

REPORT OF THE GENERAL SECRETARY

Placed in the

CENTRAL WORKING COMMITTEE MEETING

held

From 26th to 27th July, 2007

at

FARIDABAD (HARYANA)



**ALL INDIA BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
CENTRAL HEADQUARTERS, NEW DELHI -110001**

ALL INDIA BHARAT SANCHAR NIGAM Ltd.

Executives' Association

Central Head Quarters, New Delhi



Report of the General Secretary placed in the Second Central Working Committee Meeting of AIBSNLEA held from 26TH to 27TH July, 2007 in Rajasthan Bhawan at Faridabad (HARYANA).

Respected President & Dear Comrades,

We are meeting here at Faridabad for the Second Central Working Committee meeting of AIBSNLEA, after First Central Working Committee Meeting held at Bhubneswar (Orissa) from 14th to 15th Oct 2006. In today's meeting, 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 CWC meeting is being held at the most crucial period at Faridabad. After first All India conference, AIBSNLEA held at Hyderabad in Jan. 2006 & First Central Working Committee Meeting held at Bhubneswar (Orissa) from 14th to 15th Oct 2006, all the resolutions were immediately submitted to BSNL management and DOT administration. All the issues of importance have been discussed in the informal meetings with Secretary DOT/CMD BSNL and other dignitaries of DOT/BSNL. On continues efforts & persuasion the DPCs started to fill up the vacant STS Group 'A' posts on adhoc basis & Group 'B' grades on regular basis. We presented our views/suggestions to Chairman & Committee Members of promotion policy committee in DOT & BSNL. In the formal Meeting with Secretary DoT on 10.01.2007, we impressed upon for the improvement in the promotion policy decided by the BSNL and also got included in the promotion policy the issue of implementation of all upgraded/ revised IDA pay scales w.e.f.01-10-2000 as well as made efforts to get incorporate the issue of one time placement in the Sr. SDE grade on 01-10-2000 & service weightage issue etc BSNL issued order for implementation of Executives Promotion Policy on 18.01.2007 to be implemented upto 31.03.2007 but facts remains that the Executives Promotion Policy was not implemented by the end of April'2007 and is not in the form as it was assured to Group 'B' Level officers in BSNL. In these circumstances in accordance with the decision of the CWC meet Bhubneswar (Orissa) after reviewing the situation decided to serve a notice of organisational actions programme on 07-05-2007, to BSNL management & DOT administration to impress upon for the settlement of long pending grievances of the executives in BSNL. After serving the notice of agitational programmes the Secretary DOT called AIBSNLEA for discussion on 1st JUNE 2007 and assured to intervene in the matter. CMD, BSNL & Director (HRD) also intervene in the matter and assured early settlement of the issues of importance of the Charter of Demands. BSNL issue clarifications on Executives Promotion Policy on 30th May 2007. The BSNL management Committee has approved the proposal on the issue of implementation of all upgraded revised IDA pay scales w.e.f. 01.10.2000 and now the issue will be finally discussed in the BSNL Board, the BSNL Management Committee Memo for providing STD & National Roaming facility on GSM Service telephone, enhancement of free call limit on RSTC increasing by 200 calls per months to all executives, rent free broadband service connection to all executives and STD facility on RSTC to all STS Group 'A' officers compulsorily has been prepared and soon will be approved. In the Executive Promotional Policy i.e. the non - post based time bound

promotion with change of designation and higher responsibility of the grade up to the level of SG JAG has not been considered. We are to discuss and decide future course of action on the issue. Absorption of Group 'A' officers in BSNL is yet to be completed due to pending court cases. It seems that ITSA is purchasing time in the name of negotiations with Secretary DoT till the time of implementation of VI - CPC recommendations. Viability of BSNL is in danger because of wrong decision of the Government and failure of the BSNL management to expend its GSM and Broadband services having tremendous public support and demand.

2.0 In the beginning of this report, we may discuss the organizational status and activities of the association, mainly covering the period since Nov'2006 after first CWC meeting at Bhubneswar.

2.1 Membership: -

The paid membership of the Association is now as against recorded at the time of last CWC. After First CWC meet at Bhubneswar (Orissa) from 14th to 15th Oct 2006 large number of Branches have not remitted the CHQ quota. Efforts should be made to clear the CHQ quota regularly on monthly payment basis. Thus there is a sharp fall in paid membership and consequent reduction in CWC membership for most of Circles. This is really matter of serious concern. 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.

2.2 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 HQrs level – 25, Circle Level -21.

2.3 Membership verification of the Executives Associations in BSNL: -

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 verification of membership may take place after the process of absorption of Group 'A' is completed. Government has replied to Hon'ble Supreme Court that no separate Association of the absorbed Group 'A' officers in BSNL/ MTNL can be allowed. Some JTOs directly recruited by BSNL have formed a separate association for them selves. This Association will not be eligible to contest for recognition but management succeeding in dividing the Executives and would be happy to exploit the Executives. We are watching the developments closely.

2.4 (a) Circle wise & Group Wise Total Strength of the Employees as on 31st March 2007 Braek up for BSNL (Enclosed Annexure-I)

(b) Designation wise staff strength of Group 'A' Officers as on 31 March 2007 Braek up for BSNL (Enclosed Annexure -II)

(c) Designation wise staff strength of Group 'B' Officers as on 31 March 2007 Braek up for BSNL (Enclosed Annexure -III)

2.5 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 over due; CHQ has advised them to hold the Circle Conference immediately. In case of Corporate Office Circle Branch effort has been taken to hold Circle Conference. Even some elections is reported to have been held but some disputes have arisen in this connection, CWC may need to discuss this issue for necessary guidelines & directions, if any.

2.6 Journal/Circular/Websites:-

Our web site of AIBSNLEA i.e. www.aibsnlea.org all latest informations regarding meetings with DoT administration & BSNL Management and authentic informations are being promptly loaded 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 web site. The website is being regularly updated & maintained by **Com. H.Y. Andeli CS, KTK, Bangalore & Com. Bhagwan Singh, Editor, Raj. Circle**. We extend our sincere thanks to them.

The consolidation of all the important events taking place in the monthly journal of AIBSNLEA i.e. '**TELEWAVE**'. We have received RNI registration from Registrar of News Paper of India, who has permitted us to use the title '**TELEWAVE**' for our monthly home journal. We have also got the permission from the Dy. Commissioner of Police for bringing out the publication. We were finding difficulty to get postal registration because postal authority was demanding the complete mailing list of our individual members, which was difficult to procure, against this we represented to Hon'ble MOSC Dr. Shakeel Ahmed for his kind intervention & to get postal registration. Now on kind intervention & direction given by Hon'ble MOSC the process of Postal registration has started and soon will be granted. Presently the print number of TELEWAVE is 18500 copies per month. 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 based on mailing list can be updated.

2.7 Publication of BSNL Executives' Diary -2007:-

AIBSNLEA has printed BSNL Executives Diary for the year 2007 & sold all the Diaries in full. Com. J.K. Mishra, Editor, CHQ efficiently completed the work of proper distribution with the help of other CHQ Office bearers. We have to take decision for printing of BSNL Executive Diary -2008.

