

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS
Comprising of
(AIBSNLEA and AIGETOA)

CHQ NEW Delhi-11001

No. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/4

Dated 24.06.2015

To,

The CMD
Bharat Sanchar Nigam Limited
1, H.C. Mathur Lane, Janpath
New Delhi-110001

Subject: Notice for resuming the deferred 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
3. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/3 dated 11.04.2015


Respected Sir,

As per the assurance and commitment given by your good-self the agitation programs of the United Forum of AIBSNLEA and AIGETOA were deferred till 22nd June 2015 but in the meetings held with GM (Pers.) 22nd and 23rd June 2015 it seems that the management is determined to go ahead with MT Recruitment and not ready to settle a single pending HR issue despite the assurance and commitment given by CMD, -BSNL. Hence, in continuation to the letters under reference above, we regret to mention that in spite of our several requests in the formal/informal meetings BSNL management did not agree to withdraw the arbitrarily notified Management Trainees Recruitment and settle the pending HR issues.

This 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), vide letter number under reference above has served the notice for organization action program on the following demands:

1. Immediate withdrawal of the MT recruitment notification dated 1st 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-I of this letter.



Continued--

We, the United Forum of BSNL Executive Associations (AIBSNLEA and AIGETOA) strongly protests the arbitrary MT Recruitment and non-settlement of the pending HR issues. We, therefore, serve the notice to further resume the deferred organization action programs:


Protest actions and schedule:


- Lunch Hour Demonstration on 1st July, 2015 at all SSA/Circle/BSNL CO level.
- Hunger Fast for three days from 10.00 Hrs. to 18.00 Hrs. on 7th, 8th and 9th July, 2015 at all SSA/Circle/Corporate Office level.
- "Work According to Rule" program with effect from 00.00 Hrs. of 7th July, 2015 till withdrawal of the MT Recruitment and settlement of the pending HR issues.
- "Delhi Chalo" and "Indefinite Dharna" at BSNL Corporate Office, New Delhi with effect from 22nd July, 2015 till withdrawal of the MT Recruitment and settlement of the pending HR issues.

In case, the BSNL management does not take note of the resentment of the executives then responsibility of industrial unrest shall lie on the part of BSNL Management.

Thanking You

Yours Sincerely,


(Prahlad Rai)
General Secretary
AIBSNLEA
Mob 09868278222

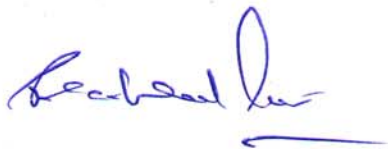

(R.P. Shahu)
General Secretary
AIGETOA
Mob 09424051555

Copy to:

1. Shri Rakesh Garg, Chairman TC and Secretary (T), DoT, GOI, New Delhi-1
2. Shri A.N. Rai, Director (HR), BSNL Board, New Delhi-110001
3. Shri N. K. Gupta, Director (CFA), BSNL Board, New Delhi-110001
4. Shri N.K. Mehta, OSD, BSNL, New Delhi-110001
5. Shri M.A. Khan, ED (NB), BSNL CO, New Delhi-110001
6. Smt. Sujata Ray, ED (Finance), BSNL CO, New Delhi-110001
7. Shri Shameem Akhtar, Sr. GM (SR), BSNL CO, New Delhi-110001
8. Smt. Madhu Arora, GM (Estt), BSNL CO, New Delhi-110001
9. Shri D. Chakravarty, GM (Pers), BSNL CO, New Delhi-110001

