementation of Standard IDA pay scales E2, E3 instead of intermediate E1A, E2A IDA Pay Scales for BSNL executives, Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives availing higher scales of pay w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles, Anti-dating of DNI, Pay anomaly wherein seniors are drawing less pay then juniors, Pay anomaly

case of Departmental JAOs, Regularization of Officiating JTOs, Restructuring of AD(O/L) Cadre, Creation of PPS posts, BSNL MRS and Implementation of DPE OM dated 02.04.2009 regarding 78.2% IDA fitment benefit to BSNL Pensioners etc.

BSNL's survival at this stage is on threat. BSNL's market share is continuously declining. The performance of BSNL in all fronts is not good. BSNL's very existence as a strong Telecom Operator is one of the important issues which need thorough discussion. The dwindling market share is a matter of serious concern to all of us. BSNL is continuously making losses for the last four consecutive years (i.e. 2009-10 - Rs. 1823 Crs., 2010-11 - Rs. 6386 Crs., 2011-12 - Rs. 8851 Crs., 2012-13 - Rs. 7884 Crs.). The continuous decline of BSNL's profit has put it into a loss making PSU, the revenue flow has reduced to Rs, 24,000 Crs. per annum. We shall have to analyze why the growth of BSNL is not to our satisfaction. 4thAIC should seriously discuss the ongoing situation and should come out with strong proposals to make BSNL a strong and viable organisation.

Confidence building measures in the customers shall have to be given priority. Strategies are to be evolved for more revenue generation and its collection. 4thAIC may suggest reducing the operational cost and stoppage unwanted expenditures. The Govt's move to bring 30% disinvestment of BSNL through an IPO or strategic partner, VRS to one lakh employees and unbundling of BSNL's last mile copper conductor etc. need thorough debate. Delay in procurement of GSM / NGN equipments, material i.e. CLIP instruments, PIJF Cables, MLLN Modems, ADSL+2 Type 2 Modems. OF Cables, SIM Cards etc has adversely affected the growth of BSNL. Arbitrary deployment of ITS officers in BSNL is also matter of serious concern to all of us. 4thAIC should decide the definite line of action to get resolve the long pending issues and burning items related to viability of BSNL.

AIBSNLEA's sincere efforts yielded result in getting released the long awaited promotion orders of 119 DGM (Engg), 200 DGM (F), 1800 DEs posts were filled on Adhoc basis, 246+482= 728 DE Regular promotion, 198 CAOs Regular promotion and 9 AGM(TF) promotion orders were issued recently. CPCs started to fill up the vacant HAG/SAG and STS Group -'A' posts on regular / adhoc basis & Group -'B' grades on regular basis. Still sufficient vacancies in SDE/AO, DE/CAO, DGM/SE, GM posts remain unfilled. This AIC shall be discussing and decide time bound action plan to get the issues sorted out.

On the organisational side, we can have critical examination of our strength and weakness regarding actual paid membership of the Association and efforts being made to increase the membership in view of forthcoming verification of Membership. The proper corrective measures, wherever necessary, could be planned. Ensure regular and timely election of Branch / Circle bodies to provide transparent and democratic organisation. AIC is to take stock of the status of the issues of various executive cadres taken by AIBSNLEA during the period. The settled and unsettled issues are to be examined and strategies are to be planned to get resolved the pending issues.

2.0 In the beginning of this report, we may discuss the organizational status and activities of the association, mainly covering the period since January, 2011 after 3rdAIC at Kolkata.

2.1 **AIBSNLEA Foundation Day on 1st May:** All India BSNL Executives Association was formally launched on 1st May'2005. The Foundation Day on 1st May is being celebrated by all the branches throughout the country. CWCs Manali / Chennai decided mandatory to organise special General Body Meetings / Get Together / Cultural Programmes / Seminars etc. on the Foundation day by all the Circles / Branches.

2.2 **Grant of Limited Trade Union facilities to AIBSNLEA:** As per the decision of Kolkata convention, former GS, AIBSNLEA approached BSNL to grant applicant status/recognition to AIBSNLEA. Accordingly, BSNL vide its no. BSNL/31/SR/2002 dated 29.04.2004, conveyed formation of All India Bharat Sanchar Nigam Ltd. Executives' Association (AIBSNLEA), consequent to merger of following 10 Associations – Telecommunication Engg. Services Association, All India P&T Accounts

& Finance Service Officers' Association, All India Junior Telecom Officers Association, All India P&T Civil Engineers Association (Gr. B), P&T Electrical Engineers Association, All India Junior Engineers Association, All India P&T Architectural Wing association, All India Telecom Stenographers Association, Akhil Bhartiya Doorsanchar Rajbhasha Association, Bharat Sanchar Nigam Ltd. Executives Association (CTD)-Regd. It also extended some facilities to AIBSNLEA i.e. Notice Board, telephone facilities as per existing procedures, immunity from transfer as per existing rules, granting of informal meetings by the administration and facility of special casual leave as per existing procedure.

The former GS, AIBSNLEA and GS, TESA (I), vide letter no. TESA/CHQ/CMD/2008/01 dated 26.06.2008 wrote to Director (HRD) BSNL regarding corrective action to remove the confusion created consequent to issue of BSNL letter No. BSNL/31/SR/2002 dated 29.04.2004 in regard to status of Telecommunication Engineering Services Association (I) after formation of AIBSNLEA. He mentioned that AIBSNLEA never conveyed that formation of this Association is by the way of merger of 10 Associations. Thus, use of the word "merger" has been made by BSNL at its own giving the scope for confusion over the matter and has requested to issue a corrigendum to the above quoted letter No. BSNL/31/SR/2002 dated 29.04.2004 and other subsequent letters. In this connection, we explained the position to the BSNL Management and DOT administration. The merger of 10 DoT Associations was confirmed many times by first and former GS AIBSNLEA in National Convention Kolkata, CWC Bhopal and 1st AIC Hyderabad wherein the position was cleared to BSNL Management by him to their full satisfaction. BSNL Management did not issue any clarification in this regard.

- 2.3 **Emblem/Flag of the Association:** The Emblem of the Association was designed by Shri Danial Karkee, SDE, KTD. The design of the Association Flag is partially (1/3rd) blue (towards mast) and partially (2/3rd) white. The emblem has been fixed in the centre of the white portion. The size of the flag is 2' (wide) x 3' (long). In case, larger flag is required, it may be increased proportionately. The ratio between blue and white portion is 1:2.
- 2.4 **Membership:** The paid membership of the Association is now as against recorded at the time of 3rd AIC at Kolkata. After 3rd CWC meet at Guwahati in April, 2013 large numbers of Branches have not remitted the CHQ quota. All Circles /Branches should ensure immediate remittance of CHQ Quota upto Oct, 2013. Efforts should be made to clear the CHQ quota regularly on monthly payment basis. The paid membership reflects the strength of the organization and good financial position gives boost to the organizational activities. The Circle/Branch Secretaries are to give special attention on regular collection of subscription and remittance of quota. Still there is sufficient scope to increase the membership. AIC may consider revising monthly contribution. Circle Wise Total strength of Executives as on 16.08.2013 is 47271 as per ITPC Data at **Annexure-I**.
- 2.5 **Contribution towards legal fund:** To protect the interest of the members, through the legal means, as and when required, we need to spend substantial amount to defend the cases e.g. ITS Deployment Case, seniority cases of Group- 'B' level Executives' to get the stay order vacated against DPCs taken by some groups etc. 3rd CWC at Guwahati decided to collect Rs. 200/- each member in legal fund but many circles have not deposited the fund and some more legal cases may be filed soon. A separate legal fund has been created.
- 2.6 **Increase in the Circle / Central Office Bearers:** BSNL corporate Office SR Cell vide letter no. BSNL/1-1/SR/2006 Dated the 9th March 2007 has revised the limit of 15 Office Bearers of the existing Unions in BSNL i.e. Central HQs. level – 25, Circle Level -21 but the Executive Associations are not allowed to increase the limit of 15 office bearers. 2nd AIC at Jaipur decided to elect six advisors by amending the constitution and the same was communicated to BSNL Corporate Office and Registrar of Societies.

2.7 **Circulation of names of newly elected Central Office Bearers of AIBSNLEA:** We, through our letter Nos. AIBSNLEA/CHQ/Election/2008 dated 04.09.2008 and 18.09.2008, intimated regarding newly elected Central Office Bearers and requested to allow to increase the number of Central Office Bearers from 15 to 21. BSNL Corporate office SR Cell vide letter no. BSNL/31-1/SR/2008 (I) dated 20.01.2009 circulated to all CGMs the names of newly elected CHQ office bearers of AIBSNLEA limited to 15 number only, but the names of 6 elected Advisors have not been circulated. Again vide our letter no. AIBSNLEA/CHQ/Election/ 2008-09 dated 23.01.2009, we requested to CMD BSNL that as per the decision of Representative Council of 2nd AIC, held at Jaipur from 28th to 30th Aug 2008, the number of CHQ office bearers may be allowed to increase from 15 to 21 and the list of Central Office Bearers including 6 Advisors may be circulated to field units. But no further order was issued by BSNL CO.

