



ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

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No. AIBSNLEA/CHQ/CMD/2013

Dated: 11.04.2013

To
Shri R.K. Upadhyay
Chairman-cum-Managing Director
Bharat Sanchar Nigam Limited
New Delhi -110001

Subject: Notice for Organisational Action Programmes commencing w.e.f. 29th April'2013.

Ref: No. AIBSNLEA/CHQ/CMD/2012-13 Dated: 10.09.2013 (Annexure-II)

Respected sir,

We are constrained to inform you that despite our several requests in the informal meetings for the settlement of the pending issues of the Executives' in BSNL remain unsettled due to the indifferent and un-helping attitude of the BSNL Management. All the pending issues were deliberated in the Central Working committee Meeting of AIBSNLEA held at Guwahati (Assam) from 05th to 06th April'2013 and CWC expressed its dissatisfaction against non-settlement of the pending issues. The issues were submitted in the form of Resolutions passed in CWC Ahmedabad meeting to the Management in the letter under reference (**Annexure-II**). The non-settlement of the legitimate issues has caused serious resentment amongst the members of this Association. The pending and pressing issues are as under which need immediate settlement. The brief Note on Pending issues which needs immediate settlement is attached as per **Annexure-I**.

1. Immediate withdrawal of looking after arrangements and allowing officiating Promotion till the time all vacant DE/DGM level posts are filled up on adhoc/regular basis.
2. CPCs to fill up the vacant HAG/SAG/JAG, STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc/ Regular basis :
3. Regularization of Officiating JTOs and Removal of FR-35 pay fixation.
4. Implementation of assured Executives Promotion Policy in BSNL:
 - (a) Implementation of CPSU cadre hierarchy- Change of designations on each Time Bound upgradation on functional basis:
 - (b) Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:
 - (c) Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE:
 - (d) Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1.10.2000:
 - (e) One time placement of SDE to Sr. SDE:
5. Amendment in Management Trainees Recruitment Rule-2009 and DGM Recruitment:
6. Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL:

7. Arbitrary reduction of JAG and STS posts by 30% under the garb of Remuneration Committee even without conducting elementary work study – unwarranted and motivated attack on bare minimum promotional avenues available to 35,000 Executives:
8. Serious anomalies in the TES Gr. 'B' officers' seniority lists:
9. Restructuring of AD (O/L) cadre:
10. Regularization of Postal JAOs:
11. Withdrawal of 19.02.2010 order treating the promotion of AAO/Sr. AO/Sr. SDE as time bound promotion instead of post based promotion.
12. Allowing to exercise option to Deptt. JAOs on their promotion who got promoted on or after 07.05.2010:
13. 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:
14. Special drive for recruitment of JTO's/JAO's as Circle cadre to meet the requirement of Tenure Circles:
15. Implementation of DoT Order no. 17-38/2009-VM.I dated 21.02.2013 for Inter Circle transfers of BSNL Executives' based on ODI/agreed lists -
16. Two weeks of training to executives whose pay is upgraded and on every promotion under EPP on the basis of offline examination process in Training Centers.
17. Grievances of PA/ Stenographers' cadre :
 - (a) Post based promotions for P.A/P.S to PPS/Sr. PPS:
 - (b) Common Recruitment Rules & Nomenclature in BSNL.
 - (c) Introduction of Promotion Policy for Stenos (Dying cadre):
18. Stream lining of EPF Statement of BSNL recruited Employees:
19. Superannuation benefits to directly recruited employees as per DPE guidelines:
20. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.from 01.01.2007 in BSNL:
21. Extension of LTC facility to retiring officer after August'2013.
22. Executives are being harassed and terrorized by contract labour in KTD and WB Circles-protest against.

Against the non-settlement of the above pressing issues and indifferent attitude of the BSNL Management, AIBSNLEA decided to start Organizational Action Programmes as follows.

- 1. Savingram Campaign and Holding of Special General Body Meetings on 29th April'2013 at all SSAs/Circle/BSNL Corporate Office level.**
- 2. Observing Protest Day by holding MASSIVE DEMONSTRATION at all SSAs/Circle/BSNL Corporate Office level during Lunch/Closing hours on 1st May'2013.**
- 3. Two Days MASS DHARNA on 15th & 16th May'2013 at all SSAs/Circle/BSNL Corporate Office.**
- 4. Further course of Organisational Action Programmes will be decided in due course of time, in case the issues are not settled.**

We would therefore request you to kindly intervene in the matter to resolve the above mentioned pressing issues at the earliest so that the above Organizational Action Programmes may be avoided

With kind regards,

Yours sincerely,

-sd-

(Prahlad Rai)
General Secretary

Copy to:

- Shri Sh. M.F. Farooqui, Chairman TC & Secy (T), DOT, New Delhi.
- Smt. Rita Teotia, Addl. Secy(T), DoT, Govt. of India, New Delhi-110001
- Shri Shahbaz Ali, DDG(TPF), DoT, Govt. of India, New Delhi-110001
- Shri A.N. Rai, Director (EB/HR), BSNL Board, New Delhi-110001
- Shri N.K. Gupta, Director (CFA), BSNL Board, New Delhi-110001
- Shri R.K. Agarwal, Director (CM), BSNL Board, New Delhi-110001
- Shri K.C.G.K. Pillai, Director (Fin), BSNL Board, New Delhi-110001
- Shri A.K. Jain, Sr. GM (Pers), BSNL CO, New Delhi-110001
- Shri Neeraj Verma, GM (SR), BSNL CO, New Delhi-110001
- Shri R.K. Goyal, GM (Estt), BSNL CO, New Delhi-110001