2.8 Welfare Scheme: -

As per the decision of CWC Bhubneswar, all the claims received form various Branches / Circles have been cleared from the general funds of AIBSNLEA. The welfare funds from TESA / AFSSOA has not been transferred to AIBSNLEA. The GS TESA/ AFSSOA have been further requested to take necessary action for transferring the welfare fund to AIBSNLEA immediately. The welfare scheme of AIBSNLEA is to be finalized in the 2nd AIC.

2.9 Central Working Committee Meeting: -

The Central Working Committee Meeting after First All India Conference was held at Bhubneswar on 14th & 15th Oct'2006 and the second CWC meeting is being held at Faridabad (Haryana) on 26th & 27th July 2007. The second CWC Meeting venue was decided for Rajasthan Circle but due to request made by newly elected Circle Secretary, Raj. Circle to hold the next CWC Meeting in Rajasthan Circle, CHQ in consultation with Haryana Circle decided to hold this CWC Meeting here at Faridabad.

3.0. Status of HR issues:

3.1. Implementation of Executives promotion policy in BSNL: -

On the untiring & persistent efforts of the AIBSNLEA, the BSNL Management issued order on 18.01.2007 for implementation of the promotion policy for the Executives in BSNL upto 31-03-2007, which was approved by the DoT but the same was not implemented till 30.05.2007 on the pretext of getting some clarifications from BSNL Corporate Office. BSNL Corporate Office also did not issue clarifications for three months. The Executive Promotion Policy is not implemented as it was offered in the terms and conditions of service for absorption of the Group 'B' officers i.e.

(a) No parallel post based promotion:- The Time Bound / Post Based Executives promotion policy for Group 'B' level officers of BSNL, which has been implemented now, is not upto the assurances / commitments given by BSNL to Group 'B' Officers before their absorption. The Group 'B' Officers were assured non- post based Time Bound promotion upto the level of SG – JAG level. Thereafter only the post based promotions would have to take place. But the post based promotions have been introduced.

(b) No recruitment of Management Trainees at STS Level: - In Executive Promotion Policy Management Trainees Recruitment at STS Level has been introduced whereas, earlier in DoT it was at JTS level only and in MTNL it is available at JTO/JAO level. There should not be any recruitment of Management Trainees at STS level in the Executive promotion policy. The Promotion Policy of Group 'B' Officers that was offered did not provide for the same. However, the recruitment of management trainees may be done at the level of JTOs / JAOs as being done in MTNL.

(c) Weightage for past services rendered in DOT/ DTS/ DTO for promotion: - In the BSNL Executive Promotion Policy no weightage for past services rendered in DOT/ DTS/ DTO has been given to the absorbed executives for promotion in BSNL. Now the seniors with long years of service are equated with the late entrants giving rise to serious and genuine heartburn. Full Weightage for past services rendered in DOT/ DTS/ DTO has to be given to the absorbed Executives for promotion in BSNL.

(d) First upgradation to the next higher scale: - The first upgradation to the next higher grade should be allowed on completion of 4 years of service in all cases instead of proposed 4 to 6 years of service.

(e) Grant of designations and duties/ responsibilities associated with the respective grade: - On each upgradation to the next higher grade, the designation and the duties/ responsibilities associated with the grade should also be allowed.

(f) Attendant condition for promotion: - The attendant conditions decided in the Promotion Policy based on the grading is harsher than the marks based system. Now, Executives having outstanding CRs will have no weightage. First Promotion from JTO to SDE is allowed on four average entries and one good entry, but for SDE to Sr. SDE, Sr. SDE to DE, DE to DGM and DGM to SG- JAG grades, the recruitment is three good & two / one average entries which are harsher than the earlier marks based assessment. The grading / marks in the Confidential Reports should be decided so that droppings are below 4%.

(g) Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1- 10-2000:- Date of effect of Implementation of revised IDA Pay Scales for JTOs/ SDEs of Civil/ Electrical/ Architecture/ TFs and Assistants, SOs of CSS, PAs/ PSs and JAOs etc. of BSNL, including the proposed revised IDA pay scale of the Official Language officers shall be 01.10.2000 with actual benefit.

(h) Relaxation in residency period from 12 years to 5 years to SDEs(T) in granting Sr. SDE grade on 01.10 2000:-

(a) 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. Now 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.

(b) In the BSNL Executive Promotion Policy, the first financial upgradation in IDA scale of individual executives will be due on completion of 4 to 6 years of service in the current IDA scale. Accordingly the SDEs promoted in the year 1990, 1993 & 1994 DPCs and having more than 6 to 10 years service in DoT /DTO/ DTS are equated with the late

entrants in BSNL to remove the disparity these SDEs should be given relaxation in residency period from 12 years to 5 years for placement in the Sr. SDE grade on 01-10-2000.

(c) Approximately, 6,100 SDEs Telecom are to be given one time relaxation from 12 years to 5 years for placements in the grade of Sr. SDEs in BSNL (i.e. 300 against 1990 DPC, 640 from 1993 DPC and about 5160 from 1994 DPCs were promoted). Since the above SDEs had already completed 6 to 10 years of service in DoT as on 01.10.2000 and they have crossed the initial pay scale of Sr. SDE i.e. Rs.13000/- on that day. Keeping this in view, the benefit of one time placement in the Sr. SDEs grade is to be provided. Negligible financial implication will cause to BSNL at the time of implementation of the above said policy.

3.2. Absorption of Group 'A' Officers: -

The absorption issue of Group 'A' officers in BSNL / MTNL is yet to be resolved. It seems that ITS officers' Association opposition will continue as the demands of ITSA remains unsettled. We have been requesting to the DOT administration to settle the issue at the earliest so that viability of BSNL is not affected adversely. Presently the ITS officers are not concentrating towards developmental and maintenance work. As a result, a serious stalemate has been created which needs to be sorted out immediately since it is affecting BSNL / MTNL and its employees. While we wait to see the action being taken by the Govt., we shall come forward collectively with all the unions / association to break the stalemate. After all, interest of BSNL.

3.3. Payment of Pension to BSNL Employees:-

The employees of BSNL are frustrated and feeling insecure over the DOT letter Dated 15-06-2006 and concerned about the payment of their pension after their retirement. The DOT letter dated 15-06-2006 creates apprehension about payment of pension to retired employees in case of BSNL suffering loss and thus unable to bear the additional amount as demanded by the DOT. The parameters mentioned in the letter are variable and cannot be linked to payment to pension under any circumstances. In view of the above, the above said letter dated 15-06-2006 should immediately be withdrawn. In the formal meeting on 10.01.2007 Secretary DoT assured to take up the matter with Cabinet to review the decision.

3.4. Regularization of STS Group A officers promoted on ad-hoc basis and absorbed in BSNL: - Secretary, DoT in the formal meeting with AIBSNLEA on 10.01.2007 directed BSNL management to regularize all STS Group A officers promoted on ad-hoc basis & absorbed in BSNL in all disciplines except in Telecom Engineering Wing where the Group A officers absorption process is yet to be completed. He also advised BSNL management that in Telecom Engineering wing, to regularize absorbed Group A officers case may be processed separately to DoT for approval. Till date BSNL management has not taken any action in the matter. This has caused serious frustration.