2.8 **Membership verification of the Executives Associations in BSNL: (a)** 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. The BSNL Management constituted a Committee under the chairmanship of Sr. GM (Pers.). BSNL CO to finalise the terms and conditions for verification of membership for Executives' Associations. DGM (SR) circulated the committee report to all Executive Associations for submitting views / suggestions to finalise the terms and conditions of membership verification of the executive Associations of BSNL vide letter no. BSNL/31-2/SR/2009 Dated, the 22nd August, 2013. AIBSNLEA submitted its views / suggestions vide letter no. AIBSNLEA/CHQ/DGM (SR)/2013 dated: 06th Sept, 2013 after CHQ Office bearers, Advisors and Circle Secretaries meeting on dated 3rd& 4th August, 2013. The Committee has already submitted report to BSNL Management Committee and BSNL Board for approval, thereafter, the terms and conditions for membership verifications will be notified shortly. The Membership verification may start in the Month of Feb-March, 2014. Some JTOs directly recruited by BSNL have formed two separate Associations for themselves. Similarly, some small groups are also getting registered the Executive Associations under society act.

(b) To have the assessment of actual paid membership of our Association and the total strength of the Executives belonging to various Executive Associations in BSNL, a list of the Executives circle-wise as per HRMS package was emailed to all Circle Secretaries. Most of the Circle Secretaries have not send feedback to CHQ till date. CWC Meet Guwahati decided some strategies to strengthen Branches /Circles by making Organisational tours and holding of regular GB meetings- which needs review. This representative council may decide the strategy to be followed for the verification.

2.9 **Regular election of Branch/Circle Body of AIBSNLEA:** Most of the Branches/Circles, AIBSNLEA have conducted elections to form regular body by convening Branch / Circle conferences. Some Circles, Circle Conferences are overdue; CHQ has advised them to hold the Circle Conference immediately.

For the smooth functioning of our Association in UP (W) Circle, ALTTC GZB, adhoc Circle Body were formed to hold the regular elections. Thereafter UP(W) and ALTTC Circles hold the Circle Conference on 12.10.2013 and on 10.01.2013 respectively and conducted election for regular Circle Body.

The Extra Ordinary Circle Conference of AIBSNLEA Corporate Office Circle held on 18.04.2012 in CTO Sabhaghar Eastern Court, New Delhi in an excellent manner. The attempt of vested interest, deserters, who tried to destabilize the Circle functioning is badly defeated. The members gave befitting reply to the vested interest by registering their presence and shown extra ordinary enthusiasm in strengthening our beloved Association.

Delhi & T&D Circles have to hold Circle Conferences for electing the new Circle office bearers since their term is completed. Concerned Organising Secretaries have been

requested an early action in this regard. Circle body of Maharashtra Circle has been allowed to be continued by CWC Ahmadabad in view of holding 4thAIC at Nashik. They may hold the Circle Conference after the AIC.

- 2.10 **Journal/Circular/Websites:** Our web site of AIBSNLEA i.e. www.aibsnleachq.in provides all latest information regarding meetings with DoT administration & BSNL Management for the information of the members and others. All important communications made, office orders are also promptly displayed on the web sites. As a result, we are not issuing any monthly circulars since the information intended to be carried out in the circulars are already available in the website. The website is being regularly updated & maintained by Com. Bhagwan Singh, AGS (HQ) &DM, BSNL Corporate Office, New Delhi and Com. H.Y. Andeli CS, KTK, Bangalore. We appreciate their cooperation and extend our sincere thanks to them. The new look of CHQ website is designed by Com. M.K. Morodia, CS, AIBSNLEA RAJ Circle.

The consolidation of all the important events is taking place in the monthly journal of AIBSNLEA i.e. 'TELEWAVE'. There are some complaints regarding non- receipt or short supply of TELEWAVE. These are being attended to. The problem is mainly due to non-availability of updated of the addresses. We have requested all the Circle Secretaries to send / E-mail, the updated mailing list for updation of mailing list. Softcopy of the TELEWAVE is also being regularly uploaded on the CHQ Website. The continuation of TELEWAVE may be discussed in this AIC in view of regular expenditure and its usefulness in the present scenario. The TELEWAVE printing and publishing work is being done by GS with the help of AGS (HQ)Com. Bhagwan Singh.

- 2.11 **Publication of BSNL Executives' Diary - 2014:** AIBSNLEA printed BSNL Executives Diary for the year 2013 with improved quality and features. Com. B. Ravindranath, FS and Com. Bhagwan Singh, AGS (HQ) were involved in completing the work of proper distribution of the Diary- 2013 with the help of other CHQ Office bearers available at New Delhi. The publication work of next issue of BSNL Executive Diary-2014 has started as the BSNL Corporate Office has now allowed to issue Diary to executives.

- 2.12 **Welfare Scheme:** As per the decision of 2nd AIC Jaipur, all the claims received from various Branches / Circles have been cleared from the General Funds of AIBSNLEA. The welfare funds from TESA / AFSOA have not been transferred to AIBSNLEA. The GSs TESA/AFSOA have been requested to take necessary action for transferring the welfare fund to AIBSNLEA immediately but no response in this regard has been received.

In order to study and recommend various methods to strengthen the Welfare Scheme and raising fund, a committee has been formed under the chairmanship of OS (S) Sh. B.S. Reddy with all other three O.Ss that is OS (W), OS (E) and OS(N) as members. The committee has submitted its report as **Annexure-II**. This AIC has to decide the scheme.

- 2.13 **CWC Meetings &Central Office Bearers meetings:** After the 3rd AIC at Kolkata in January'2011, Central Working Committee Meetings were held at Jabalpur (October 2011), Ahmadabad (August'2012), Guwahati (April'2013) and Central Office Bearers Meeting at New Delhi on 09th& 10th March'2011, Central Office Bearers & Circle Secretaries Meeting at New Delhi on 11th Feb'2012 and the Central Office Bearers of AIBSNLEA, AIGETOA and SNEA(I) Meeting held on 01st Feb., 2013 at New Delhi.CHQ Office Bearers, Advisors and Circle Secretaries Meeting at New Delhi on 03.08.2013 and 04.08.2013.On the occasion of CWC Meetings, OPEN SESSION were attended by GM(SR) at Jabalpur CWC, Director (HR) and Director (CM), BSNL Board at Ahmadabad CWC and Director(HR) & ED(CN), BSNL C.O. at Guwahati CWC.

3.0 STATUS OF HR ISSUES:

- 3.1 **Formal meeting with BSNL Management on dated 29th and 30th April' 2013 with BSNL Management in response to our Notice of Organizational Action Programmes dated 11.04.2013:** 'Record of Discussions' after two days marathon meetings with BSNL Management on dated 29th and 30th April' 2013 with BSNL Management in response to our Notice of Organizational Action Programmes dated 11.04.2013 is attached as **Annexure-III**.

BSNL Management tried to resolve our long pending issues but some issues could not be settled due to pending court cases and on some issues positive initiative have been taken up towards settlement. We are confident that shortly our most of the pressing issues will be resolved. In view of the concern shown by the BSNL Management as gesture, AIBSNLEA CHQ decides to defer the ongoing Organizational Action Programme i.e. holding Mass Dharna on 15th and 16th May 2013 for the next three months.

- 3.2 **Implementation of Executives Promotion Policy in BSNL:** AIBSNLEA untiring & consistent effort's yielded result in getting issued Executive Promotion Policy on 18.01.2007 for implementation of the promotion policy for the Executives in BSNL upto 31-03-2007, which was finally implemented after the clarifications were issued by BSNL Corporate Office on 30.05.2007 but still some issues remains un-resolved as under:-

- **Implementation of CPSU cadre hierarchy & E-2, E-3 IDA pay scales for JTO & SDE equivalent executives - Change of designations on each Time Bound upgradation on functional basis:** On each upgradation to the next higher grade, the designation and the duties/ responsibilities associated with the grade should also be allowed and no intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 02.04.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with its corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade". Ignoring the DPE O.Ms. on implementation of 2nd PRC recommendation for standard pay scales E-2 & E-3 for JTO/SDE equivalent executives, BSNL Management is continuing efforts to implement E1A & E2A intermediate IDA pay scales in BSNL for JTO/SDE equivalent executives, which is not at all justified. In view of this, standard IDA pay scales E-2 & E-3 as recommended by 2nd PRC are to be implemented in BSNL for JTO and SDE equivalent executives to provide justice.

BSNL Management is not at all serious to introduce CPSU cadre hierarchy and implementation of E-2, E-3 IDA pay scales for JTO & SDE equivalent executives. The Joint Committee of BSNL offices headed by PGM (NWP-CFA), BSNL CO, New Delhi and the representatives of BSNL Executives Associations was constituted in Feb-2012 to discuss and submit its report on both the issues within a period of six months but even after a laps of one and half years, no serious discussions has taken place in the Committee Meetings. Executive Associations has already submitted their unanimous opinion/ suggestion on CPSU Cadre hierarchy but the Management side has not started discussion on this. Similarly, E-2, E-3 standard IDA pay scales implementation case has so far not even discussed in a single meeting. It clearly shows the negligent attitude of the BSNL Management. Executives Associations now further has to decide the strategies for the settlement of the above issues to provide justice to BSNL executives.

