

AGENDA POINTS FOR SECOND FORMAL MEETING BETWEEN RECOGNISED REPRESENTATIVE ASSOCIATION (AIGETOA) & BSNL MANAGEMENT						
S. No.	Section	Sub S.No	Sub-Section	Agenda Particulars	Management Stand	Association Stand
1						
Salary/Other						
		a	Timely Salary Payment	Disbursement of salary on last working day of the month should be ensured.	Management expressed its helplessness to disburse Salary on 1st Day of the Month as Revenue Position is not supporting this , However Management agreed to consider a fixed date for salary disbursal every month to avoid uncertainty.	Not Agreed. Management should explore the options for the funds from government. Employee is doing its job and they should get the Salary on time.
		b	Allocation of COVID Fund	A Covid Advance Fund should be created to meet individual medical exigencies due to Covid-19 in the form of Medical Advance. As hospitals have stopped giving cashless treatment.	Already Done and Letter issued in April Itself	Agreed
		c	Pending SAB amount deposit and start of SAB Pension to those demises or took VRS	Pending amount of SAB fund should be deposited immediately as during this covid crisis many of the colleagues have faced untimely mishappenings.	As soon as the funds will be available, it will be done on priority. The funds for those who died shall be updated immediately. Interest Part shall also be looked upon.	Asked to update the fund at Par with other statutory Dues along with pending interst. The benefits of BSNL Recruit Should not take back seat anymore
		c	Pension to those demises or took VRS	Immediate start of SAB Pension to all those demises or took VRS as demnded by the association	Director HR agreed that it couldn't be ensured but assured that all cases of Superannuation Pension Fund will be cleared latest by July, 2021.	Agreed
2						
Promotion						
		a	JTO-SDE DPC Promotion	Issue of JTO to SDE DPC Promotions, whose all formalities completed.	The order from Jabalpur CAT is expected Shortly. Also decision on reservation issue which was raised by one corner of executives in court is being decided upon by a committee formed for the purpose. Management is working sincerely to issue promotions and shall do it by June-July, 2021.	Management Should issue the promotion order without any further waiting. If needed, they can take undertaking from executives that they are agreeable for promotion methodology adopted by BSNL. The promotion orders should be issued immediately failing which association shall be constrained to take other recourse. We requested to issue orders by June 30th.
		b	LDCE Notification for SDET	Publication of calendar for holding of LDCEs for SDE(T).	Some Executives Have Reached Chandigarh CAT against marks relaxation given to SC/ST Candidates which has complicated the situaion. However, Management is working on this and shall issue the notification by the end of June-July 2021	Association stated that there is no issue of reservtaion and and agreeable approach to all have been decided in May 2018 during Last LDCE Promotions. Same needs to be done now. The LDCE should be notified immediately, latest within next two weeks.
		c	SDE Seniority List Notification	Finalisation of SDE Seniority list-9 of VY 2006-07 and issuance of provisional Seniority Lists of further batches i.e. VY 2007-8, 2008-9, 2009-10, 2010-11 in the cadre of SDE (T)	List 9 based on opinion of Senior Advocate shall be finalised within June 2021	Agreed along with submission that under no circumstances, the Vacancy Year Based Concept of seniority as per LDCE and SCF Quota should be dispensed with. Any List without representation of quota as per SCF and Competitive Quota vacancy year wise is not acceptable.
		d	SDE to AGM Promotion	Promotion of SDEs to AGM grade immediately from all eligible candidates against the available vacancies as on 01.01.2021	After Finalisation of List 9, the preparatory work will be started. However, the promotions will take some time due to complexity on reservation issue which is being looked on to exploring other possibilities by arriving out a consensus within all groups.	Agreed with Submission that as per directions of Honble Court, decision should be taken without any delay now. The Prepratory exercise should be started immediately.
