



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/44

Dated 07.04.2021

To,

Shri P. K. Purwar,
Chairman & Managing Director,
Bharat Sanchar Nigam Limited, New Delhi

Subject: Notice for One Day Organizational Program of observing 22.04.2021 as PROTEST DAY against non-resolution of long pending basic HR issues of BSNL Executives-Regarding.

Reference:

1. Agenda meeting held on 15.09.2020 and subsequent meeting held with BSNL Management for the settlement of long pending HR Issues.
2. Letter No.GS/AIGETOA/2020/142 dated 28.12.2020

Respected Sir,

This is to bring to your kind notice that dissatisfaction level of all the executives has reached its peak and executives are feeling dejected due to continuous neglect of their very basic rights & issues pertaining to serving benefits, retirement benefits and logjams in career progression, despite repeated meetings and discussions held with your goodself as well as Director (HR) and assurance given by management for the settlement of the issues time and again. We have already conveyed the decision of our CWC in Dec-2020 vide letter under reference #2 that non resolutions of issued beyond 31.03.2021 will force the association to start the organisational programs.

We are very much aggrieved and dejected that almost all the issues pertaining to the executives have been put on to extreme neglect and the basic rights pertaining to the executives like extending timely Promotions, finalisation of published SDE seniority List, Settlement of Standard Pay Scale E2 for JTO/JAO equivalent and E3 for SDE/AO equivalent cadres, Resolution of Pay Loss issue by extending initial basic pay of Rs 22820/- to executives recruited in pre-revised E1A scales & extending E1 plus Five Increment to the newly recruited executives, extending 30 percent Superannuation Benefit to BSNL Recruits from their date of joining, fulfilment of the assurances made in agenda meeting dated 15.09.2020, regularization of salary on due date and even smaller issues like Rule-9, discrepancies in Rule-8 of GATE Batch JTOs, Review of Bond period/amount for newly recruited JTOs/JAOs, opening of deputation channels etc have been left unattended despite of repeated meetings and assurance. **The alarming situation can be understood with the fact that people are stagnating in their initial grade of recruitment since last 6-19 years & facing serious pay anomalies and getting lesser emoluments.**

Even the much talked about restructuring exercise has not seen the light of the day after almost 15 months of completion of VRS exercise. All these issues have been made subject to continuous neglect by management which is resulting into huge demotivation and unrest amongst the minds of all the executives. Many a times management has been quoting financial constraints, but it has been

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observed that these constraints do not come into way while extending privileged benefits to the select few but even genuine issues related to executives in general have been put to back benches. Even the issues not having any financial implications have been neglected beyond time which substantiates the fact that settlement of HR issues is not at all amongst priorities of management.

Being a responsible association, all these years, we have tried our level best to precipitate the issues through amicable means and in fact have extended all possible co-operations to management and government to take BSNL out of its turbulent time. We extended our firm and unconditional support to the various endeavours taken by government as well as BSNL Management for the betterment of our beloved company. Even after getting elected as Majority Recognized Representative Association in August-2020, we continued our approach of dialogue and discussion for settlement of all outstanding issues. But in return, it is sad fact that management could not even push an inch forward on the long pending HR issues pertaining to the executives of BSNL.

With the continued NEGLECT of the HR issues pertaining to Pay, Promotion and Pension, situation has now reached to a point where it is difficult to sustain the continued frustration of the executives and the prevailing unrest amongst the minds of all the executives. It has now become emergent to draw the attention of management towards settlement of long pending HR issues and proper management of the most important resource of BSNL which is "Human Resource".

Accordingly, this association has decided to observe a PROTEST DAY on 22.04.2021 and we hereby serve the notice for the ONE DAY ORGNISATIONAL ACTION PROGRAM to seek the attention of management towards settlement of the long pending HR issues as detailed below:

DEMANDS:

1. Immediate conduction of DPC for the JTO to SDE promotion and notification of the LDCE.
2. Extending of Promotions in all cadres including SDE to AGM, JAO to AO and AO to CAO.
3. Resolution of Pay Loss issue of 22820/- to the executives recruited in pre-revised E1A scales.
4. Extending of E1+5 increments to post 2K10 recruited JTOs/JAOs/GATE JTOs and promoted JTOs/JAOs as an interim measure till implementation of E2 pay scales for JTO/JAO cadre.
5. Approval of E2 scales for JTO/JAO equivalent grade & E3 scales for SDE/AO equivalent grade.
6. Enhancement of total SAB to 30% and formation of PRMB Trust with defined contribution.
7. Immediate finalization SDE Seniority List-9 and circulation of subsequent lists.
8. Ensuring sufficient number of posts in all grades in the restructuring as proposed by the association to ensure smooth career progression and early notification. Introduction of Fast Track Promotion Mechanism and Scraping of MT RR.
9. Onetime settlement of LDCE-2007 SDE Reversion issue.
10. Regularization and disbursement of salary on due date.
11. Fulfillment of the assurances as committed in the agenda meeting dated 15.09.2020 on other issues of importance like Rule 8 issues, Rule 9 issues, Bond Rationalization issue, First Time Bound Up-gradation in four years etc and holding of 2nd formal Agenda Meeting immediately.
12. Implementation of Group Health Insurance Scheme by BSNL and streamlining of payment through BSNLMRS scheme.

ORGANIZATIONAL ACTIONS & SCHEDULE:

Executives will observe One Day Leave Program on 22nd April-2021 to seek the attention of management towards settlement of long pending HR issues.

We still believe that management will take cognizance of the genuine issue and will take necessary action in this regard to avoid the unrest. AIGETOA sincerely believes and is quite hopeful that the management will seize the opportunity to address the lost ground and ensure immediate settlement of our pending issues and will not force us towards intensifying the action programs further by taking steps to resolve them amicably. In case, BSNL management does not take note of the resentment of the executives, responsibility of the industrial unrest shall solely lie on BSNL management.

With Warm Regards

Sd/-
[MD. WASI AHMAD]
General Secretary

Copy for kind information to:

1. The Director(HR) BSNL Board, Corporate Office New Delhi
2. The Directors(CFA), BSNL Board, Corporate Office New Delhi
3. The Director (CM), BSNL Board, Corporate Office New Delhi
4. The Director (Enterprise), BSNL Board, Corporate Office New Delhi
5. The Director (Finance), BSNL Board, Corporate Office New Delhi
6. The Sr GM (SR) BSNL CO, Corporate Office New Delhi