- **Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1.10.2000:** BSNL Management has granted benefit of residency period w.e.f. 1.10.2000 to the Executives i.e. JTO/SDE (Civil/Electrical/Arch./TF) Engineering wings, CSSs, PAs/PSs, JAOs etc. for whom the RRs were notified after 1.10.2000 and accordingly the pay scales were upgraded. After implementation of this order no Executive has been benefited. Whereas, as per Dr. Vinay Shahi's Committee recommendations the upgraded scales for the above executives' should have been implemented w.e.f 1.10.2000 on actual basis or notional basis. Recently, notional pay

fixation from 01.10.2000 in the upgraded pay scales has been allowed to JAOs. Similar treatment is required to be given to JTO/SDE (Civil/Electrical/Arch./TF) Engineering wings, CSSs, PAs/PSs cadres.

- **One time placement of SDE to Sr. SDE:** As per DOT agreement and commitment of BSNL at the time of absorption of Group 'B' officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would be provided one time placement in the Sr. SDE grade. A proposal to give relief to the stagnating SDEs for their placement in the Sr. SDEs grade through Cadre Review Concept, on the back drop of the demand of the Association to reduce the eligibility criteria from 12 years to 5 years (As approved by Telecom Commission in 1994) for placement in the existing scheme, was approved by DoT and discussed in the GoM. This was subsequently remitted to BSNL. It was assured by Hon'ble MOC & IT, in the meeting held on 22-10-2001 with the Association that BSNL has agreed to the proposal in principle and a board memo was under preparation. We further understand that the memo was also finalized, but was not placed in the BSNL Board meeting. The majority of TES Group 'B' officers has been absorbed in BSNL and the BSNL Executive Promotional Policy is implemented w.e.f. 01-10-2000, the issue needs to be settled favorably. BSNL Management is continuously replying that since this issue was not in the terms and reference of absorption of Gr. 'B' Officers in BSNL, now cannot be considered after implementation of the Executive promotion policy. We have requested Director (HR) to re-examine the case in view of the feedback provided by our Association. But BSNL Management did not consider the request. This AIC may suggest further action in this regard.

- **Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:** Committee headed by PGM(FP) submitted its report and denied stepping up of the pay of seniors w.r.t. their juniors as per the provision of EPP and also did not consider the advice of Hon'ble CAT Ernakulam, bench O.A. NO. 109 of 2011 with O.A. No. 110/2011 and 236/2011 judgment dated 07.12.2011 in the Seniors (SDEs promoted as adhoc DEs before getting the second TBP) getting less pay than Juniors (SDEs promoted as adhoc DEs after getting the second Time Bound Promotion) case : *"The respondents are directed to step up the pay of the applicants to the level of pay of their juniors with effect from the date of arising of the anomaly of seniors drawing less pay than their juniors in respect of each of the applicants within a period of 3 months from the date of receipt of a copy of this order. However, this order will not stand in the way of the Committee set up to deal with the issue under consideration in these O.As, giving a more beneficial recommendation for the applicants."*

BSNL CO, Pers. Cell appeal against above judgment has been dismissed by Hon'ble High Court Kerala at Ernakulam i.e. *"Hon'ble High Court of Kerala has dismissed the petitions OP CAT 1576, 1560 & 1592 of 2012 filed by BSNL against the order of Hon'ble CAT Ernakulam in OAs 109, 110, 236 & 241 of 2011 (filed by Sethumadhavan & others) which directed BSNL to fix the pay of the seniors at par with the juniors drawing more pay. The Hon'ble Court also observed the unconstitutional part of the condition incorporated in the pay fixation criteria which prohibits complaining against anomalies. Court also commented that such condition is very primitive and against the fundamental rights. As the applicants in the OAs have already filed petition for contempt of court against BSNL, the Hon'ble Kerala High Court allowed three months' time for BSNL to implement the orders passed by CAT"* but BSNL has filed SLP in the Hon'ble Supreme Court in this regard. AIBSNLEA has filed application for impleadment in the case. But the advocate of the petitioners has objected our impleadment and will be submitting their written note.

- **Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE:** As per the BSNLMSRRs, the existing JTOs/SDEs (C/E/Arch) Engineering wings having diploma qualification were not eligible to be promoted to the grade of Assistant General Manager/EE/Arch. In addition to this, in the Architecture discipline, having valid registration as Architect with the council of the Architects is made compulsory, which is

gross injustice to the absorbed Executives of Civil/Electrical/Arch Engineering wings in BSNL and against the DoP&T guidelines and CPWD RRs wherein Diploma holders are also allowed to be promoted to the grade of EE (C/E/Arch). AIBSNLEA strongly protested against this discrimination and finally BSNL Management issued amendment on BSNLMS RRs allowing Diploma holder SDEs (C/E/Arch) to the post of EE as per 1994 DOT RRs. We have again pleaded to remove discrimination on the pretext of degree/diploma qualification to the promotion of EE from SDE (C/E/Arch) and parity with the JTO (T) / SDE (T).

- 3.3 **Serious anomalies in the TES Gr. B officers' seniority lists:** The seniority of TES Gr. 'B' officers in DoT were revised based on the Hon'ble Supreme Court Judgments wherein prior to 1993 the seniority of TES Gr. 'B' officers was based on according to the year of recruitment (Rule-1966) but in 1993 as per Hon'ble Allahabad High Court judgment upheld by Hon'ble Supreme Court the seniority of TES Gr. 'B' officers was re-casted that those who qualify in the Deptt. Exam earlier were entitled to be promoted prior to those who qualified later irrespective of the year of initial recruitment. It was held that para 206 of the P&T manual was not in conflict with either the rules of 1966 or 1981 but was supplemental to those rules. Relief was accordingly granted to petitioners based on para 206 of P&T manual.

Later on Hon'ble Supreme Court CA No. 4339 of 1995 dated 13.02.1997 and CA No. 4339 of 1995 dated 26.04.2000 judgment stated that Statutory RR have come into force the earlier administrative instructions contained in para 206 cannot be adhered to. The view of the Allahabad High Court has reached its finality, because of the dismissal of SLP No. 338486 of 1986 on 08.04.1986 on merit. It was made clear that the persons who have already got the benefit like P.N. Lal and Brij Mohan by virtue of the judgment in their favour, they will not suffer and their promotion already made will not be affected by this judgment.

Again Hon'ble Supreme Court CA No. 4339 of 1995 dated 28.09.2006 and CP civil No. 248 of 2007 in CA No. 4339 of 1995 dated 25.03.2008 in the judgment directed the respondent that they shall rearrange the seniority in terms of the principals laid down in P.N. Lal's case restoring their earlier position and shall not put any employee over and above the present petitioners on the basis of the seniority in the service in the entry year.

While implementing the above judgment DoT has re-casted the seniority of 45 TES Gr. 'B' officers only whereas, thousands of TES Gr. 'B' officers are to be provided similar benefit. Now TES Gr. 'B' officers promotions to DE is being issued on the basis of two seniority lists i.e. one on rule-1966 and another on para rule-206 basis. It has caused serious anomaly and heart burn to the TES Gr. 'B' officers in BSNL.

Similarly BSNL CO P-II section has circulated revised seniority list of competitive quota officers in the court case O.P. No. 21656/2001 and 37134/2001 titled UOI v/s George Paul and K.C. Jose, wherein the final seniority list of 147 competitive quota officers who have passed the competitive exam held in the year 2000/2003. The list is subject to final outcome of writ petition No. 21578/2007, writ petition No. 9256/2007, writ petition No. 17448/2008 and writ petition No. 17449/2007 and other writ petitions in the matter in different high courts.

AIBSNLEA filed SLP in Principal Bench CAT, New Delhi / CAT Ernakulum against 147 SDEs seniority case given on retrospective date. Hon'ble CAT Ernakulum quashed the seniority of 147 SDEs and Hon'ble Ernakulum High Court dismissed the appeal of BSNL and 147 SDEs. Now the case applicants have applied in the Hon'ble Supreme Court and AIBSNLEA is already party in the case.

SLP (C) No. 32284/2013 Mamnoj Kumar Tripathy & Ors. Vs. Union of India & Ors. and SLP (C) No. 27072/2013 Rupendra Pathak & Ors. Vs. Union of India & Ors.; all these matters were listed on 28.10.2013 for hearing before this Hon'ble Court since first two matters were listed first time therefore the Hon'ble Court simply passed same order as was passed in Rupendra Pathak on 28.10.2013 by issuing notice in the Special Leave Petition as well as interim relief but no interim relief is given.

In the stay application I.A. No. 6 in SLP No. 27072 of 2013 filed in the matter of Rupendr Pathak only notice is issued no interim relief is given even though the counsel of the petitioners strenuously insisting that the official respondents are going to revert them so order of the Hon'ble High Court of Kerala be stayed and/or status quo be maintained, but Hon'ble Court has not passed any order.

