

# UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

Comprising of

**(AIBSNLEA and AIGETOA)**

CHQ NEW Delhi-11001

No. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/3

Dated 11.05.2015

To,

The CMD

Bharat Sanchar Nigam Limited

1, H.C. Mathur Lane, Janpath

New Delhi-110001

**Subject: Notice for organizational actions to protest against the arbitrary recruitment of Management Trainees and non-settlement of long pending HR issues in BSNL-reg.**

**References: 1. CHQ/UF/Exe.Ass./AIBSNLEA-AIGETOA/1 dated 03.09.2014  
2. CHQ/UF/Exe.Ass./AIBSNLEA-AIGETOA/ dated 30.04.2015**

Respected Sir,

We regret to mention that in spite of our several requests in the formal/informal meetings for the settlement of the long pending HR issues of executives, BSNL management has arbitrarily notified Management Trainees Recruitment vide letter nos 74-1/2015-Rectt and 74-2/2015-Rectt dated 01.05.2015. The lateral induction at the level of AGM/DE/CAO/EE will block the career prospects of young and talented executives of BSNL. The catastrophic effects of MT recruitment on the morale of executives of BSNL and the reasons for Protest are being detailed in Annexure-I to this letter.

The Notification of MT recruitment reflects the prejudiced mindset of BSNL management not to implement the CPSU cadre hierarchy. The implementation of CPSU cadre Hierarchy was assured to the executive associations during their agitation program deferment in February 2012 and instead of implementing that BSNL has gone ahead with arbitrary notification of MT recruitment. The United Forum of BSNL Executive Associations (AIBSNLEA and AIGETOA) strongly protests the arbitrary notification of MT Recruitment and non-settlement of the long pending HR issues. We hereby serve the notice for organization action programs on following demands:

- 1. Immediate withdrawal of the MT recruitment notification dated 1<sup>st</sup> May 2015, scrapping the MT RR altogether and implementation of CPSU Cadre Hierarchy in BSNL. No lateral entry of fresher's at any level above JTO/JAO/Equivalent.**
- 2. Resolution of various other pending HR issues like finalization of standard pay scales (E2 for JTO/Equivalent and E3 for SDE /Equivalent), Holding of CPCs to fill up vacant JAG/STS/Group B etc. The issues have already been submitted by this forum as enumerated in Annexure-II of this letter.**

P.T.O.

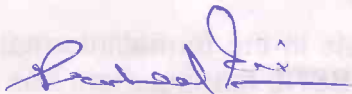
**Protest activity and schedule:**

- 18-05-2015 to 25-05-2015 – Signature Campaign and bearing black badges.
- 25-05-2015 - Lunch hour demonstration at SSA/Circle/BSNL CO Level.
- Two days Dharna on 09.06.2015 and 10.06.2015 at SSA/Circle/BSNL CO Level.
- The organizational programs will be intensified further if management doesn't accept the demands as mentioned above.

Forum of AIBSNLEA and AIGETOA sincerely believe that this company cannot grow by giving preferential treatment to outsiders and ignoring in-house talent. 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. If BSNL management will not take note of the resentment of the executives then responsibility of industrial unrest in terms of harder trade union action programs shall lie on BSNL management

Thanking You

Yours Sincerely,



(Prahlad Rai)  
General Secretary  
AIBSNLEA  
Mob 09868278222



(R.P. Shahu)  
General Secretary  
AIGETOA  
Mob 0424051555

**Copy to:**

1. Shri A.N. Rai, Director (HR), BSNL Board, New Delhi-110001
2. Shri N. K. Gupta, Director (CFA), BSNL Board, New Delhi-110001
3. Smt. Sujata Ray, ED (Finance) BSNL CO, New Delhi-110001
4. Shri Shameem Akhtar, Sr. GM (SR), BSNL CO, New Delhi-110001
5. Smt. Madhu Arora, GM (Estt), BSNL CO, New Delhi-110001
6. Shri D. Chakravarty, GM (Pers), BSNL CO, New Delhi-110001