3.5. Grant of perks to executives in BSNL: -

BSNL Board approved the Perks Committee Report w.e.f. 01.01.2005 as per our association demand. The Group 'A' officers earlier drawing Rs. 800/- PM as Transport Allowance has been increased upto Rs. 1400/-. Our association has demanded based on petrol charges. Similarly other Perks suggested by the Association i.e. entertainment allowance, winter/summer dress, journals etc has not been incorporated.

3.6. Holding of DPCs to fill up the vacant STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc / Regular basis:-

(a) DPC from SDE(T) to DE(Ad-hoc):- (a) The DPC process to fill up about 2315 vacant DE's posts on adhoc basis was initiated by BSNL Corporate office New Delhi in May'2006 itself. The screening report of the eligible SDEs from all circles was received in BSNL CO. The DPC work was in an advance stage. Orders were expected by the end of October 2006 but due to Hon'ble Supreme Court Clarification & Hon'ble Delhi High Court direction regarding TES Group 'B' seniority list the DPC process was stalled.

(b)The stalemate created in the DPC to fill up about 2315 vacant DE's posts on adhoc basis is continuing on the pretext of pending court cases. We have clarified the status of various court cases after having discussions with our advocate, to the BSNL Management. That the DPC can be held based on TES Group B seniority list available on 11th November, 2004. BSNL Management is yet to take the clarification on TES group B seniority list for promotions from DoT.

(b) DPC from Sr. AO to CAO (Adhoc):- The DPC to fill up about 400 CAOs vacant posts is under process after receipt of all ACRs of eligible Sr. AOs. The ACRs scrutiny work is going on and the promotion orders are expected by the end of the 2nd week of August, 2007.

(c) DPC from SDE(C/E) to EE(C/E):- The DPC to fill up vacant EE (Civil) posts is completed and promotion orders will be issued shortly. The promotion order to EE(E) has already been issued.

(d) Holding of DPCs from JTO(T) to SDE(T) Grade: - On continuous efforts of our Association the DPC to fill up about 850 SDE(T) posts was completed and promotion orders issued in March 2007. The DPC of left out cases (ST category) in Telecom wing is under process. The ACRs of the eligible ST candidates has already been called for.

(e) Issue of Promotion order of JTO (E) to SDE (E):- The process to fill up all vacant SDE (E) post has been initiated. The ACRs of eligible JTOs (E) has been called for. The National Commission for ST about the demand made to carry over the backlog quota in DoT to BSNL has clarified. Now Initial constitution of roster will be based on vacancies position.

(f) Issue of Promotion orders on regular basis for the adhoc SDEs of Civil Wing:- The DPC work is under process to fill up vacant SDE Civil posts on regular basis. Promotion orders are expected soon.

(g) Issue of promotion order from JTOs Telecom Factory to SDEs Telecom Factory on regular basis: - A DPC was proposed to be held for promotion of JTOs of Telecom Factory Organisation to SDEs Telecom Factory. There was inordinate delay in the matter, since the Personnel Branch in Corporate Office was reluctant to hold this DPC the seniority list of the eligible JTO TF has been prepared and circulated by the personnel branch of BSNL CO but a section of qualified JTO TF is challenging the seniority list issued. Stalemate continues. Efforts are being made to resolve the issue.

(h) Issue of Promotion from JTO (Arch) to AE (Arch) / SDE (Arch):- The Promotion order to fill up about 5 SDEs(Arch) posts were issued from eligible JTOs(Arch). We pleaded to remove the discrimination between AE (Arch) & SDE (Arch) based on Degree Qualifications.

3.7. Promotion as Assistant Directors (OL) on regular basis: -

There is no promotion on regular basis in the cadre of Assistant Directors ever since this cadre was created in DOT. This was due to non-framing of Recruitment Rules. BSNL framed the Recruitment Rules for the cadre of Assistant Directors (OL) in which seniority cum fitness method was provision for promotion. A DPC was also initiated and substantial progress was also made. The seniority Lists of Jr. Hindi Translators and Sr. Hindi Translators were also issued. But suddenly the Recruitment Rules were revised introducing competitive examination for promotion and the DPC which was initiated as per the earlier Recruitment Rules was dropped. Now as per Hon'ble Supreme Court judgment The Competitive Examination for promotion is essential in RRs. BSNL has notified examination for promotion to AD (O/L).

3.8. Promotion from TTAs to JTOs Telecom on regular and also on adhoc basis: -

We are requesting to BSNL management to divert 3000 vacancies from the Direct Recruit quota of JTOs as one time measure, to get promotion of the TTAs who qualified in 30% quota by the examination held by DoT but were not getting promotion. We have

also requested to remove pay fixation under FR-35 of officiating JTOs. On our persistent efforts the Perks and PLI has been granted treating them executives.

3.9. 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. No promotion order for them could be issued on regular basis. However, they have been granted promotion on local officiating basis.

3.10. 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 decision 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) The case was heard on 26.02.2007 in Hon'ble Delhi High Court. The next date of Final Hearing is given 27th August'2007. Hon'ble Delhi Court issued instructions to respondents DOT/BSNL not to operate revised Seniority list of TES Group 'B' Officers issued on 11.11.2004. In view of Hon'ble Court directions reversion will become ineffective till the outcome of the Final Decision. Now we have engaged Senior Advocate to plead the case. Appeal has been made to all effected members to send Rs. 500/- (Legal Fund) through respective Circle Secretaries to CHQ immediately.

(c) **553 TES Group 'B' officers regained their seniority out of 1966 officers: -** Inclusion of Competitive quota officers in compliance of Ernakulam high Court order dated 13/07/2006 in OP no. 31656/2001 & 37134/2001. DoT has revised the seniority list of TES Group 'B' officers on 3rd May 2007 with a direction that-

(i) Out of 1966 officers whose date of promotion in seniority was revised, 553 officers will regain their date of promotion & seniority.

(ii) The date of promotion of junior most 1966 officer will be shifted to 26-04-2000 & their names will be deleted from seniority list no. 5.

(iii) Revised seniority list no.6 by including 1966 officers as stated at (b), above by placing them in seniority list as per their year of recruitment will be issued.

In view of the above order, BSNL has submitted the matter to Hon'ble Delhi High Court for further direction.

3.11. Holding of Limited Departmental Competitive Exam (LDCE): -

(a) On our continuous efforts the syllabus of LDCE of TES Group 'B' was finalized & the LDCE was notified. Accordingly the LDCE to fill up about 4000 TES Group 'B' posts has been conducted on 15 July 2007.

(b) LDCE is not being conducted since 2001, now on our continuous efforts the syllabus is finalized for LDCE SDE(C/E). BSNL Corporate Office will notify LDCE to fill up about 40 – SDE(C) posts and 9 – SDE (E) posts.

3.12. ACP benefit to all SDEs(C/E) & JTOs(C/E) irrespective of recruitment rule framed later on :- BSNL management clarified that ACP benefit can be granted based on RRs only.

3.13. Creation of Energy Audit cell - Number of AEs (Electrical) are drawing pay scales of Executive Engineer can be promoted without any financial burden to the BSNL. The

creation of Energy Audit Cell in each Circle monitored by the Post of EE (E) will result into tremendous saving and monetary to the Department. The issue was recommended by Sr. DDG (Estt.) to BSNL Management Committee but was not agreed.

