

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**
Central Headquarters, New Delhi-110001



**Manifesto for Membership
Verification**

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The AIBSNLEA

AIBSNLEA was formally launched on 1st May 2004 by integrating following ten separate Associations which were earlier representing Group 'B' and promote source Group 'A' officers of different disciplines in the Department of Telecommunications:

1. Telecommunication Engineering Services Association (India)
2. All India P&T Accounts & Finance Service Officers Assn.
3. All India Junior Telecom Officers Association
4. All India P&T Civil Engineers' Association (Group B)
5. P&T Electrical Engineers' Association
6. All India Junior Engineers' Association
7. All India P&T Architectural Wing Association
8. All India Telecom Stenographer's Association
9. Akhil Bhartiya Door Sanchar Rajbhasa Association
10. Bharat Sanchar Nigam Ltd. Executives' Association (CTD) Regd.

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

Since inception, AIBSNLEA is functioning in a fully democratic manner. Its membership is open to all serving executives of BSNL irrespective of any creed or community whether it is recruited by BSNL or absorbed in BSNL. AIBSNLEA has its formations throughout the country in each circle and SSA. Comrade Prahlad Rai is the General Secretary of AIBSNLEA since first general elections.

Existing CHQ body of AIBSNLEA comprises following office bearers:

Central Office Bearers:

S. No.	Post	Name	DESIGNATION & POSTING CIRCLE
01	President	Shri S. Sivakumar	AO, STR, Tamil Nadu
02	Vice President - I	Smt. K.N. Baby Rani	SDE (T), Kerala
03	Vice President - II	Shri Appalal J Chakoli	SDE (T), QA, Karnataka
04	General Secretary	Shri Prahlad Rai	DGM (T), BSNL CO, ND
05	AGS (Head Quarter)	Shri N.L. Sharma	AGM (T), BSNL CO, ND
06	AGS (Engineering)	Shri B.S. Reddy	DGM (T), Andhra Pradesh
07	AGS (Finance)	Shri Raj Pal Sharma	AO, BSNL CO, New Delhi
08	AGS (C/E/Ar/TF)	Shri P.C. Joshi	SDE (E), NTR, New Delhi
09	AGS (PS/CSS/Oths)	Shri K.P. Nair	PA, Maharashtra
10	AGS (DR)	Shri Ajay Kaswan	SDE (T), Punjab
11	Finance Secretary	Shri T.C. Jain	AO, BSNL CO New Delhi
12	Org. Secretary (N)	Shri Devesh Sharma	JTO (T), Rajasthan
13	Org. Secretary (S)	Shri P. Udayasuriyan	DE (T), Chennai TD
14	Org. Secretary (E)	Shri Prusun Kr Mukhopadhyay	DE (T-LA), Calcutta TD
15	Org. Secretary (W)	Shri C.M Saste	DE (T), ITPC, Maharashtra

Auditor:

S. No.	Post	Name	DESIGNATION & POSTING CIRCLE
01	Auditor	Shri Bhagwan Singh	SDE (T), Rajasthan

Advisors:

S. No.	Post	Name	DESIGNATION & POSTING CIRCLE
01	Advisor (East)	Shri S.K. Jena	SDE (C), Odisha
02	Advisor (West)	Shri M M Kanani	AGM (T), Gujarat
03	Advisor (North)	Shri Karan Singh	DGM (T), Rajasthan
04	Advisor (South)	Shri S. Narender	AO, ITPC, Andhra Pradesh
05	Advisor (Central)	Shri Parvez Khan	SDO (T), Madhya Pradesh
06	Advisor (HQ)	Shri Satish Kumar	SDE (T), QA, New Delhi
07	Advisor (Legal)	Shri R. Guru Prasad	DGM (Finance), Tamil Nadu
08	Advisor (General-I)	Shri M.S. Srinivas	DE (T), STR, Karnataka
09	Advisor (General-II)	Shri Dinesh Meghwal	JTO (T), Rajasthan
10	Advisor (General-III)	Shri Naresh Thakur	DE (T), Himachal Pradesh
11	Advisor (General-IV)	Shri A.K. Singh	SDE (T), UP (East)
12	Advisor (General-V)	Shri Alkendra Singh	EE (E), Rajasthan
13	Advisor (General-VI)	Shri Basudev Chakraborty	CAO, ETR, West Bengal
14	Advisor (General-VII)	Smt. Ashwini P. Bharati	SDE (T), Maharashtra

Consultants:

- **Com. P. Venugopal, Ex. President, CHQ AIBSNLEA**
- **Com. Amit Kumar Gupta, Ex. OS(East), CHQ AIBSNLEA**
- **Com. J Saibaba, Ex. AGS(Engg.), CHQ**
- **Com. H Y Andeli, Ex. Circle Secretary, Karnataka Circle**
- **Com. T Mangalandan, Ex. Circle Secretary, Kerala Circle**

Vision of AIBSNLEA

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

1. AIBSNLEA is totally committed to ensure the best possible telecom services in terms of “affordability, quality and transparency”. As Telecom is moving towards faster growth and more and more customer friendly services and in the days to come we shall have to earn more and more confidence of our customers and make them delighted through our faultless and customer friendly services.
2. AIBSNLEA has a deep vision to provide the “Navaratna” status to BSNL, so AIBSNLEA strongly believes that Officers need motivation to perform tirelessly for the growth of the company because only a contended workforce can deliver up to the desired level of customer satisfaction. AIBSLEA has also a vision to improve our quality of service to not only to retain our customers but to attract new subscribers.
3. AIBSNLEA believes to decentralize the administrative and financial powers for not only reducing the burden on the top management but also to give adequate freedom to the lower formations by developing a team spirit.
4. AIBSNLEA has a deep expectation to motivate BSNL Executives, their skills and profile through trainings, seminars, moral education and attractive incentive schemes etc. so that they meets the challenges and increases its profitability in future and also prevents the brain drain.
5. AIBSNLEA is committed to implement the recommendation of 3rd PRC w.e.f. 01.01.2017 by enhancing the financial position of the company and AIBSNLEA is acting as a driving force to achieve the same.
6. AIBSNLEA is committed for the reopening of All India LTC, Medical payment without voucher, LTC, leave encashment etc.
7. AIBSNLEA strongly oppose the Privatization / Disinvestment of BSNL in any form and believes that Privatization / Disinvestment of BSNL can only help the Government to meet its budgetary deficits.

8. AIBSNLEA strongly oppose the VRS to BSNL Employees in BSNL. AIBSNLEA believes that imposing VRS to BSNL employees in BSNL will over burden the remaining employees as well as it will be difficult to main about 34,000 telephones exchanges in the country.
9. AIBSNLEA strongly believes that as a prime stakeholder of the BSNL, the government has a deep responsibility to ensure to flourish the BSNL.
10. AIBSNLEA strongly believes in the strength and competency of the existing Executives and also believes that arbitrary deployment of ITS officers in BSNL has also adversely affected the Viability of BSNL. This is jeopardizing the careers and livelihoods of lakhs of employees who had believed the government and even today have the conviction in BSNL.
11. AIBSNLEA reiterate its commitment for extending 30% Superannuation benefit to BSNL recruited Employees as per the recommendation of 2nd PRC to boost the morale of the young Executives.
12. AIBSNLEA is committed for raising the voice for Immediate replacement of intermediary pay scales of E1A and E2A by standard pay scales of E2 and E3 for JTO and SDE equivalent cadres w.e.f. 01.01.2007 as per the recommendation of the Joint Committee and subsequent up-gradation of IDA scales as E3 by E4, E4 by E5, E5 by E6 and E6 by E7.
13. AIBSNLEA is committed for implementation of CPSU Cadre Hierarchy and first Time Bound Promotion as per the recommendation of Joint committee.
14. AIBSNLEA is committed for scrapping of the MT RRs and DGM RRs.
15. AIBSNLEA is committed to make tireless efforts for filling up of the vacant SAG/JAG, STS Group 'A' / Group "B" posts in BSNL of all streams through regular CPCs/LDCEs by taking first initiative.
16. AIBSNLEA is committed to get all consequential benefits of 78.2% IDA merger from 01.01.2007 on actual basis.

Achievements of AIBSNLEA after formation of BSNL

1. To bring all Group 'B' Officers (DOT recognized) Associations of the executives under the umbrella of Central Coordination Committee.
2. Absorption of Gr. 'A' and Gr. 'B' officers in BSNL during 2003.
3. IDA Pay Scale finalization for BSNL executives on point to point fixation basis.
4. Grant of perks to BSNL executives from 01.01.2005 in 2006 on actual basis.
5. Notification of Executive Promotion Policy (EPP) on 18.01.2007 and further issuance of the clarifications related to the execution of EPP on 30.05.2007 and EPP implemented in full.
6. Restructuring of various executive cadres i.e. JAO, JE(C/E/Arch/TF) Engineering Wings, PA/PS and Assistants of CSS cadre etc.
7. Date of effect for all upgraded pay scales decided w.e.f. 01.10.2000 for the purpose of counting the residency period and pursuance for notional benefit.
10. AAO pay scale settled in the grade of Rs.11875/- at par with the grade of AO.
11. Filling up of the vacant STS Gr. 'A' posts in all disciplines in BSNL in the year 2006.
12. Transparent transfer policy for executives in BSNL got notified in February 2009.
13. Implementation of 2nd PRC with 30% Fitment benefit.
14. Notification of BSNL MSRR in June 2009 with date of effect as 01.10.2000.
15. Regularization of Adhoc STS level Executives in year 2010.