Brief of pending HR issues which needs immediate settlement

1. Implementation of standard IDA pay scales E-2 and E-3 for JTO/JAO and SDE/AO equivalent and Pay parity to the executives recruited after 1.1.2007.
2. Superannuation benefits to Direct Recruited executives as per DPE guidelines: 30% Superannuation benefits to the direct recruits: BSNL should contribute 12% of Basic + DA as Superannuation Benefits in respect of Direct Recruits and the effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.10.2000.
3. Implementation of CPSU Promotion Policy in BSNL: Time bound functional promotions up to NFSG grade as per absorption terms and conditions. No MT and DGM recruitment from outside.
 - First time bound promotion after 4 years service in all the cases.
 - Time bound promotion from E-5 to E-6 to the DGMs promoted from Grp."B" Executives.
 - Date of effect of Implementation of revised upgraded IDA Pay Scales for the Executives w.e.f. 1.10.2000 on notional basis.
 - Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors and antedating of pay.
 - Amendment in BSNL MSRRs of EE (Civil/Electrical/Arch).
4. Immediate implementation of digital signature by all circles with respect to EPF cases settlement of BSNL recruited employees, resolution of all EPF Anomalies, and EPF contribution during training period.
5. Promotions through LDCE in SDE cadre:
 - (a) LDCE from JTO to SDE(T): Immediate conduction of LDCE for promotion from JTO (T) to SDE (T) for the vacancy available till date. The syllabus of LDCE has already been notified.
 - (b) LDCE from JTO (TF) to SDEs (TF) on regular basis.
6. To provide additional increment to all the executives promoted through 2012 SDE (T) LDCE, to compensate loss of notional increment due to delayed result on the part of BSNL.
7. Special recruitment of JTO/JAO for hard tenure Circles.
8. Implementation of Transfer Policy in its true spirit in all disciplines and consideration of Rule-8 cases by circles, spouse cases as per the prevalent guidelines.
9. E1+5 Increments benefit to JTO (SRD), JAOs 2013 batch and PAs: The BSNL Management Committee has cleared the proposal of E1+5 Increments benefit to JTO (SRD), JAOs 2013 batch and PAs which is pending for BSNL Board approval. Also settlement of Pay Anomaly cases of Departmental JTOs outsider quota.



10. Conduction of various CPCs on a regular basis:
- i. JTO to SDE (T) CPC against seniority cum fitness quota: Conduction of DPC for Seniority and fitness quota as per DoPT guidelines for the years 2009-10, 2010-11 and 2011-12 to fill up about 6000 posts.
 - ii. DPC from SDE(T)/DE(Adhoc) to DE Regular: Immediate CPC to fill up the left out about 500 DEs Posts.
 - iii. Immediate conduction of CPC form DE to DGM (Engg.) on Adhoc/Regular basis.
 - iv. Immediate CPC from JAO to AO to fill up about 1800 AOs posts.
 - v. CPC from AO to CAO Regular to fill up about.
 - vi. CPC from DGM (F)-Adhoc to DGM(F) - Regular.
 - vii. Allowing option to departmental JAOs who joined after 07.05.2010: The pay anomaly case of departmental JAOs was processed by PAT Cell. A committee formed headed by PGM (SR), Sr. GM (Pers.), GM (Estt.), GM (EF) and GM (FP) and the said committee finalized the report and submitted to competent authority for approval. The said Committee recommended five additional increment benefits to Deptt. JTOs/JAOs at par with direct recruit JTOs/JAOs and accordingly implemented. But allowing option to Departmental JAOs who joined after 07.05.2010 in the executives cadre is yet to be considered.
 - viii. CPCs from JTO (E) to SDE (E) and from SDE(C/E) to EE(C/E).
 - ix. Promotion from Assistants to Section officers and Personal Assistant to Private Secretaries, SO to AGM and AGM to DGM in the erstwhile CSS and CSSS.
 - x. Post based promotions for P.A/P.S, Common Recruitment Rules & Nomenclature and Introduction of Promotion Policy for Stenos (Dying cadre).
11. Inordinate delay in settlement of disciplinary cases: We have been requesting BSNL Management for the settlement of long pending disciplinary cases. Many cases are pending more than 7-8 years and no decision is given, causing undue harassment to the executives on promotions and retirement. As per CVC guidelines all the disciplinary cases needs early settlement.
12. Restructuring of AD (OL) Cadre: The committee constituted under the Chairmanship of Shri Harsh Wardhan Addl. GM (CP&M), BSNL C.O. has submitted the report to the competent authority to revise the pay scale of Rajbhasha Adhikari at par SDE/AO scale. Shortly case will be put up to the competent authority for approval. We have demanded to restructure the cadre by change of designation as AD(OL) and to ensure promotions up-to DD (O/L) STS grade.
13. Early finalization of New SDE RR-2014 & JTO RRs-2014 (without degradation of Scale & Qualification) and in line with the suggestions submitted by associations.
14. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.f. 01.01.2007 for BSNL Pensioners.