3.14 Qualifying examination for granting annual increment to SDE Civil/Electrical may be abolished: - BSNL Management has not agreed to abolish the qualifying examination but has proposed to conduct the qualifying examination alongwith the mandatory training under Executive Promotion Policy.

3.15. Senior SDE promotion:-

Good number of SDEs got adhoc DEs promotion prior to completion of 12 years' service. Such adhoc DEs are absorbed in BSNL in the substantive grade as on 1-10-2000. Numbers of adhoc DEs are completing 12 years of qualifying service in basic grade on the date of absorption, such adhoc DEs should be given the benefit of Sr. SDEs promotion. BSNL is yet to take the decision in the matter.

3.16. Assured Career Progression: -

On implementation of Executive Promotion Policy one time relaxation has been allowed to exercise the option, Government time bound promotion policy or BSNL Executive promotion policy before 01.10.2004. In Civil /Electrical Engineering wings CGMs have been empowered to grant the ACP benefit to the eligible optees while implementing the Executive Promotion Policy.

3.17. AAOs pay fixation order in IDA pay scale:-

(a) On our persistent efforts in the formal meeting on 10.01.2007 Secretary DoT agreed to further recommend the case to Ministry of Finance to re-consider the AAO cadre as organised Accounts Cadre in BSNL as they served in DoT upto 30.09.2000. Accordingly we persuaded to Member (Finance) DoT and got recommended the case to Ministry of Finance. We again peruse the concern authorities of Ministry of Finance for issue of early clarifications & succeeded in getting a positive clarification form Ministry of Finance to DoT. Now DoT is to issue the necessary instruction to BSNL for AAOs pay fixation in IDA pay scale.

(b) AIBSNLEA has filed a case in Hon'ble Delhi High Court in the matter. The case was last heard on 23rd March 2007. We also contacted our advocate for early hearing in the legal case pending in the Hon'ble High Court of Delhi.

3.18. Grievances of Stenographers' cadre:-

(i) **Upgradation of Stenographers to Personal Assistant Grade:** The Stenographers' cadre was restructured with effect from 01.01.2004 and the cadre was declared as "dying cadre" with a view to improve the promotional avenues and pay structure and also to increase the productivity and quality of service. Because of non-creation of posts justified as per the restructuring scheme, the stenographers are still waiting for their promotion to the grade of PA which could have been done long back. As such, all the Stenographers should be upgraded as PA as one-time measure without insisting them to appear for LICE keeping in view the fact that these Stenographers was recruited through competitive examination/speed test.

(ii) **Implementation of restructured (IDA) pay scale with effect from 01.10.2000 and implementation of CDA pay scale of Rs. 8000-275-13500 to Private Secretaries with effect from 01.01.1996:** The 5th CPC recommended complete parity of Field Unit Stenographers with CSSS Stenographers. Restructuring of the cadre of Stenographers in the field units took place from 01.01.2004 whereas in Corporate Office the restructured scale was implemented with effect from 01.10.2000. Similarly, orders have been issued for implementing the CDA pay scale of Rs. 8000-275-13500 with effect from 01.01.1996 to Private Secretaries of Corporate Office who have completed 4 years as PS from 01.10.1996. As Department of Personnel & Training gave parity on the recommendation of the Vth CPC, not extending restructured pay scale to field unit stenographers/PA/PS with effect from 01.10.2000 and the CDA pay scale of Rs. 8000-275-13500 to such PS who have completed 4 years of service as PS with effect from

01.01.1996 will again disturb the parity and in corporate set up we can not follow double policy for identical cadres.

(iii) Creation of posts of PPS: With the restructuring, there remain only two grades i.e. PA and PS. In the restructuring order it was specifically clarified that the Private Secretaries who were already promoted as Sr. Private Secretary shall continue to hold the designation in the field units till further orders. It was agreed by the then Director(HRD) that the posts of PPS in CDA pay scale of Rs. 10000-325-15200 will be created and attached with Heads of Circles. We request that all CGMs/PGMs(HAG level) may be provided with PPS.

(iv) Common Recruitment Rules & Nomenclature: Different Recruitment Rules for PA and PS have been issued by Corporate Office for field units and Corporate Office. This method does not exist in any of the PSUs. Common RRs for field units' stenographers and corporate office stenographers should be there.

(v) Officiating promotion to PA/PS: In order to fill up the vacancies in PA/PS against 50% and 25% vacancies, orders may please be issued for implementing officiating promotion till regular promotion takes place. Officiating promotion in PA cadre is given in Corporate Office.

3.19. Revising the Date of effect to give prospective effect to the order of withdrawal of pay fixation on vertical promotion from JTO Telecom to SDE Telecom after getting the benefit of lateral advancement under FR 22(1)(a)(i).

3.20. Deducting the benefit of deferred option in CDA Pay Scale at the time of superannuation:- AIBSNLEA vide letter no. AIBSNLEA/CHQ/2007-08/252 dated 24-05-2007 took up the case with Secy DoT that on absorption of Group "B" Officers in BSNL and during their pay fixation to IDA pay scale, option was granted to the executives for continuation in CDA pay scale till next promotion. A large number of officers have exercised such option and got their pay fixed to IDA pay scale after getting promotion to CDA promotion scale. Now DoT Cell is disallowing such fixation of BSNL executives after their superannuation. Sr DDG (Estt) informed that on representation of AIBSNLEA the matter was taken up with DPE and it was clarified that the pay fixation to IDA pay scale, option cannot be granted to the executives for continuation in CDA pay scale till next promotion. It was not agreed by DoT authorities and now the matter on 7th July has further been sent to DPE for reconsideration.

3.21. Implementation of the orders of DoT for granting upgraded non functional CDA pay scale of RS. 8000-13500 for SO/PS of CSS/CSSS absorbed in BSNL.

3.22. Power delegated to CGMs for sanctioning the Group 'B' posts in all disciplines on regular bases.

3.23. Refund of CGEIS payment: -

On receipt of the clearance from Ministry of Finance, DoT refunded of CGEIS amount about Rs. 438 Carore original amount & the same is refunded to the employees concerned by BSNL. We are demanding refund of 30 % insurance amount about Rs. 160 Carore also as the scheme has been discontinued by the government.

3.24. Recruitment of JTOs/JAOs :-

BSNL Management has decided to recruit about 2400 new JTOs(T) & about 800 JAOs from outsider quota. Notification will be issued shortly. Recruitment of JTOs/JAOs through departmental quota is continuing.

3.25. Transparent Transfer policy:-

BSNL has constituted a committee under the chairmanship of Shri S.B. Khare, DDG (Restructuring) BSNL to submit the recommendation on the issue. We have already given our views / suggestions to the chairman committee on the issue i.e.

(a) We request that a comprehensive tenure transfer policy must be framed for tenure circle like Assam, NE, Andaman etc. so that the officers coming from out side should not suffer beyond scheduled stay.

(b) The transfer should be made for neighboring Circle only before start of academic session with the option of the officer so that their children's education will not be effected and their family life is not disturbed. Those who are transferred to tenure places should be transferred back to their choice strictly after the completion of the fixed period.