Civil appeal No 3149 of 2009 is pending in the Hon'ble Supreme Court against the judgment and order dated 2.4.2008 passed by Hon'ble High Court of Madras in a W.P.(C) No. 21961 of 2001 by which the Hon'ble High Court has dismissed the writ petition filed by BSNL and confirmed the order of CAT Madras quashing the seniority list assigned to 270 SDEs vide order dated 1.2.2001 and directed for re-drawing this seniority.

The Hon'ble Supreme Court on 12.5.2008 passed interim order for maintenance of "Status quo" inspite of the said interim order BSNL issued promotion order for the posts of DGM to 172 DE/AGM out of 270 SDEs on 8.2.2012. Contempt petition no. 403 of 2012 was filed by promote Sh. M. Shamugam for initiating contempt processing against contemnor CMD BSNL and other officials of BSNL. The said contempt petition no. 403 of 2012 was listed before the Hon'ble Supreme Court on 26.7.2013 and the Hon'ble Court issued show cause notices and directed for personal appearance of contemnors CMD, BSNL, Director(HR) and AGM (Pers.) of BSNL.

In the above noted contempt petition, contemnors CMD BSNL, Sh. A.K. Garg, Director(HR), BSNL and AGM(Pers.), BSNL C.O. were directed to appear before the Hon'ble Court at the time of issue of show cause notice on 26.07.2013. This matter after notice was listed for hearing on 23.09.2013, all the contemnors stated in para supra were present in the Hon'ble Court since the respondents had filed counter affidavit after 16.09.2013 therefore the Petitioner sought time to file rejoinder affidavit. The Hon'ble Court granted time to file rejoinder affidavit and dispense with the appearance of contemnors during the hearing of contempt petition. Now the matter shall be listed for hearing in Nov.2013.

Regarding implementation of Rule-206 or Rule-1966, BSNL Management has filed case in Hon'ble Supreme Court for clarification. Some more SDEs have got impleaded in the case. The status of pending court cases are as per **Annexure-IV**.

- 3.4 **Management Trainees Recruitment Rule-2009:** AIBSNLEA consistent effort yielded results in getting proposal for revision of MTRRs -2009. The provisions of age and qualification in the MTRR-2009 for internal candidates was immediately challenged in the Hon'ble CAT Ernakulum and got the direction to allow existing executives provisionally as internal candidates in MT examination. Against this, BSNL Management made an appeal in the Hon'ble Kerala High Court and the appeal was dismissed. Similarly, some more cases were filed in different courts throughout the country; hence BSNL Management filed case in the PB CAT New Delhi to get transferred all the cases in PB CAT, New Delhi. Hon'ble PB CAT, New Delhi allowed transferring the cases and AIBSNLEA further impleaded in the case at PB CAT, New Delhi.

OA no. 777/2010 between BSNL V/s AIBSNLEA in Hon'ble PB CAT, New Delhi delivered final judgment wherein Hon'ble PB CAT directed that the ongoing MT recruitment process should be completed as per the interim direction given by the Hon'ble CAT Ernakulum (i.e.) without age and qualification restriction as per the prayer filed by AIBSNLEA. This is a great victory for the stand taken by this Association that the restriction of age and qualification in MT RR is discriminatory and the same is now vindicated by this judgment.

Subsequently BSNL Management has notified MTRR -2013 allowing B.Sc. Ist Class and 50 years age for internal candidates. 150 MT posts of Internal quota are going to be filled up shortly. Management Committee of BSNL Board has approved 1325 MT posts which will be send to BSNL Board for approval. Now, our considered opinion is that since the CPSU Cadre hierarchy for non- post based promotions upto JAG selection grade is under discussion in

Committee, the MTRRs has no relevance. However, this AIC is requested to discuss the matter and give a resolution for further submission.

- 3.5 **DGM Recruitment:** BSNL Management has arbitrarily notified the Recruitment of 162 DGMs (106- Telecom Operations and 56-Finance Wings) ignoring the existing experience and qualification of executives of BSNL. Earlier, also BSNL Management started the recruitment process of DGMs in Telecom Operation and Finance Wing to fill up 210 DGM posts but very few numbers of DGMs could be recruited. And again the same exercise has been re-initiated, ignoring the existing qualified & experienced BSNL executives. The fact remains that BSNL Management with indifferent and jealous attitude is not allowing the existing qualified and experienced executives to be promoted or recruited to the higher level posts.

The details of blatant discrimination of BSNL Executives are given below:

- An Executive in a private firm having 100 Crs turnovers is eligible for DGM post whereas all Executives in BSNL having 27,000 Cr turn over, and comparable qualifications and 10 to 20 years of service and exposure within the Company, drawing more than 7 lakhs as emoluments are debarred. If anyone from amongst this lot resigns from BSNL and joins a pvt firm, he automatically becomes eligible.
- BSNL was formed on 01.10.2000 and time bound promotions have been implemented from 2004 onwards only. So, none of the Executive in BSNL having 12 years of service will reach E4 scale in 12 years. In 12 years, a BSNL executive will reach maximum E3 scale.
- Executive's Pay scale in BSNL is one step below the standard pay scales in other PSUs including MTNL where the Executive's pay scale starts at E2.
- Normal promotion to DGM grade in BSNL is from E4 grade with 4 years of service. Here in case of direct recruitment, the eligibility is E4 scale with 3 years, just 1 year less than that of the normal promotion on seniority.
- The eligibility age should not exceed 45 years of age on 01.08.2012. But the existing BSNL executives working in E-4 grade has crossed 50 years age. Hence, all the existing BSNL executives are systematically debarred to appear in the DGM concern.

The qualified and experienced Executives in BSNL/MTNL having 10 to 20 years of service should also get an opportunity to compete with others for the DGM posts by making appropriate, justified and rational changes in the eligibility conditions. This would mark the beginning of allowing BSNL to have a management structure of its own at DGM level which by virtue of age profile will be groomed into senior management in due course of time. This strategic move will not only meet the career growth of aspiring talented executives in BSNL but will immensely contribute towards growth and viability of BSNL. BSNL hold DGM recruitment examination on 20.10.2013 to fill up about 162 posts. Many ineligible candidates have been allowed provisionally to appear in DGM Exam on the direction of various courts however, BSNL has decided to file appeal against recent court directions in this regard.

3.6 **1966 SDEs reversion case :**

- (a) The CAT, Bangalore ordered cancellation of DoT's order creating 1966 posts of SDE's (By upgradation) after the last revision of TES Group 'B' recruitment rules (mainly abolishing the qualifying examination), which were added with the vacancies available prior to revision of the above stated Recruitment Rules to hold the October 98 DPC for promotion from JTOs to TES Group 'B'. The CAT also ordered to revert those from Karnataka Circle who were promoted in excess of the vacancies available in that circle. The second part of the judgment got implication on the entire DPC. In accordance with the court judgment DoT issued revised seniority list of TES Group 'B' officers. AIBSNLEA filed case in Delhi High Court against reversion and accordingly Delhi high Court granted stay order against posting reversion.
- (b) In the 1966 SDEs reversion case filed by our members in Ernakulum and Kerala High Court, Hon'ble Courts has quashed the reversion order issued by DoT. The case was heard on 27.08.2007 in Hon'ble Delhi High Court. The last hearing was on 13th May'2008. On the date of hearing in Delhi High Court, DoT/BSNL Management submitted the copy of

the decision of Hon'ble High Courts of Kerala & Ernakulum. The case was heard on 11th August'2008 and finally disposed off based on Kerala High Court judgment.

(c) Some SDEs have again challenged the revised seniority of 1966 SDEs in Hon'ble Bangalore High Court. AIBSNLEA has impleaded in the case.

3.7 **IDA Pension Revision of BSNL Pensioners:** BSNL Pension revision order was issued on 15.03.2011. It is a Historical achievement for BSNL Employees. AIBSNLEA consistent efforts yielded result in getting released IDA pension revision order for BSNL Pensioners. Immediately about 50,000 BSNL Pensioners retired before 01.01.2007 are benefited and it has become a rule for IDA Pension Revision for BSNL Pensioners.

3.8 **CPCs to fill up the vacant JAG, STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc/ Regular basis :**

(a) **JTO to SDE (T) CPC against seniority cum fitness quota:** CPC to fill-up about 4000 vacant SDE(T) posts from JTO(T) of 67% seniority quota for completion of ACRs/VCRs work is in progress but Hon'ble CAT Ernakulum Bench has directed not to execute the JTO(T) 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 Estt. Section, BSNL C.O., New Delhi for necessary clarification. However, Pers. Cell is confident that sincere efforts are being made to overcome the problems to expedite CPC.

(b) **LDCE from JTO to SDE(T):** On 02.07.2013, BSNL Corporate Office declared result of LDCE for Promotion to the grade of SDE(T) under 33 percent quota held on 04.03.2012 based on Hon'ble PBCAT New Delhi. Total = 2629 JTOs promoted i.e. 2442 General + 148 SC + 39 ST. Posting orders of these SDEs was issued on same date i.e. 02.07.2013.

GM (Rectt.), BSNL C.O. has been informed by Pers. Cell to notify LDCE against 1883 vacancies under 33% LDCE quota i.r.o. SDE (T) for the vacancy year 2010-11(1287), 2011-12(273) and 2012-13(323). Shortly the LDCE will be notified.

