

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS
Comprising of
(AIBSNLEA and AIGETOA)
CHQ, NEW Delhi-11001

No. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/8

Dated 27.04.2016

To,

The CMD
Bharat Sanchar Nigam Limited
1, H.C. Mathur Lane, Janpath
New Delhi-110001

Subject: Revised Notice for resuming the deferred organizational actions to protest against inordinate delay in implementation of the decisions taken in the meeting held on 14.12.2015 issued vide minutes of the meeting through letter no. BSNL/7-3/SR/2015 dated 14.12.2015.

References: 1. CHQ/UF/Exe.Ass./AIBSNLEA-AIGETOA/1 dated 03.09.2014
2. CHQ/UF/Exe.Ass./AIBSNLEA-AIGETOA/ dated 30.04.2015
3. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/ 3 dated 12.05.2015
4. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/ dated 07.07.2015
5. BSNL/7-3ISR/2015 (1 &2) dated 07.07.2015
6. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/5 dated 02.12.2015
7. BSNL/7-3/SR/2015 dated 14.12.2015.
8. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/7 dated 15.12.2015

Respected Sir,

We regret to mention that in spite of BSNL Management's firm assurance vide SR letter under reference 7 above, BSNL has yet not taken any firm action for implementation of decisions taken in the meeting held on 14.12.2015 issued vide minutes of the meeting through letter no. BSNL/7-3/SR/2015 dated 14.12.2015.

Despite our repeated requests and marathon meetings with HR team of BSNL and discussions at the level of Director HR and the assurances given for the settlement of the long pending genuine HR issues of executives from the highest level of BSNL, none of the issues have been resolved due to the total indifferent and biased attitude of the HR units of BSNL C.O., specially Establishment and Personnel Units.

Despite of a firm and positive assurance which included a dead line of 26th January 2016 for implementation of Khan Committee recommendations, the implementation has been delayed beyond time due to deliberate and biased attitude of HR Managers of BSNL towards the settlement of genuine long pending HR issues of BSNL Executives.

The United Forum of BSNL Executive Associations (AIBSNLEA and AIGETOA) strongly protests against the continuous negligence towards settlement of the long pending HR issues. We hereby serve the notice for resuming the deferred organization action programs on following demands:

Immediate implementation of the decisions taken in the meeting held on 14.12.2015 issued vide minutes of the meeting through letter no. BSNL/7-3/SR/2015 dated 14.12.2015 i.e.

- I. **Immediate implementation of the recommendation of the committee headed by Sh. M. A. Khan, ED (NB) on standard E2 & E3 scales for JTO & SDE Equivalent executives and CPSU Cadre Hierarchy in BSNL, scrapping of the MT, DGM RRs altogether.**
- II. **Extending 30% Superannuation benefit to the BSNL recruited employees.**
- III. **Resolution of various other long pending HR issues like taking urgent necessary action for:**

- a. Immediate conduction of various CPCs in all the disciplines to fill up the vacant group-A and Group B equivalent posts in a time bound manner, notional pay fixation of all upgraded pay-scales w.e.f. 01.10.2000, one time relaxation to Steno Grade-III for their promotion to PA cadre, settlement of Pay Anomaly cases where junior executives are drawing more pay than senior executives, special recruitment drive for hard tenure/shortfall circles, FR 22(I)a(i) pay fixation to officiating JTOs, restructuring of AD (OL) cadres, finalization of new SDE RR 2014 in line with association suggestions.
- b. declaration of LDCE results, Settlement of Rule-8 transfer cases, Pay loss to JTOs/JAOs recruited after 01.01.2007 and fixation of pay in respect of departmental outsider (TTA) appointed as JTOs, extension of E1+ 5 advance increment benefit to JTO (SRD)/JAO 2013 batch and PA Cadre and other long pending HR issues submitted earlier

Organizational actions and schedule:

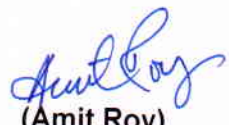
- "Lunch/Closing Hour Demonstrations" at BSNL CO/Circle/SSA headquarters on 3rd May 2016.
- One Day Dharna at BSNL CO/Circle/SSA headquarters on 12th May 2016.
- Three days "Hunger Fast" at BSNL CO/Circle/SSA headquarters on 25th, 26th and 27th May 2016 (10:00 Hours to 18:00 Hours).
- "Work According to Rules" with effect from 25th May 2016 (10:00 Hours) till the settlement of demands.
- 1st June 2016 onwards – "Delhi Chalo" for Indefinite Dharna at BSNL CO. The executives throughout the country will gather at BSNL CO, New Delhi till withdrawal of the MT Notification and settlement of various HR issues. During this period, there will be complete non-cooperation with management.

United Forum of AIBSNLEA and AIGETOA sincerely believes that this company cannot grow by neglecting the genuine HR issues of executives as Human resource is the key to the growth of the company. Demotivation in the minds of executives especially the younger lot, will hamper the turnaround of BSNL and slow down its progress. We also believe that present management is more concerned towards survival of BSNL hence will recognize the resentment of Executives and not force us to further intensify the organizational action programs. In case, BSNL management do not take note of the resentment of the executives, responsibility of industrial unrest shall lie on BSNL management.

Thanking You

Yours Sincerely,


(Prahlad Rai)
General Secretary
AIBSNLEA
Mob 9868278222


(Amit Roy)
For: General Secretary
AIGETOA
Mob 9953967217

Copy to:

1. Shri Ravi Shankar Prasad, Hon'ble Minister of Communications & IT, Govt. of India.
2. Shri J.S. Deepak, Chairman TC & Secretary (T), DoT, Govt. of India
3. Smt Sujata Ray, Director (HR), BSNL Board, New Delhi-110001
4. Shri N. K. Gupta, Director (CFA), BSNL Board, New Delhi-110001
5. Shri N.K. Mehta, Director (Enterprise), BSNL Board, New Delhi-110001
6. Shri R.K. Mittal, Director (CM), BSNL Board, New Delhi-110001
7. Smt Madhu Arora, GM (Estt), BSNL CO
8. Shri D. Chakravarty, GM (Pers), BSNL CO, New Delhi-110001
9. Shri A.M. Gupta, GM (SR), BSNL CO, New Delhi-110001
10. Shri S.K. Sinha, GM (Admin), BSNL CO