(c) No transfer should be done after completion of 55 years of age. Option should be asked before transfer to any place.

(d) Those having less than 2 years of service in superannuation their request transfer should be considered.

(e) The stay period should be counted from all India Service Cadre only excluding the service rendered in Circle / Division cadres.

The Committee is yet to submit its recommendations to BSNL Management for approval.

3.26. Sanction of Man Power Plan 2006:-

AIBSNLEA succeeded in getting sanctioned the Man Power Plan-2005. A good number of posts of JTOs / SDEs / DEs / DGMs / GMs in most of the disciplines have been sanctioned. Orders are being issued for sanction of SAG -44, JAG - 279, STS - 360, SDE -623, JTO - 2382 posts in Engineering discipline, SAG. 12. JAG -31. CAO -277, AO - 460 and JAO- 836 posts in Finance wing and PPS- 6. Sports Inspector-4, Personal Assistant- 5 and Assistant - 1 post in Miscellaneous disciplines. In some disciplines efforts are to be made to get the justified posts sanctioned We have also demanded that the Manpower Plan 2006-07 should be separately processed for sanction.

3.27. Withdrawal of 2nd ACP benefit granted to SDE(Civil) by DoT :-

We strongly protested against the withdrawal of 2nd ACP benefit granted to the JE(C)/AE(C) wide DoT letter no. 3-1/2000-CWG dated 08-11-2006. In the formal meeting on 10.01.2007, Secretary DoT assured to stop the withdrawal.

3.28. Grant of stagnation increment of BSNL employees on annual basis: -

BSNL decided to grant one stagnation increment in every two years to those who has reached the maximum of the pay scale in which they are placed. This brings undue hardship to the Executives who have put in long years of service. It may be recalled that the Group 'A' officers are also of the view that there should be one stagnation increment every year for them. There shall not be different yardsticks for the different sets of the executives within the same organization. BSNL Management Board approved to extend the span of JTS / STS IDA pay scales in BSNL, the same has been recommended by DoT to DPE for approval.

3.29. Recovery of Income Tax on account of perquisite for residential quarter: -

Recovery of Income Tax from BSNL employees, who are in possession of BSNL staff Quarters should not be deducted treating this as perquisites from salary of absorbed employees.

3.30. BSNLMRS Scheme: -

(a)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.

(b) The BSNL MRS scheme for retired employees has been circulated.

3.31. Payment of PLI:-

AIBSNLEA consistently pursued for removal of upper ceiling limit or to increase a satisfactorily level because after paying the tax @ 30% of the maximum PLI granted earlier Rs. 12500/- , the effective PLI for the executives also became similar to non-executives. We also cited the examples of so many CPSUs i.e. ONGC, IOC etc wherein the PLI is being granted upto Rs. 50,000/-. Ultimately the incentive equivalent to 1.4

times of the BASIC pay as on 01.03.2006(i.e. BASIC pay x 1.4) subject to a minimum of Rs. 1000/- & Rs.7000/- & a maximum of Rs. 25,000/- was considered.

3.32. Improvement in the revised policy for service GSM, RSTC & Broadband to Executives:-

(a) It is understood that the memo for consideration by the Management Committee of BSNL has already been prepared and the MC is likely to take a positive decision on the issues e.g. allowing National Roaming & STD on GSM, enhancement of 200 free calls limit per month on RSTC, STD facility on RSTC to all STS level officers compulsorily & rent free Broadband service connection to all Executives.

(b) We have taken up the issue for providing Handsets to all the executives who has been sanctioned GSM service Telephone connection as the JAG and above officers has been provided.

3.33. Removal of Rs. 3.5 Lacs DCRG Limit:-

That the maximum ceiling limits of Rs. 3.5 Lakhs towards payment of DCRG for completed service of 33 Years should be removed. Issue is yet to be resolve by Government.

3.34. Encashment of leave:-

That like other PSUs, Leave Encashment formula should be decided. The BSNL Management has advised to submit the detail proposal.

3.35. Merger of 50 % DA with basic IDA pay:-

BSNL has already committed to DPE for making the payment if 50 % DA with basic IDA is merged. DPE after taking commitment from all profit making PSUs has moved cabinet memo. Government opined that merger of 50 % DA with basic IDA pay should be implemented after constitution of committee for wage revision for PSUs, where the IDA pay scales revision is due with effect from 01-01-2007. The Pay Revision Committee for CPSUs is yet to recommend 50% DA merger with BASIC IDA.

3.36. LTC / Home Town facility:-

That the cash payment with respect to their basic pay may be introduced for the officials who are not availing LTC / Home town facility. BSNL Management is yet to take the decision.

3.37. Allowing Executives to travel by Air:-

All officers from Group 'B' level going for training /official duty may be allowed to travel by **any airlines**, if the airline fare is more than the eligible rail fare the excess may be borne by the officer. By traveling by air BSNL will save some of daily allowance and time. If the officer is traveling by train he will not be available on HQ for more days for duty. The BSNL Management is yet to take the decision.

3.38. Non recovery of deputation allowance absorbed after 01-10-2000:-

That Rs. 2000/- per month deputation allowance paid by BSNL should not to be recovered those who have opted for IDA pay fixation on promotion after 1.10.2000. BSNL Management is yet to take decision in the matter.

3.39. 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. The CWC may suggest the items, if any, for taking up in the next meetings.

3.40. Education loan for higher education:-

The Education Loan for higher education is to be provided by BSNL, because the banks provides loan after mortgage of property papers only. So in case of non availability of property with employee, either guarantee is to be taken by BSNL or loan is to be provided by BSNL. BSNL is yet to take the decision in the matter.

4.0 Implementation of organizational actions programme:-

(a) AIBSNLEA Served Notice of Organisational Actions Programmes:-

AIBSNLEA lastly served notice to BSNL Management for Organizational Actions demanding immediate implementation of the Executives Promotion Policy of BSNL Executives issued on 18.01.2007 on our persistent efforts. The Promotion Policy was to be implemented by 31.03.2007 positively but the said Promotion Policy implementation was delayed due to non-issuance of clarifications from Telecom Circles and our association, which caused severe frustration in the minds of executives in BSNL. The implementation of the Promotion Policy is a most vital issue for BSNL executives as without Executive Promotion Policy no regular promotion can take place in group A grades. Every month many of the officers are retiring and thereby are being deprived of the benefit of promotion and other related benefits. The Group A officers promoted on adhoc basis are not being regularized on the pretext that no recruitment rules are framed for promotion from Group B to Group A cadre even after expiry of six and a half years of formation of the Company. The issue is being linked with pending Group A absorption, which has no logic/rationale for holding promotion of 50,000 executives for such a long time whereas, the managers in BSNL working on deputation are getting promotions after promotions. Further, the BSNL management failed to honor its commitment given to Group B level officers before their absorption in BSNL.