(c) **CPC from SDE (T) to DE (Adhoc):** Promotion & Posting orders of 1587 SDEs issued on 19.07.2013 to DEs /AGMs grade on Adhoc basis (OC=1240, SC=249, ST=98). Further some left out promotion orders were also issued.

The CPC was conducted to fill up 1860 DEs Posts (OC =1445, SC= 293, ST= 122). But 273 DEs posts could not be filled up as in OC category 156(137 shield cover cases + 19 from 147) , SC category 44 (42 un accessed + 2 of 147), ST category 24(24 un accessed + 0 of 147) and some with misc. reasons.

Promotion order from SDE(T) to DE(Adhoc) left out cases of 1860 CPC (about 53 nos.) are held up, Pers. Cell, BSNL C.O. mentioned that CPC work has been completed but Hon'ble High Court Chandigarh has issued contempt notice to CMD BSNL against SDE to DE (Adhoc) promotion issued on 19.07.2013 and case is posted for hearing on 25.11.2013.

(d) **CPC from SDE(T) to DE Regular:** Regular promotion orders to the 246 Nos. Executives in AGM/DE grade of Telecom Operation Stream for the vacancy year 2009-2010 issued on 16.08.2013.

We requested to expedite CPC from DE(Adhoc) to DE(Regular) to fill up the vacant DE posts against the vacancies of 2010-11 and 2011-12. Now Pers. Cell issued 482(470+12) SDEs to DEs regular promotion against the vacancies 2010-11 on 25.10.2013 and the CPC to fill 2011-12 vacancies is in progress. Shortly the promotion order will be issued.

(e) **CPC form DE to DGM (Engg.):** 119 DE to DGM promotion orders were issued on dated 02.07.2013. Most of the DGMs are given posting on promotion in the same Circles except 7- 8 DGMs who have more than two years of service and requested for transfer. Initial approval was to fill up 414 DGMs posts and the CPC was conducted & approved for 230

DGM posts as fit cases but since the case was sub-judice, promotion orders were delayed and as such now the promotion order of 119 DGMs issued.

Now, BSNL Management has approved to fill up 480 DGM Posts by giving one year relaxation in the eligibility criteria of four years DE service. The CPC work has been initiated & the promotion orders will be issued after 01.01.2014.

- (f) **Fixing of 1325 DEs posts for MT quota:** The 1325 DEs posts of MT quota instead of 2650 DEs of MT quota has been fixed up by MC of BSNL Board and now will be sent to BSNL Board for approval. BSNL MC has decided to fix up 25% (1325) of DEs posts (of 5300 DEs posts) for MT quota and 3975 DEs posts for departmental quota on seniority basis. However, the initial proposal was to fix up 1000 MT posts but MC decided to fix up 25% quota for MTs of total DEs sanctioned posts. It will end the adhoc promotion in DE cadre. Similar action is requested for other disciplines also.
- (g) **CPC from JAO to AO:** CPC from JAO to AO was initiated long before and it was about to be completed to fill up about 500 AOs vacant posts but mean while some JAOS filed case in Hon'ble Chandigarh CAT and availed stay order against CPC for proper implementation of SC-ST Roster as per Hon'ble Supreme Court judgment for considering backlog vacancies. Finally the stay order is vacated and the CPC process to fill up about 1000 AOs posts has to be initiated. SEA Cell has asked the AO vacancy position in the Circles and after receiving the vacancy position, case will be processed to the Competent Authority to initiate CPC to fill up vacant AO posts.
- (h) **CPC from AO to CAO Regular:** 198 AOs to CAOs Regular promotion orders issued on 24.09.2013.
- (i) **CPC from AO to CAO (Adhoc):** As soon as the CPC from JAO to AO will be completed the CPC from AO to CAO Adhoc will be initiated.
- (j) **CPC from CAO to DGM(F):** Promotion and posting orders issued of 71 nos., 07 Nos. and 24 Nos. of Executives of STS level of Telecom Finance to JAG level of Telecom Finance on purely temporary and ad-hoc basis on 03.05.2013, 10.05.2013 and 25.07.2013 respectively.
- (k) **Fixing up of 25% CAOs posts for MT quota instead of 50% CAOs posts:** We requested to fix up 25% MT posts in CAO cadre, as in the case of DE cadre. SEA Cell has already sent a proposal to notify MT examination of internal quota to fill up 330 CAOs posts out of 1347 CAO sanctioned posts to Rectt. Cell of BSNL C.O. It comes about 25% of total CAO posts.
- (l) **Review of JAO Part-II Exam result:** We requested to review JAO Part-II Exam result wherein many candidates have failed with 1-2 marks in CPWD paper. Some grace mark given, may help to fill up the vacant JAOS posts in Circles immediately. Now the matter is under consideration.
- (m) **Allowing option to departmental JAOS who joined after 07.05.2010:** The pay anomaly case of departmental JAOS was processed by PAT Cell. A committee formed headed by PGM (SR), Sr. GM (Pers.), GM (Estt.), GM (EF) and GM (FP) and the said committee finalized the report and submitted to competent authority for approval. The said Committee recommended five additional increment benefits to Deptt. JTOs/JAOS at par with direct recruit JTOs/JAOS and accordingly implemented. But allowing option to Departmental JAOS who joined after 07.05.2010 in the executives cadre is yet to be considered.

We requested for an early solution to resolve the problem. A Committee further has been constituted of three GMs i.e. GM(Estt.), GM(FP) and GM(EF) to examine and submit report on this issue.

- (n) **Confirmation of Postal JAOs:** Confirmation orders of Postal JAOs were issued on dated 02.08.2013.
- (o) **Provisional Seniority List in the Grade of AAOs / JAOs:** SEA Cell, BSNL Corporate office issued Provisional Seniority List on 08.10.2013 in the Grade of AAOs / JAOs in BSNL as on 04.10.2013
- (p) **CPC from JTO (E) to SDE (E):** CPC from JTO (E) to SDE (E) to fill up about 19 SDEs (E) vacant posts have been issued on 13.06.2013.
- (q) **CPC from SDE(E) to EE(E):** Efforts are being made to initiate CPC and accordingly the seniority list of SDEs(E) has been finalized and also the information regarding degree availed while in service by some SDEs (Diploma Holders) was asked up to 21.02.2013 thereafter the CPC was initiated. After receiving the comments and required information the final seniority list could have been prepared but the respective CEs did not send the required information. Meanwhile, a Committee of PGM(BW), PGM(EW) and Sr. GM(Pers.) has been constituted to examine the degree availed while in service by some SDEs (Diploma Holders) and its validity. A letter has been sent to UGC for confirmation and validity of degree. Also the dispute continued between diploma holders and degree holders. Hence, the decision on modification of BSNL MSRRs is held up and being re-examined by PGM(BW). In view of this the CPCs to fill up EEs(C/E) posts could not be completed.
- (r) **CPC from EE(E) to SE(E):** CPC from EE(E) to SE(E) to fill up about 18 SE(E) posts was completed and promotion orders were issued and again a proposal is being sent by PGM(EW) to BSNL Management Committee for one time relaxation in the eligibility criteria.
- (s) **CPCs from SE to CE and CE to Sr. CE:** The CPCs from SE to CE and CE to Sr. CE were completed and promotion orders were issued.
- (t) **CPCs to fill up vacant AEs(Arch) and SDEs(Arch) Posts:** We requested for filling up of 16 vacant EEs(Arch) posts. 12 EEs(Arch) are working. To fill up vacant 16 EEs(Arch) posts, eligible SDEs(Arch) are not available.
- (u) **CPC from JTO(C) to SDE(C):** After the approval of the Competent Authority, the seniority list of JTOs(C) has been finalized and the promotion orders 63 SDEs(C) were issued. The LDCE to fill up SDE(C) posts has been notified to be held in Nov., 2013. Further CPC has been initiated to fill up 20 SDEs(C) posts of seniority cum fitness quota.
- (v) **CPC from SDE(C/E) to EE(C/E):** ACRs of 83 SDEs (C) and about 40 SDEs(E) have been called for regularisation as well as promotion of the post of EE (C/E) but could not be expedited as explained above in **para 'q'**.
- (w) **CPC from EE(C) to SE(C):** Promotion & posting orders from 46 nos. EE(C) to SE(C) on regular basis issued on 10.10.2013.
- (x) **Notification of LDCE of SDE(E):** Notification of LDCE of SDE(E) has been issued on 15.10.2013 as per vacancies, OC=14+1, SC= 4+1, ST= 2, Backlog vacancy of ST =11 nos.
- (y) **Promotion orders from Assistants to Section officers and Personal Assistant to Private Secretaries in the erstwhile CSS and CSSS:** These Executives are posted mainly in the BSNL Corporate Office. The promotion order for them are being issued on regular basis and some SOs have been promoted as AGMs and recently three AGMs(CSS) have been promoted as DGM in BSNL CO, New Delhi.
- (z) **Issue of promotion order from JTOs (TF) to SDEs (TF) on regular basis, SDE (TF) to DE/AGM (TF) and DE to DGM (TF):** The CPC process from JTOs (TF) to SDEs (TF) on

regular basis is in process to fill up 27 SDE(TF) posts. SDE (TF) to 09 nos. DE/AGM (TF) promotion orders were **issued on 05.09.2013**. DE to DGM (TF) CPC work is in progress.

