



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

President  
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**No. AIBSNLEA/CHQ/CMD/2010**

**Dated: 25.11.2010**

**To**

**Shri Gopal Das**  
**Chairman-cum-Managing Director**  
Bharat Sanchar Nigam Limited  
New Delhi -110001

**Subject: Notice for Organisational Action Programmes commencing w.e.f. 9<sup>th</sup> Dec 2010.**

**Ref: No. AIBSNLEA/CHQ/CMD/2010 Dated: 26.08.2010**

Respected sir,

We are constraint to inform you that despite our several requests in the informal meetings for the settlement of the pending issues of the Executives' in BSNL remains 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 Goa (Maharashtra Circle) from 17<sup>th</sup> to 18<sup>th</sup> August 2010 and CWC expressed its dissatisfaction against non-settlement of the pending issues. The issues were submitted in the form of Resolutions passed in CWC Goa meeting to the Management in the letter under reference (Copy Enclosed).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 needs immediate settlement.

- 1 Immediate withdrawal of clarifications dated 19.02.2010 and 13.10.2010 issued by BSNL Corporate Office w.r.to AAO/Sr.AO/Sr.SDE and PA/PSs cadres, pay fixation in Executive Promotion Policy.
- 2 Early settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors
- 3 Immediate holding of DPC on seniority cum fitness basis and LDCE from JTO (T) to SDE(T) to fill up about 10,000 vacant SDEs posts.
- 4 Promotion from JTOs Offg. (TTAs) to JTO (Telecom) on regular basis.
- 5 Removal of FR-35 for JTO (Offg).
- 6 Immediate settlement of revision of pay scale of Asst. Director (OL) as per 6<sup>th</sup> CPC recommendations
- 7 Sanction/creation of posts of PPS in the field units
- 8 The single Rule for recasting of TES Gr. B officers seniority list should be implemented in BSNL

- 9 Modification of BSNLMS RRs to allow the existing JTOs/SDEs(C/E/Arch) for the promotion to the grade of AGM/EE/Architect
- 10 Change of designations of Executives on each Time Bound Promotion
- 11 One time placement of SDE to Sr. SDE grade on 01.10.2000
- 12 Date of effect of implementation of revised IDA pay scales w.e.f. from 01.10.2000 on notional benefit.
- 13 First and subsequent upgradation to the next higher grade on completion of 4 years of service in all cases
- 14 Immediate notification of new IDA pay scales (E1A / E2A) for JTO / SDE equivalent Executives
- 15 Immediate Settlement of EPF issues on transfer of DR Executives'
- 16 Regularization of adhoc STS, JAG & SAG level Executives' of all disciplines.
- 17 Filling up of all vacant JAG/STS level posts on regular/adhoc basis and SDE equivalent posts on regular basis in all disciplines .
- 18 Consideration of all pending requests / tenure transfer cases and seniority cases of SDEs /DEs , AOs/CAOs
- 19 Holding of DPC for 1999 JAO batch to AAO.
- 20 Implementation of DPE OM dated 02.04.2009 regarding fitment benefit from 68.8% to 78.2% with effect from 01.01.2007.
- 21 Immediate completion of absorption process of ITS Group 'A' officers in BSNL .
- 22 The IDA pension revision order for BSNL pensioners who retired before 01.01.2007 should immediately be issued by the DOT.
- 23 Rent free 3G mobile service and Broadband connections should be provided to all BSNL Executives.
- 24 BSNL CO should take immediate action to solve the problems related to O&M of CDR System which are resulting in surrender of a huge number of landline connections and in turn loss of business and revenue.

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.

- **DEMONSTRATION on 09<sup>th</sup> December 2010 at BSNL CO/Circle HQs/SSA HQs during lunch/closing hours**
- **MASS DHARNA (Two days) on 22<sup>nd</sup> and 23<sup>rd</sup> December 2010 at BSNL CO/Circle HQs/SSA HQs**
- **Further course of actions will be decided in the 3<sup>rd</sup> AIC at Kolkata.**

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 R.Chandrashekhar, Chairman TC & Secretary (T) DoT, New Delhi
- Shri Rajesh Wadhwa, Director (CFA), BSNL, New Delhi
- Shri R.K.Agarwal, Director (CM), BSNL, New Delhi
- Shri S.R.Kapoor, ED (Fin), BSNL, New Delhi
- Shri D.P.De, Sr.GM (Estt), BSNL CO, New Delhi
- Shri R.K.Mishra, Sr.GM (Pers), BSNL CO, New Delhi
- Shri M.S.S.Rao, Sr.GM (SR) BSNL CO, New Delhi