It is more frustrating that the Management Trainees has been introduced at STS level. is a direct assault on the promotion policy, which was settled before absorption. More importantly, that attendant condition has been based on grades basis in place of marks based, which will cause heavy droppings and now very good/outstanding remarks will have no significance. How long this situation could be tolerated? We have, thus, been forced to the path of agitation. There was no second option or re-thinking. We made a grand success to our Organizational Actions call. In our first phase, organizational actions programme i.e. Savingram Campaign! Special GB meeting on 23.5.2007 and Massive Demonstration on 30.5.2007 was successfully implemented throughout the country. The second phase agitation programme Mass Dharna on 13.6.2007 has been postponed in view of the a assurances given by CMD BSNL and Director(HRD) BSNL and because of the formal meeting being granted by Secretary, DoT to discuss the important issues relating to the Executives In BSNL. Future course of programme will be intimated after reviewing the situation in the CWC meeting. Since our cause is genuine and it affects all the BSNL executives equally, we are not going to allow the management to sleep over the issues.

AIBSNLEA ultimately has succeeded in its efforts to divert the attention of BSNL Management and DoT administration for the settlement of pending grievances of Executives in BSNL after serving the notice for organizational programme on 07-05-2007 which was postponed on 12th June, 2007. The BSNL Corporate office issued clarifications on Executives Promotion Policy of BSNL Executives on 30th May, 2007 for its immediate implementation , Man-Months Plan 2005-07 sanctioned, Management committee memo has been prepared to provide STD and Roaming on GSM Telephones to all Executives, enhancement of free call limit increased by 200 calls per month to all Executives in the existing call limit STD facility on RSTC to all STS Group 'A' Officers compulsorily and rent free Broad-band service connection to all Executives, board memo prepared for giving the date of effect of implementation of all upgraded/revised IDA Pay Scales from 1-10-2000, Holding of DPCs to fill-up all vacant Group 'A' and Group "B" posts and brought intervention of Secretary DoT to discuss the implementation of Executive Promotion Policy and to review its deficiencies and some other issues of importance i.e. payment of pension to BSNL employees ,absorption of Group 'A' officers in BSNL, regularization of all Adhoc promotions in STS Group 'A' cadres and viability of BSNL etc. DDG (SR) also assured to arrange separate meetings with the concerned officers of BSNL to discuss various issues relating to them. However, the dogged determination of AIBSNLEA could bring the issues on track for settlement.

(b) Response from BSNL Management & DOT Administration:-

After serving the notice for agitational programme on 07-05-2007 i.e. Special General Body Meetings & Savingram Campaign on 23-05-2007, MASSIVE DEMONSTRATION, During Lunch/ Closing hours (At BSNL CO/ Circle HQs/ SSA HQs) on 30-05-2007, MASS DHARNA (At BSNL CO/ Circle HQs/ SSA HQs) on 13-06-2007 and with the overwhelming support and active participation of our members created a tremendous pressure on BSNL the management and DOT administration, on 01st June'2007, Secy. DOT granted meeting to AIBSNLEA and assured to intervene in the matter. The clarifications on executive promotion policy were immediately released on 30-05.2007. During the period several round of formal meetings took place with BSNL Management [CMD/ Dir.(HRD) & DDG(SR) BSNL] and the minutes for the discussion were released immediately. The orders for sanction of Man Power Plan were also released.

(c) Implementation of Agitational Programmes:-

Though the DOT Administration & BSNL Management initiated actions to resolve our issues, we went ahead with our agitational programme. We launched our first programme of Special General Body Meetings & Savingram Campaign on 23-05-2007 through out the country. This was to followed by the MASSIVE DEMONSTRATION, During Lunch/ Closing hours (At BSNL CO/ Circle HQs/ SSA HQs) on 30-05-2007 was a great success due to overwhelming support and active participation of our members through out the country. More than 800 executives participated actively in the Demonstration at BSNL Corporate Office which also created impact on the BSNL Management. We could not held , MASS DHARNA (At BSNL CO/ Circle HQs/ SSA HQs) on 13-06-2007 due to postponement of the Organisational Actions Programmes on 12-06-2007 on the written assurances given by the BSNL Management, Now after reviewing the status of the issues of importance CWC may further decide the future course of actions.

(d) Negotiation and Postponement of Agitational Programmes:-

During 36 days period, after serving the notice of Agitational Programmes, DOT Administration & BSNL Management had several rounds of discussion with AIBSNLEA. After meeting held by Chairman Telecom Commission on 01st June 2007 the several round of discussions were held on 18th, 25th May'2007 & 5th June'2007 under the chairmanship of Shri Niranjana Singh Director (HRD) BSNL, were attended by DDG (SR), Sr. DDG (EST), DDG (Pers), most of the demands were discussed in details. The BSNL Management initiated the actions to resolve our long pending problems, issued minutes of the meetings mentioning time frame for the settlement of the demands. In light of the positive approach towards settlement of the issues & getting feedback from the circle secretaries we decided to postpone the future organizational action programme on 12th June'2007 after CMD assurances.

(e) Brief status of main issues:-

The Executives Promotion Policy issued on 18.01.2007 is implemented. The BSNL Board Memo has been prepared for implementation of all upgraded/ revised IDA pay scales w.e.f.01-10-2000 as well as the issue of one time placement in the Sr. SDE grade on 01-10-2000 has been incorporated but the Promotion Policy is not on the line as it was assured to Group 'B' officers before absorption in BSNL. The CWC is to discuss and decide the future course of actions. The process of DPCs to fill up the vacant STS Group 'A' & Group 'B' Grades in all disciplines have been started, Removal of upper ceiling limit of PLI enhanced from Rs 12,500 to Rs 25,000. GSM mobile connections has been sanctioned to all executives with certain talk values, free call limit has been enhanced to certain limit and Broadband connection to all BSNL employees on concessional rates has been provided.

4.1 Agitation by Joint Forum:-

AIBSNLEA actively participated in the trade union actions call given by the Joint Forum of BSNLJMTNL non- executives/executives Unions/Associations to protest against delay in procurement of 45.5 million GSM lines equipment. The BSNL floated tender for procurement of 45.5 million GSM lines equipment in April, 2006. M/s Ericsson and M/s Nokia were found technically qualified and their financial bid was opened on 9th October,