- 3.9 **Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives:** BSNL Corporate Office issued letter regarding Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives having higher scales of pay w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles on 22.03.2013. BSNL yet to review the order.
- 3.10 **Restructuring of AD (OL) Cadre:** The committee constituted under the Chairmanship of Addl. GM(Estt.) has finalized the report to revise the pay scale of AD(OL). We expressed our serious concern against delay in submission of Committee report on this issue for more than one and half years. BSNL Management assured to look into the matter.
- 3.11 **Regularization of offg. JTOs:** Hon'ble High Court of Punjab & Haryana at Chandigarh was pleased enough to close the Contempt of Court case COCP 1431/2008 against CMD BSNL & others filed by some petitioners in WPC 5608/2007 in the matter of diversion of DR quota JTO vacancies. The counsel for contempt petitioners have chosen to withdraw the contempt petition and the high court has been pleased to dispose of the contempt petition on his statement. No adverse observation with account to supernumerary posting of Officiating JTOs have been made by the court virtually accepting the stand of BSNL to adjust earlier qualifying test offg. JTOs.

We requested Estt. Section for taking an early action regarding regularization of Offg. JTOs. GM(Estt.) mentioned that the legal opinion of BSNL's advocate, Haryana Circle Sh. Amit Rathi received in Estt. Section, wherein, BSNL can create super-numeric posts of JTOs for regularization and the same has again been sent to BSNL C.O. legal cell for its concurrence and thereafter the proposal will be sent to MC and BSNL Board for approval. Hence, in case everything goes smooth, it may take 3-4 months' time to settle the issue.

- 3.12 **Antedating of pay - anomaly due to accrual of increment of Junior earlier than the senior after fixation of pay in revised pay scale implementation of 2nd PRC:** We further requested to BSNL Management to restore the original order dated 23.09.2009 wherein provision for ante-dating the increment of the senior to that of the junior was envisaged. Alternatively, management can think of any other solution that will address the issue of anomaly wherein the junior does not draw more pay than the senior and also the senior does not face any drop in his basic pay which he/she will be drawing by virtue of the 3% annual increment provided in the rule. The Committee constituted to examine the case has not recommended to change the present order.
- 3.13 **Two weeks of training to executives whose pay is upgraded and on every promotion under EPP:** AIBSNLEA's consistent efforts yielded result in getting released the letter no. 32-27/2004-Trg[Vol. VII] Dated: 18/02/2013 for relaxation in mandatory Training under Executive Promotion Policy for officers, who are of 55 years and above age on the date of their respective upgradation order, these officers will have the option of undergoing one week Refresher Course as a part of the mandatory training under EPP followed by appearing in online exam at the respective Training Centre but our efforts will continue to withdraw the Mandatory Training.
- 3.14 **Grievances of PA/ Stenographers' cadre :**
- **PENDING ISSUES :**
 - **Post based promotions for P.A/P.S:** With restructuring and declaring the cadre of stenographers as 'dying cadre', the entry cadre is now Personal Assistants (Executive) with only one promotional avenue available as P.S., as against executives of other streams viz. JTO / JAO having promotional avenue upto the level of G.M. and above.

In order to reach at least at the level of SG JAG (E-6) before retirement, we suggested the following post based promotion for the Personal Assistants:-

- All the posts of Stenographers, Personal Assistants and Personal Secretaries may be pooled together and placed in the ratio of 40% (E-1) PA, 40%(E2) P.S. and 20 %(E3) PPS.
- As per the recommendations of the H.K. Gupta Committee, all the HAG level officers may be provided with secretarial assistance at the level of E-4.
- All Officers (PA/PS/PPS) who are in E-4 scale for a period of 5 years or have completed 23 years of service from the date of entry in the cadre may be promoted to E-5.
- All officers who have been promoted to E-5 and have completed a minimum period of 3 years may be placed in E-6.

➤ **Common Recruitment Rules & Nomenclature:** Different Recruitment Rules for Stenographers, PAs and PSs have been issued by Corporate Office for field units and Corporate Office. This method does not exist in any of the PSUs and also does not exist for any other cadres in BSNL. Common RRs for field units Stenographers, PAs & PSs and corporate office stenographers, P.As and PSs should be there.

➤ **Introduction of Promotion Policy for Stenos (Dying cadre):** There are about **251** Stenographers working throughout the country in the field units of BSNL. Out of these **251**, majority of the stenographers have completed more than 12 years and is placed in the pre-revised executive pay scale of 9850 & 11875 as the case may be at par with PA/PS. The Stenographers who have been granted ACP in the executive pay scale ceased to be non-executives as per BSNL HQ order No. 1-22/2009-PAT (BSNL) dated 30.04.2009, yet the status attached to the pay scale has not been accorded to them. Promotion policy for non-executives has also been notified now. The only cadre which has been kept outside the purview of both the promotion policies is the Stenographers (dying cadre). Neither Executive Promotion Policy nor Non-Executive Promotion policy has been made applicable to this small group of **Stenos drawing executive pay scale**. If no promotion policy is implemented, there is no scope of any Time Bound Promotion in future and have to retire from the present position when others may enjoy the benefits. This discrimination is against natural justice.

3.15 **EPF Statement of BSNL recruited Employees:** Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter and we are continuously monitoring the same. We requested Director (HR/EB) to resolve EPF issue for BSNL recruited JTOs at the earliest. GM(Estt.) & GM (CA) met EPF Authorities to centralize the EPF accounts online. EPF authorities clarified that EPF account of employees has been centralized at Regional Level and efforts are being made to centralize it on All India level shortly.

3.16 **Superannuation benefits to directly recruited employees as per DPE guidelines:** We requested Director (HR/EB) to resolve superannuation benefits to directly recruited employees as per DPE guidelines. BSNL should contribute 12% as Superannuation Benefits in respect of Direct Recruits, to fulfill the limit of 30% contribution and the effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.01.2007.

As per DPE OM 26.11.2008, CPSEs would be allowed 30% of Basic Pay as Superannuation benefits. So, BSNL should contribute at the rate of 12 % (Basic plus DA) on monthly basis and 8.33% Contribution of BSNL and 1.16 % of Government to EPS Fund should be continued.

As per DPE OM dated 24-1-2013, it has clarified that DPE OMs do not provide for mandatory contribution on the part of employees and suggested that employees' contribution to their post

retiral benefit would enhance their social security and therefore CPSEs can frame scheme as per their requirement. We suggests that the employee contribution in this respect should not be taken mandatory.

The Committee headed by GM(Legal), BSNL C.O. is examining the issue and shortly will submit its report. However, BSNL Management has agreed in principle to create fund for Superannuation benefits to directly recruited employees as per DPE guidelines.

- 3.17 **Inordinate delay in settlement of disciplinary cases:** We have been requesting BSNL Management for the settlement of long pending disciplinary cases. Many cases are pending more than 7-8 years and no decision is given, causing undue harassment to the executives on promotions and retirement. As per CVC guidelines all the disciplinary cases needs early settlement.
- 3.18 **Distribution of SAG level officers in Telecom Operations Stream in Territorial Circles and SSAs on Provisional basis:** Restructuring Cell of BSNL Corporate office issued instructions vide letter no. 4-3/2011-Restrg./Vol. II dated 28.10.2013 (**Annexure-V**), wherein requirement of SAG level officers of Telecom Operation Stream in Territorial Circles and as SSA Heads have been reviewed. In the said letter, distribution of GM level officers and their roles in Circle have been mentioned and it is also mentioned that level of SSA Head has been determined by SSA revenue. This AIC may suggest further action in this regard.
- 3.19 **Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.from 01.01.2007 in BSNL:** Forum of BSNL Unions and Associations continuously persuaded for implementation of DPE OM dated 2nd April,2009 on 78.2% IDA Pay fixation for the last four years. The OM was issued as a total package of 2nd PRC recommendations and that time BSNL's net profit for the year 2008-09 was Rs. 574 crores after tax and 1272 crores before tax. But the BSNL Management continuously pleaded that since BSNL has started making losses since the years 2009-10 onwards, it is not possible to implement the DPE order. BSNL Unions and Associations also did not pressurize the Management for its implementation. But on dated 25.05.2012 & 21.05.2013 BSNL Management issued order for the payment of all the allowances as recommended by 6th CPC to the deputationist ITS Officers in BSNL ignoring the losses of BSNL which gave clear cut message that BSNL's losses is not the real criteria to deny the implementation of DPE order but it is the willingness of the Management to whom they give or to whom they deny. It created unrest and resentment among the BSNL employees and the Forum of BSNL Unions / Associations served notice of Indefinite strike w.e.f. 12th June 2012 and Mass Dharna on 6th June, 2013 which was very successfully implemented but later on the indefinite strike call was deferred in view of the agreement signed between BSNL Management and the representatives of BSNL Unions/Associations on 12th June, 2012.