16. Promotion of Regular STS level Executives to the grade of DGM on Adhoc basis by giving relaxation of one year in the eligibility conditions for promotion to DGM in year 2010 first time in BSNL.
17. IDA Pension revision for BSNL Pensioners on 15th March 2011.
18. Regularization of Adhoc DGM to DGM (Regular) in year 2012.
19. GSM Mobile Telephone connections with STD facility and hand set to all executives.
20. Broadband connections at the residence of all executives and increased free call limit.
21. Data facility on GSM service connections to all executives.
22. E1+5 advance increments in IDA pay scale to JAO/JTO equivalent executives to avoid their financial losses.
23. Regularization of Officiating JTOs by creating supernumerary posts of 3500 JTOs to avoid their reversion as per the judgment of Hon'ble Chandigarh High Court and their regularization after finalization of JTO RR 2014.
24. Stopped the reversion of 1966 SDEs by intervention of AIBSNLEA in Hon'ble Delhi High Court in the year 2007.
25. JAO-2010 batch option case resolved with the exclusive efforts of AIBSNLEA
26. Implementation of 2nd PRC recommendations with 30% fitment to all BSNL Executives in February 2009.
27. 78.2% IDA fitment to all BSNL Executives in June 2013.
28. E-2 to E-7 IDA Pay Scales proposal got approved from BSNL MC and sent to DOT for ratification.
29. CPSU cadre hierarchy in BSNL recommendations by Khan Committee.
30. Superannuation benefit to BSNL recruited employees with 3% contribution from employer side.

31. E-1 + 5 advance increments benefit to JTO (SRD), JAO 2013 batch and PA cadre approved by BSNL Board and sent to DOT for ratification.
32. Sr. PPS Posts got created with CMD / Director of BSNL Board and PPS Posts with all CGMs.
33. The process of Membership verification of Executives' Associations started as per AIBSNLEA demand.
34. 3% Pay fixation benefit on time bound promotion and further 3% Pay fixation on DNI under EPP settled.
35. LICE from TTA to JTO (T) started after the finalization of JTO RR-2014 with the untiring efforts of AIBSNLEA.
36. ITS officer's absorption issue got finality in BSNL/MTNL. AIBSNLEA along with other Associations filed a contempt case in the Hon'ble High Court Delhi and PB CAT New Delhi to quash the deployment order of the arbitrary deployment of ITS Officers in BSNL.
37. AIBSNLEA made tremendous efforts in notifying the constitution of 3rd Pay Revision Committee (PRC) and made presentations before the 3rd Pay Revision Committee on 8th August 2016.
38. AIBSNLEA impleaded in the OA No. 290/00165/2016 filed by Chet Ram Sharma and others against BSNL regarding absorption of officiating JTOs in Honorable CAT Bench, Jodhpur and got it dismissed on 25.07.2016.
39. 78.2% IDA Pay fitment benefit to BSNL Pensioners and removal of 60:40 liability sharing provisions in the BSNL Pension Rules 37-A approved by Union Cabinet on untiring efforts of AIBSNLEA and AIRBSNLEWA.
40. Persuasions for getting the payment of Rural Deficit Charges of Rs. 1250 Crores from Govt. to BSNL.
41. Settlement of various anomalies in EPF for Direct Recruits.
42. Promotion of 658 Regular STS level executives to the DGM (Engg.) grade on Adhoc basis during March 2016.
43. Promotion of 234 Regular STS level executives to the DGM (Finance) grade on Adhoc basis during September 2016.