2006. On the same day the disqualified vendor M/s Motorola challenged his disqualification in Delhi High Court. The case continued upto 16th April, 2007 when M/s Motorola withdrew the case unconditionally. We persuaded CMD, BSNL and concerned Board of Directors for issuing APO for procurement of GSM equipment. The APO was approved by BSNL Board on 22nd May, 2007. Meanwhile on 18th May, 2007 Hon'ble MoC intervened in the matter and called the concerned tender file instructing not to issue the APO till the matter is examined as Motorola complained. AIBSNLEA observing the situation and finding that 45.5 million GSM lines tender is going to be scrapped by Hon'ble MoC and since BSNL has got no equipment to meet out the demands of customers to provide GSM telephone connections — 19 telecom circles are overloaded and only 7 telecom circles are having 10-15% equipped spare capacity — in view of this AIBSNLEA immediately contacted the convener of Joint Forum and to hold a meeting of the Joint Forum to discuss the ongoing situation. Joint Forum meeting was immediately convened on 26th June, 2007 and took the decision to take the matter seriously and to request Hon'ble MoC to grant us a meeting before 10th July, 2007 otherwise the trade union actions notice was to be served. Accordingly Joint Forum had continuous meetings and after reviewing the situation unanimously decided to serve a notice for direct action i.e. one day strike and other organizational programmes immediately. The trade union actions programme on 5th July, 2007 onwards black badge wearing, demonstration in front of offices/ exchanges, on 9th & 10th July, 2007 Massive Dharna before offices/exchanges at all levels and on 11th July, 2007 from 6.00 A.M. one day strike, which was to be converted into indefinite strike if the issue is not settled. After serving the notice of strike the tender file of 45.5 million GSM lines was returned to BSNL by Hon'ble MoC with some observations/reservations and Hon'ble MoC also invited the Joint Forum leaders twice on 9th and 10th July, 2007 to discuss the issue and assured to protect the interest of BSNL and directed Secretary, DoT to provide a written assurance to Joint Forum as he agreed during discussions. During the period BSNL management committee also had series of meetings with the leaders of Joint Forum and apprised the details of tender process in which how Ericsson and Nokia could qualify technically and Motorola, ZTE were disqualified. They also explained the justifications of higher price of GSM lines in BSNL comparative to MTNL based on better technology and rural area service. Due to tremendous pressure created by Joint Forum, the reply on Hon'ble MoC observations and reservations was given by BSNL Board on 17th July, 2007. In this reply, BSNL board proposed for procurement of 50% equipments i.e. 23 million GSM lines — in first phase 17.5 Million GSM lines (14 million — 2G and 3.5 million 3G) and in second phase 14 million quantity is reduced to 5.25 million lines to 50% 2G and 50% 3G. In third phase 14 million lines quantity is scrapped. Earlier, Hon'ble MoC desired to scrap the whole tender of 45.5 million GSM lines. Ultimately, Joint Forum succeeded in getting approval for procurement of 23 million GSM lines equipment as proposed by BSNL Board on 18-7-2007. BSNL has issued APO. The P0 for procurement of 14million GSM lines (2G) equipment will be issued on acceptance of the vendors. The P0 of 3.5 million GSM lines 3G will be placed after government decision on spectrum allocation policy. In response to Hon'ble MoC decision, now Joint Forum has to take the decision for further course of action regarding indefinite strike. We congratulate! to all our struggling comrades who made historical success of strike.

4.2 Agitation by SNEA alongwith Central Co-ordination Committee of CPSUs & NCOA:-

SNEA served a notice for indefinite Strike from 22nd Dec'2006 against 50 % DA merger in BASIC of IDA & some other issues alongwith the Central Co-ordination Committee of CPSUs & NCOA. But suddenly without getting settled none of the issues and written assurances from the government, the same was deferred, which has diluted significance of agitation notice. Before serving the notice for common issues of CPSUs executives, AIBSNLEA was informed at the last moment by the Convener Co-ordination Committee due to shortage of time we could not actively participated but extended moral support.

4.3 Efforts to revive the United Forum:-

In accordance with the decision of CHQ office bearers meeting held on 29th and 30th May 2006 in New Delhi, against the non-settlement of pending grievances of executives in BSNL and the interest of entire BSNL executive community, we proposed twice in writing and also in person to GS SNEA to revive the United Forum. In the absence of no response from the GS SNEA, the United Forum could not be revived. During our agitational programme also we requested GS SNEA to extend their active support but no response too was given.

5.0 Other Organizational Activities:-

(a) Amendments in constitution resolved in First AIC submitted.

(b) Establishment of Association office and permanent assets.

(c) Affiliation with Union Network International (UNI)

(d) Winding –up all constituent Associations

(e) Organizational tours

(a) Amendments in constitution resolved in First AIC submitted:-

The amendments in the constitution resolved in the first AIC held at Hyderabad in Jan 2006. After finalizing in the CHQ office bearers meeting held at New Delhi on 29th & 30th May 2006 have been submitted to BSNL management and the Registrar societies for necessary action. Decision awaited.

(b) Establishment of Association office and permanent assets:-

At present AIBSNLEA is not having its own office and permanent assets. The day to day work is being done from the old Govt. office accommodation of AFSOA.

(c) Affiliation with Union Network International (UNI)

The President Union Network International Shri Neil Anderson and Secretary General Shri Thomas John has requested AIBSNLEA to join the organization. As per the decision of CWC Bhubneswar the Affiliation with UNI has been taken. Com. GS was nominated by UNI to attend the 2nd UNI APRO/ NWJ FORUM for Professionals w.e.f. 11th to 13th April'2007 at Tokya JAPAN. Accordingly Com. GS attended the 2nd UNI APRO/NWJ FORUM for PROFESSIONALS w.e.f. 11 to 13th April 2007 at Tokyo, Japan returned on 15.4.2007. GS presented report from India alongwith other overseas representatives i.e. Bro. Gerhlar Rohde, Head of UNI P & MS Europe (Germany), Bor. Umali, Jose Jr. Pedralvez, Philippines on Job migrations and P & MS i.e. Expansion of Offshore Out sourcing & UNI Passport. GS also apprised in detail the role of Trade Unions / Associations in BSNL. Actively participated in the discussions. The Forum was convened by Mr. Eiichi Ito, Director UNI - Apro Tokyo Office. The FORUM was most advantageous knowing the role of Trade Unions in the Global Scenario.

(d) Winding –up all constituent Associations

As per the decision of first all India conference of AIBSNLEA held at Hyderabad in Jan 2006 & CWC Bhubneswar Meeting decision, all the General Secretaries of constituent associations have been requested to take necessary steps to wind up and merge their movable/ immovable properties/ assets with AIBSNLEA. In response to the letter of GS TESA (I) was replied after CWC Bhubneswar immediately [Already published in TELEWAVE] but no response is received till date. Further directions required in the matter.

(e) Organizational tours

The details of the Organizational tours of CHQ Office bearers are being placed regularly on the web site for information.

6.0 Merger of BSNL & MTNL: -

Hon'ble MOC announced regarding merger of BSNL & MTNL that on receipt of ICICI consultant report in First week of June'2006, decision will be taken. But till date no decision has been taken by the Government so far. Now the issue is pending with parliamentary Committee Government of India.

7.0 Viability of BSNL:-

AIBSNLEA alongwith all Unions / Associations on the common issues concerning BSNL's viability is actively participating in the several meetings and actions under the banner of Joint Forum. Recently actively participated in the Strike call given by Joint Forum against the delay in procurement of 45.5 million GSM lines equipment, though there was a pressure to start agitation as an individual association but since the issue was common, we prefer to discuss the matter with the Convener, Joint Forum and could succeeded in mobilizing the opinion of all the Unions / Associations to struggle Jointly. Other Trade Union Actions Programme decided by Joint Forum on various occasions to fight against the wrong decision of the Government AIBSNLEA is actively participating. We are more concerned for the settlement of HR issues of Executives in BSNL but equally concerned for the viability of BSNL also. The issues related to viability of BSNL finding place in our Notice Served on 07-05-2007 are as follows:-

(a) Disinvestment/privatization of BSNL: We are opposing disinvestment in BSNL, since it will ultimately lead to privatization.

(b) No increase in FDI beyond 49% in Telecom: We strongly oppose the decision allowing FDI beyond 49% in Telecom. This will help the Foreign Companies to dictate terms and finally have a firm control on Indian Telecom. Its control either directly or indirectly in the hands of Foreign Companies will be against National interest.