BSNL Board approved the proposal for implementation of 78.2% IDA pay fixation and sent to DoT in Sept'2012 for approval. DoT raised queries twice which were immediately replied by BSNL. But, instead of giving approval DoT referred the case to BRPSE for comments since BSNL is making continues losses. BRPSE replied that it has no concern with regard to pay and allowances paid by the PSU but it is concern only when some revival plan is submitted. Delay seriously frustrated the BSNL employees and finally the BSNL Unions/Associations served notice for Indefinite strike w.e.f. 12th June 2013. In response to the agitation Call given by Forum, the DoT administration and BSNL Management started thinking for the settlement of issue and finally with the intervention of Secy(T), DoT Hon'ble MOC&IT approved the proposal on 10th June,2013 and on the same day DoT issued the Presidential Directive for implementation of DPE OM dated 2nd April'2009 on 78.2% IDA pay fixation. On the basis of DoT Order, BSNL Corporate Office also issued order for implementation of DPE OM dated 2nd April,2013. In this manner, the consistent efforts of BSNL Unions/Associations made Historical achievement for BSNL employees. AIBSNLEA was always at the forefront during struggle.

But DoT is yet to issue order for BSNL Pensioners on 78.2% IDA fitment benefit.

We had a detailed discussion with Sh. S.C. Mishra, Member(S), DoT about the revision of pension and its arrears for the executives/non executives of BSNL retired prior to 01.01.2007 and post 01.01.2007 to 09.06.2013. Member(S) informed that he has cleared the following proposal which is being sent to DoP&PW / DPE/ DoE for approval

(a) For pre 2007 pensioners, the pension will be revised as on 01.01.2007 applying the 78.2% IDA fixation but the actual payment will be from 10.06.2013. The pension arrears between 01.01.2007 and 09.06.2013 will not be paid.

(b) For post 2007 pensioners, their pay will be notionally fixed as on 01.01.2007 like serving employees by applying 78.2% IDA fixation. Permission is being sought from DoP&PW for relaxation of Rule-33 & 34 of CCS Pension Rules-1962 so that pension can be calculated on notional pay. Their pension accordingly will be revised from their date of retirement but actual payment will be from 10.06.2013 only. However, other retrial benefits like leave encashment, DCRG, Commutation will be paid based on the revised pension.

We protested against such deprivation to the pensioners and mentioned that withholding of pension arrears is against natural justice and decision by the Hon'ble APEX court. Such decision will unnecessarily drag the pensioners to court of law. Member(S) mentioned that he is aware such developments likely to take place in future but in view of the Presidential order dated 10.06.2013 nothing else can be proposed.

- 3.20 **Improvement in the revised policy for service GSM, RSTC & Broadband to Executives :**
- (a) Enhancement of 200 free calls limit per month on RSTC, & enhancement of free call limit on GSM Telephone connection to STS level officer from 500 calls to 800 calls.
 - (b) Rent free Broadband service connection to all Executives with BSNL 750 plan. Sr. GM (Admn.) has processed the case to the competent authority for rent free Broadband connection.
 - (c) All the BSNL executives should be provided GSM Handsets of the cost of Rs.3000/- Rs. 4000/- &Rs 5000/- to the JTO/SDE/DE level executives instead of Rs, 1500/- , Rs 2500/- Rs 3500/- respectively.
 - (d) All Executives' should be allowed CUG facility on RSTC at circle level.
 - (e) 3G Mobile service to all Executives: All the issues have been taken up with Dir (HR) for necessary action.
- 3.21 **Special drive for recruitment of JTO's/ JAO's for tenure circles:** As a onetime measure a special drive for recruitment of JTO's / JAO's for the tenure Circles should take place with relaxed conditions. BSNL Management is yet to accept the proposal.
- 3.22 **Leave Encashment Fund created:** On our persistent efforts BSNL has created leave encashment fund of Rs. 4800 crores and deposited to LIC. Which has enabled BSNL employees for their smooth payment of leave encashment on their retirement.
- 3.23 **Meetings of Staff welfare Board / Sports & Cultural Board BSNL:** The Meeting of BSNL Staff welfare Board & Sports & Cultural Board BSNL is being regularly attended by GS as special invitee. Similarly BSNL Corporate Office issued instructions to nominate representative from AIBSNLEA at Circle level also.
- 3.24 **Payment of pension contribution of the IDA pay scales:** We requested to BSNL Management to take up the matter with DoT for modification in payment of pension contribution from highest of IDA pay scale to the actual basic pay from BSNL. As the case was referred to DoP&PW and DoP&T by DoT and now DoT vide letter no. 7-45/2008/TA-I/409-433 dated 01.03.2012 submitted that Ministry of Finance (Deptt. of Expenditure) has not concurred the above proposal. Hence the Pension contribution in respect of absorbed BSNL employees are to be recovered as per the previous methodology as stipulated vide DoT letter no. 7-45/2008/TA-I/409-433 dated 25.02.2010. But with the continuous efforts of BSNL now DoT is sending a Cabinet Note on this issue to Cabinet for its approval.
- 3.25 **Withdrawal of clarifications dated 19.02.2010 and 13.10.2010 issued by BSNL Corporate Office w.r.to AAO/Sr.AO/Sr.SDE and PA/PSS cadres, pay fixation in Executive**

Promotion Policy:- We requested CMD BSNL for Withdrawal of clarifications dated 19.02.2010 and 13.10.2010 issued by BSNL Corporate Office w.r.to AAO/Sr.AO/Sr.SDE and PA/PSs cadres, pay fixation in Executive Promotion Policy and apprised him about the wrong clarification issued by BSNL CO Pers. cell wherein huge recoveries are being made and the pay of the Executives' is reduced .CMD BSNL immediately directed Sr. GM(Pers.) to keep the recoveries held in abeyance till the case is reexamined. One Committee headed by GM(Estt.) has been constituted to reexamine the cases. AIBSNLEA have provided all necessary documents related to above cases to the Convener Committee DGM(Pers.)

3.26 BSNL MRS Scheme:

- i.The CGMs have been empowered to allow the officers/officials to take treatment in any recognized hospital of BSNL at any place of INDIA on justified grounds.
- ii. The BSNL MRS scheme for retired employees has been circulated.

3.27 Deployment of ITS Group 'A' Officers in BSNL :

(a) ITS court case in Hon'ble High Court, New Delhi: The contempt case on ITS issue in Hon'ble High Court of Delhi was listed for hearing on dated 25.07.2013 as Item No. 3 in Court No. 7 before Hon'ble Justice S.K. Misra at the High Court of Delhi at New Delhi. Mr. Rajshekhar Rao appeared on behalf of the Petitioners. Mr. Sikri appeared on behalf of BSNL and Mr. Vaibhav Kalra appeared on behalf of DoT.

There was some defect as regards the memo of parties which will have to be rectified at our end in as much as certain Respondents mentioned in the memo of parties in the Court File did not appear to have any mention in the Prayer and relief clause. In view of the same, the Ld. Judge was pleased to grant 2 weeks time to the Petitioners to file the amended Memo of Parties. The counsel appearing on behalf of Respondent No. 3, 4 & 6 sought time to file a Reply and the Ld. Judge directed the Respondents to file a separate Affidavit for each Respondent. Further, Mr. Rao made brief submissions which led to filing of the instant Contempt Petition particularly the breach of the Hon'ble High Court's Orders on three occasions. However on the issue whether the personal presence of the Respondents would be required in Court, the Ld. Judge was of the view that the same should be decided on the basis of the Reply filed and to be determined at a later stage.

The matter now stands adjourned to **09.12.2013** for further proceedings. This meeting may discuss and decide the further course of actions in this regard.

(b) ITS court case in Hon'ble Pr. CAT, New Delhi: The case was listed for hearing on 30.09.2013 as Item No. 63 under the ready for hearing matters in Court No. 2 before the bench comprising of Hon'ble Mr. George Paracken and Hon'ble Mr. Sudhir Kumar at the Central Administrative Tribunal, Principal Bench at New Delhi.

Mr. Rajshekhar Rao appeared on behalf of the Applicants. Counsels for the Respondents were also present. Mr. Rao made brief submissions as regards the disregard of the Hon'ble High Court's Orders in W.P. 22515/2005 by the Respondents and the issuance of the Impugned Orders dated 11.03.2013. The Respondents objected to the maintainability of the OA in as much as a Contempt Petition has already been filed and is pending before the Hon'ble High Court of Delhi. On this, Mr. Rao submitted that it is settled position of law that the relief sought in a contempt petition is only limited to punishment in so far as the violation of the Judgment is concerned and the relief sought herein for quashing of the Orders can only be sought from the appropriate forum i.e. the Central Administrative Tribunal. In fact, even the Hon'ble High Court while disposing of the Writ Petition had granted liberty to the Applicants to seek remedy before the appropriate forum.

However, the Ld. Bench was of the view that the Applicants will have to amend the prayer clause and has directed the Applicants to amend the Application accordingly. Furthermore, Hon'ble Mr. George Paracken was of the view that there are similar orders already passed on this issue pertaining to BSNL and has directed the Counsel for BSNL to file a list of all such similar pending cases in Court. In view of the same, the matter has now been adjourned sine die.