Issues being taken up by AIBSNLEA for their settlement

1. Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL w.e.f 01.01.2007 as per the recommendation of the Joint Committee and subsequent up-gradation of IDA scales as E3 by E4(Sr. SDE), E4 by E5(AGM), E5 by E6(DGM) and E6 by E7(NFSG DGM).
2. Implementation of Khan Committee report on CPSU cadre hierarchy in true spirit - Change of designations on each Time Bound up-gradation on functional basis up to SG-JAG level as assured at the time of absorption in BSNL
3. Scrapping of the MT RRs and DGM RRs
4. Full 30% Superannuation benefit to BSNL recruited employees as per DPE guidelines.
5. Regular / Adhoc Promotion from JTO (T) to SDE (T) and JTO (TF) to SDE (TF) of seniority and LDCE quota.
6. CPCs from SDE (T) to DE and DE to DGM (Engg.)
7. CPCs from JAO to AO, AO to CAO and CAO to DGM (Finance)
8. CPCs from SDE(C/E) to EE(C/E), EE (C/E) to SE (C/E) and SE (C/E) to CE(C/E).
9. Extending NFSG Grade to DGM (Adhoc) promoted from Group "B"
10. Early settlement of Pay anomaly cases wherein senior executives are drawing less pay than their juniors.
11. Allowing all existing SDEs (C/E) promotion up to EE level by amending EE(C/E) MSRRS.
12. Date of effect of Implementation of revised IDA Pay Scales for the Executives (C/E/Arch., PAs/PSSs) w.e.f. 01.10.2000 on notional basis.

13. Diversion of 50% MT quota CAO posts to the seniority quota.
14. Special Recruitment Drive of JTO's/ JAO's for tenure/deficit circles and consideration of all pending Rule-8 transfers and temporary transfer of Direct Recruit JTOs
15. FR 22 (I) a (i) pay fixation to Officiating JTOs.
16. Resolution of the pay loss to JTOs/JAOs recruited after 01.01.2007.
17. Fixation of pay in respect of Departmental Outsider TTAs appointed as JTOs.
18. One time placement of SDE to Sr. SDE Grade.
19. Restructuring of Assistant Directors (OL) cadre.
20. Sanction/creation of new posts of PPS in the field offices with all HAG level Officers and One time relaxation to steno Grade-III for their promotion to PA cadre.
21. Extension of E1+5 advance increment benefit to JTO (SRD) / JAO 2013 batch and PA Cadre.
22. Inordinate delay in settlement of disciplinary cases
23. Distribution / review of SAG level officers in Telecom Operations Stream in Territorial Circles and SSAs and delegation of Financial Powers to TDMs/DGMs.
24. Review of Indoor medical facility under BSNL MRS.
25. IDA Pension revision of BSNL pensioners along with implementation of the 3rd PRC recommendations.
26. Considering Screening Test passed candidates in BSNL for JAO (40%) LICE.
27. Review of tenure period of hard tenure circles/stations.

AIBSNLEA strongly believes to convince the management by dialogue about the legitimacy of our demands and the firm timelines for resolutions.

We the AIBSNLEA

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

AIBSNLEA remained always in frontline to bring our positive outcomes in the matters like ADC payment; License fee Waiver and GSM lines enhancement issues etc.

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

AIBSNLEA always remained as pioneer in all the struggles of the Forum of BSNL Unions and Associations to safe guard the interest of BSNL. In true sense, AIBSNLEA safe guarded the interest of the entire BSNL Executive fraternity and BSNL as a whole.

AIBSNLEA and AIGETOA have signed a MoU to strengthen both the Associations and its members. This unity of AIBSNLEA and AIGETOA will safeguard the interest of executives and BSNL further.

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

AIBSNLEA is sure that the Financial Year 2016 will give us a ray of hope and happiness to elevate BSNL to a top Telecom Company in India.

An appeal by AIBSNLEA

AIBSNLEA has always proved itself as an actuator in all drives of the legitimate demand of BSNLE executives. AIBSNLEA believes in the ground work and not in the mere pump and show on bandwagons. Fight can't be win by standing on bandwagons, we believes that it is only the ground work with full of sweat and blood flow which brings outcomes.

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

Despite the several negative forces running every nuke and corner to derail the resolution of issues and doing all sort of propaganda to just achieve their sinister motives, AIBSNLEA strongly believes that the "Membership Verification" is the only solution to this leg pulling approach by some overzealous corners. The roots of AIBSNLEA are nourished by the water of different rivers like Associations of all streams. This is the real strength of AIBSNLEA and it has no need to be proved before anyone. Nobody can steal its sunshine glory because nobody can steal the aroma of flower. Now, this is the time to make the glory of AIBSNLEA more shining, make the power of AIBSNLEA more intensified and time to say a big 'NO' to further Machiavellian moves of our opponents.

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

Zindabad

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