(c) No reduction in Access Deficit Charges: We are opposing the move to further reduce the ADC to BSNL. Government had committed at the time of formation of BSNL, it will compensate BSNL for providing the rural services at reduced rates.

(d) No unbundling of BSNL's last line copper: BSNL must not be forced to unbundle its last line copper to benefit the Private Operators. BSNL cannot allow use of its last mile copper and maintain the same to help its competitors to run their business.

(e) No sharing of BSNL's infrastructure with Private Operators: We understand that DoT is drafting another National Telecom Policy in which BSNL is being asked to permit Private Operators to share its own infrastructure. We are opposed to this decision.

(f) Non-grant of Navratna status to BSNL: At the time of formation of BSNL, the then Minister of Communication Shri Ram Vilas Paswan had announced that in order to give more autonomy to BSNL, it would be granted Navratana status if not the Maharatna. But even after five years of this declaration, BSNL has been granted Miniratna status. In order to allow BSNL to have greater autonomy in decision making, BSNL must be granted the Navratna status without further delay.

(g) Not-expansion of BSNL's GSM, Broad Band and ILD Services: BSNL should expand its GSM and Broad Band Services looking into tremendous public support and demand.

(h) Stopping AMC and outsourcing: BSNL Management's decision to out source CDR billing and for Annual Maintenance Contracts for the New Technology Switches has become the source for drainage of hard earned revenue. All these days, BSNL's own employees were successfully carrying out these jobs.

Conclusion: -

This is a report having reported the important developments & activities of the Association after First Central Working Committee Meeting held at Bhubneswar on 14th & 15th Oct'2006 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 CWC meeting, become easier. Most of the issues related to the members of AIBSNLEA are available in the report. We are extremely thankful to the comrades of Haryana Circle for holding this CWC meeting at Faridabad.

Thanking you it is concluded,

AIBSNLEA – UNITY – ZINDABAD ! AIBSNLEA ZINDABAD ! BSNL ZINDABAD !

Comradely yours,



(Prahlad Rai)

General Secretary

Annexure - I

CIRCLE wise & Group wise Total strength of Employees as on: 31st March 2007 .							
Break up for: BHARAT SANCHAR NIGAM LIMITED							
Staff Strength As on 31.03.2007							
SC	Name of the CIRCLE	GrpA	GrpB	GrpC	Grp D	Industrial	Total
1	ALTIC	40	82	106	49	0	277
2	ANDHRA PRADESH	609	4635	22928	5505	32	33709
3	ANDMAN	13	46	126	65	0	250
4	ASSAM	99	771		1000	1	0030
5	BRBAIT	35	94	76	92	2	299
6	BSNL CO	261	540	325	23	1	1150
7	BIHAR	166	734	3845	2656	12	7413
8	CHENNAI TD	238	1757	8185	1603	57	11840
9	CHHATISGARH	69	397	1710	379	1	2556
10	DATA NETWORK	24	53	9	7	0	93
11	ETP	31	179	225	440	0	875
12	ETR	93	660	858	946	4	2561
13	GUJARAT	385	2738^	8275	3732	213	25343
14	HARYANA	172	3049	3953	717	18	5909
15	HIMACHAL PRADESH	89	570	2175	889	2	3725
16	IT PROJECT CIRCLE	14	44	2	0	0	60
17	JAMMU AND KASHMIR	72	456	1748	626	/	2909
18	JHARKHAND	84	435	2256	881	5	3661
19	KARNATAKA	440	4071	16875	1685	27	23098
20	KERALA	515	3726	14558	994	19	19312.
21	KOLKATA TD	194	2298	6976	2446	5C	11964
22	MADHYA PRADESH	256	2024	7990	1932	32	12234
23	MAHARASHTRA	551	4677	21770	2484	118	29600
24	NATFM	8	12	5	0	0	25
25	NCES	21	42	18	5	0	86
26	NORTH EAST I	67	297	1171	626	10	211
27	NORTH EAST II	40	210	845	554	0	1649
28	NETF	23	108	105	228	0	464
29	NTP	63	249	353	380	1	1046
30	NTR	107	1038	2518	889	16	4568
31	ORISSA	150	1076		1185		57CS
32	PUNJAB	348	2080	7420	1107	13	10968
33	QA	48	291	105	25	0	469
34	RAJASIHAN	310	1891	>09>	1973	22	13295
35	STP	66	427	368	83	0	944
36	STR	120	1363	1189	279	0	2956
37	TAMILNADU	529	3953	50742	1089	19	24332
38	T&D	43	435	170	28	1	677
39	TFJBL	14	89	200	143	956	1402
40	TFKOL	12	103	300	70	962	1453
41	TFMB	6	67	179	48	751	1051
42	TS	10	50	29S	147	153	659
43	UPE	320	1964	10633	2905	54	15878
44	UPW	2-16	1100	6160	nG8	21	8725
45	UTTARANCHAL	79	361	1837	262	5	2544
46	WEST BENGAL	204	1577	6589	1189	141	9700
47	WTP	49	281	526	440	1	1297
48	WTR	85	780	1229	457	2	2553
Total		7418	51975	211926	44977	3773	320069

Annexure - II

Designation wise staff strength of Grp 'A' officers as on : 31-mar-2007		
Break up for : BHARAT SANCHAR NIGAM LIMITED		
Sl No	Name of the Designation	Staff Strength of Grp'A'
	Total	7433
1	A.G.M	622
2	O.E	3582
3	D.G.M.(NFSG)	57
4	JTOOC	64
5	SROOG	5
6	DDC	36
7	CGM(TF)	4
8	PGM(SAO)	3
9	Se(CIVIL)	74
10	SR.SUP.TELE TRAFIC	2
11	OY WELFARE L COMH	1
12	C.A.O.	831
13	DY DIRECTOR(OFF.LANG)	3
14	SW(ELECTRJCAL)	15
15	O.G.M	836
16	MGR(CT)	5
17	TOE	17
18	CHIEF ARCHITECT	3
19	PCE(E)	1
20	CVO	1
21	O.G.M(F)	57
22	SR ARCHITECT	11
23	AEE(CIVIL)	8
24	CHIEF ENGINEER (CIVIL)	28
25	SE(ELECTRICAL)	12
26	PGMTO(SAG)	4
27	ACS & DGM (LEGAL)	1
28	P.G.M(HAG)	8
29	GMTO	76
30	TOM	67
31	TDM(NF)	5
32	GM(F)	16
33	D.G.M(F-NFSG)	9
34	ARCHITECT	15
35	CHIEF SUPERINTENDENT(JAG)	4
36	G.M.	370
37	ASSITANT C.A.O.	62
38	ADG	127
39	CHIEF MEDICAL OFFICER	2
40	CMO	1
41	PGMTO(HAG)	4
42	AEE(E)	1
43	BOARD OF DIRECTORS	5
44	CGM(HAG)	35
45	CGM(SAG).	6
46	PPS	2
47	DYCVO	2
48	JTOOG(F)	5
49	EE(ELECTRICAL)	102
50	CE(ELECTRICAL)	17
51	SE(ELECTRICAL)	22
52	EE(CIVIL)	179
53	SENIOR SUPREINTENDENT	5
54	CHIEF SUPERINTENDENT(STS)	3
55	CS & GM(LEGAL)	1