In the interregnum, we will be taking steps to move an appropriate application for amending the Prayer.

4.0 Other Organizational Activities :

- **Amendments to Rules and byelaws of the Association:** The amendments in the constitution passed in the 2nd AIC Jaipur have been submitted to the BSNL Management and Registrar of Societies for information. 3rd AIC Kolkata did not resolve to amend the constitution. 4thAIC may further discuss and pass the resolutions for Amendments to Rules and byelaws of the Association.
- **Establishment of Association office and permanent assets:** At present the Association Office is being run from BSNL's accommodation. However, decision on some accommodation may be taken on permanent basis / rented basis for stay purpose of our members at CHQ New Delhi.
- As per the decision of CWC Meet Ahmadabad, the Vehicle at CHQ has been purchased i.e Swift DeZire VXi No. **DL 2C AP 5554** with the financial help extended by the Circles. The payment detail will be submitted in FS report. It has smoothened the day to day work at CHQ.
- **Winding-up of all constituent Associations:** All the General Secretaries of constituent Associations have been requested again and again to take necessary steps to wind-up the constituent Associations and transferring their movable/ immovable properties/ assets to AIBSNLEA. But no constituent Association has taken necessary steps in this regard. As per the decision of 3rd AIC Kolkata a Committee was constituted headed by Sh. P. Venugopal, President, Sh. Amit Gupta, OS(East), Sh. Jogi Ram, CWC Member Haryana, Sh. C. M. Saste, OS(W) and Sh. Sai Baba CS AP Circle to suggest the mean and manner to resolve the issue. The Committee members will appraise the progress in this regard to this AIC.

Accordingly, the Committee members met GS, TESA(I) and GS, AFSOA during their visit to CHQ on dated 31.01.2013 but they did not shown any inclination to transfer the movable/immovable assets to AIBSNLEA on one pretext or the other. In view of this, CHQ consulted advocate for legal actions and a legal notice was sent by our advocate to GS TESA(I) in the month of June'2013 and now the suit has been filed in the Civil Court, Nodia, U.P. This AIC should discuss and decide the future course of actions on other constituents also.

- **Venue for next CWC:** This AIC may decide venue for next CWC Meeting.
- **Organizational Tours:** The details of the Organizational tours of CHQ Office bearers are being placed regularly on the website for information.

5.0 Organisational Action programmes: The details of the Organizational Action programmes / meeting under the banner of United Forum of BSNL Executives' Associations and Forum of BSNL Unions/Associations at CHQ Office are being placed regularly on the website for information.

- A. **Functioning of United Forum of BSNL Executives Associations:-** AIBSNLEA, SNEA(I) and AIGETOA under the banner of United Forum of BSNL Executives Associations are

taking up the common issues mainly holding of CPCs to fill up vacant JAG / STS grade posts on regular and adhoc basis, CPSU Cadre hierarchy, Implementation of E-2, E-3 standard IDA Pay scales, transfer policy, amendment in EPP, MTRR, BSNL MSRRs, DGM RR etc. Similarly on the issues related to viability of BSNL.

- B. Forum of BSNL Unions & Associations organized National Convention of BSNL Employees on 3rd August 2013 at New Delhi on Viability of BSNL:** National Convention of BSNL Employees held on 3rd August 2013 at Mavlankar Hall, New Delhi, participated by BSNL employees from all over India, representing the 2.5 lakh employees expressed its deep concern and anxiety about the continued loss of BSNL for the last four financial years and the reduction in its market share. The slow growth rate is mainly due to lack of expansion and developmental activities, non-procurement of required equipment etc. which continue despite the continued and sustained demands raised by the employees and their Unions/Associations for improvement of the services.

This National Convention of BSNL Employees organised under the banner of the Forum of BSNL Unions and Associations resolved the following demands / suggestions before the government and the BSNL Management for Revival of BSNL and for a better service to the Nation:

1. The Government should honour and implement the assurances given at the time of formation of BSNL for financial viability like Reimbursement of License Fee, Payment of ADC to BSNL and Liberal subsidy from the USO Fund for compensating for the losses for providing services in villages, remote / rural /naxal affected areas etc.
2. The Spectrum should be allotted free to BSNL, which is the incumbent and Government Company, including the additional spectrum with BSNL.
3. The Rs.18,500crores charges for BWA & 3G Spectrum from BSNL should be refunded
4. Orders should be issued making it mandatory for all Central/State Government departments, Central/State PSUs to take telecom services from BSNL/MTNL as have been issued for air-travel by another central PSU, Air India. This will help in dealing with security concerns also.
5. Refund BSNL the huge interest of about Rs. 12,000 crores recovered from BSNL @ 14.5% for the Notional loan of Rs. 7,500 crores.
6. Transfer the assets and land to BSNL from the government for which BSNL is paying the taxes and other charges.
7. An effective and quick mechanism and immediate procurement of equipment like Mobile lines, Broadband Modem, Cables, Drop Wires, Optical Fiber etc. so that expansion and Development could be implemented quickly.
8. The Pension Contribution to be remitted to the government should be on the basis of actual pay and not on the basis of the maximum of the pay scale, by which the company is losing huge money.
9. BSNL should be exempted from payment to USO Fund, considering the fact that the financial condition of the BSNL is weak.
10. The Management of the company should belong to the company and not to deputed officers.
11. Telecom Factories to be modernised. In addition to towers, other equipment required for telecom services should be manufactured. It should be made mandatory for the field offices to purchase the equipment from telecom factories.
12. Effective functioning of the Works Committees at the SSA level so that discussion could take place between the unions/associations and management for expanding and improving the services.
13. No VRS /Retrenchment in BSNL, which will have negative impact on the services as has already been the experience wherever it has been implemented.
14. No Disinvestment / Privatisation of BSNL
15. Abolition of the Telecom Advisory Committees, which have been formed when only DOT was providing services, and which has got no relevance now except unnecessary expenditure.
16. Active and committed participation of the employees in marketing and other developmental activities.

National convention also decided to conduct State Level Conventions throughout the country to create awareness amongst the employees towards Viability of BSNL. Accordingly some Circles have already conducted State Level Conventions.

- 6.0 Merger of BSNL & MTNL:** Recently Group of Ministers (GoM) has recommended to provide Pension to MTNL employees under Rule-37A and has proposed, after 3rd PRC, the pay scales of BSNL & MTNL employees will be made equal. As per synergy and PAN INDIA presence to review both the PSUs, GoM has also suggested merger of BSNL & MTNL. GoM's recommendations are being send to Cabinet for approval shortly.
- 7.0 Viability of BSNL/MTNL& Joint/Forum of BSNL/MTNL Unions/Associations Activities:** AIBSNLEA along with all BSNL/MTNL Unions / Associations on the common issues concerning BSNL/MTNL Viability is actively participating in the several meetings and Trade Union Action Programmes under the banner of Joint/Forum of BSNL Unions/Associations. In order to organise the joint movement, a joint committee by the name "Joint Forum of BSNL & MTNL Unions/Associations" is formed with Com. M. K. Bagchi as Chairman and Com. V.A.N. Namboodiri as Convener. All the General Secretaries of the participant unions along with the Chairman and Convener have formed the core committee for negotiation etc. On various occasions to fight against the wrong policies of the Government. We are more concerned for the settlement of HR issues of Executives in BSNL but equally concerned for the viability of BSNL/MTNL also.

Conclusion:

This is a report having reported the important developments & activities of the Association after 3rd All India Conference held at Kolkata from 30th, 31st and 1st Jan,2011 mainly to have quick catch-up of the major developments that took place during the period. So that the deliberations on the various items, on agenda of the 4th All India Conference, became easier. Most of the issues related to the members of AIBSNLEA and the important developments of the Association as above are available in the report. Before concluding, I shall fail in my duties if I do not express my gratitude and sincere thanks to all the esteemed members of the Association for their unqualified support which enabled the CHQ and the CWC to discharge their functions as effectively as was possible. I express my sincere thanks to all the branches and Circles who co-operated their best in allowing us to discharge our duties and commitment towards the members. My sincere thanks goes to the Circle Secretaries, Circle Presidents and the CWC Members for their sincere participations in the CWC meetings which made meetings meaningful. I thank my CHQ colleagues for their valuable support and assistance. I express my sincere gratitude to Shri P. Venugopal, CHQ President for his valuable and mature guidance during this period. We successfully overcame from all the hurdles created by vested interest to destabilize this Association. We could function as cohesive team despite the fact that our Association is having executives of various disciplines with divergent views, different problems and dissimilar approach. That is why during this period most of the important issues could be successfully resolved. I am confident that our collective strength and maturity in decision making will make it possible for us to reach our goal. Let us, therefore march forward to re-write our own future with confidence and firm determination. We are extremely thankful to the comrades of Maharashtra Circle and Nashik SSA (Maharashtra Circle)for holding this 4thAll India Conference at Nashik.

Thanking you, it is concluded.

AIBSNLEA - UNITY - ZINDABAD ! AIBSNLEA - ZINDABAD ! BSNL - ZINDABAD !

Comradely yours,



**(Prahlad Rai)
General Secretary**