		e	AO to CAO Promotion	Issuance of promotion from AO to CAO and if required with necessary relaxation against available vacancies	The promotions will take some time due to complexity on reservation issue which is being looked on to exploring other possibilities by arriving out a consensus within all groups. The preparatory work shall be started simultaneously along with SDE to AGM promotions preparatory work.	Agreed with Submission that as per directions of Honble Court, decision should be taken without any delay now. The Prepratory exercise should be started immediately.
		f	JAO to AO Promotion	Prepaartion of JAO gradation list and Issuance of promotion in JAO to AO grade against available vacancies	JAO Gradation list shall be issued by June 2021 and thereafter the promotional exercercise will be planned	Agreed
		g	SDE Reversal Issue	Final settlement of SDE (T), LDCE (2007) Reversal matter as one time measure	Though Pers cell was reluctant but Director HR finally agreed to get the same resolved without any delay now and categorically assured that he will not allow their loss and shall get the issue resolved permanently.	Agreed
		h	Promotion in Civil, Elect, Arch, CSS Streams	Issuance of promotion in other wings e.g. Civil, Elect, Arch, CSS etc	The preparatory work will be started. However, the promotions will take some time due to complexity on reservation issue and restructuring.	Agreed with Submission that as per directions of Honble Court, decision should be taken without any delay now. The Prepratory exercise should be started immediately.
		i	LICE Notification for JE to JTO and other grades	Publication of calendar for holding of LICEs for JE to JTO.	Restructuring Exercise is about to be Coompleted. LICE will be notified soon.	Agreed and requested to ensure the notification within a month
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Restructuring						

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		a	Restructuring Discussion	AIGETOA has given presentation to the Restructuring Team and it was agreed to call us again after going through the presentation and other details with tentative finalisation of post counts. We are still waiting for the same.	The Restructuring Exercise is almost complete. Withing one week the blue print will be submitted to the association and AIGETOA shall be called for formal discussions on the issue vis-à-vis submissions of AIGETOA. As far as practicable, AIGETOA suggestions shall be accommodated.	Agreed to discuss in the formal meeting . Association made its view clear once again that any fiddling with promotional aspects shall not be accpeted. If management is saying that AGM posts created in June 2018 on matching saving basis is disputed then we demand for initiating an enquiry into the whole episode and fix the responsibility for the guilty. Management can not reduce the strength now by stating that this upgradation is disputed and not as per rules.
				Training Centre Restructuring Issued Guidelines and concern of the association.	Management agreed with some view points of association for same mechanism of posting of all executives from JTO to GM and creating safeguard while implementing 7 Years clause to see that a vaccum is not created but heading of all RTTC by DGM is not accepted stating that GMs have been positioned in the Training Centres which have been converted into Zonal Training Centres now. The positioning of GMs is required in view of the business requirments of these zonal training Centres.	Agreed but our persistence for DGM headed Centres except Jabalpur will continue.
4 Pay Related Issues						
		a	Standard Pay Scale E2-E3 Issue	The DO reminder letter was to be issued to the DoT as agreed in the meeting with CMD BSNL in Dec-2020. It was agreed to pursue for the approval of BSNL Proposal for E2 scale to JTO-JAO and E3 scale to SDE-AO equivalent.	A fresh proposal to be sent to DoT for replacement of initial two scales of E1A to E2 and E2A to E3 stating that situation as well as financial implications has changed in Post VRS scenario and the fact that executives opted for VRS are not entitled for any arrears on that part. So, benefit can be extended to working executives. The proposal to be sent to DoT on Monday.	Agreed. Further submission and pursuasion shall be done with DoT by Association also.
		b	Pay loss Issue of Executives recruited in E1A (Issue of 22820)	It was agreed in the 15-09-2020 meeting to form the committee to examine the submission of the AIGETOA on the Pay Loss Issue of JTO 2007, 2008 and JAO 2010 Batches, who were recruited under notification of E1A.	Director HR directed for constitution of committee to examine these matters and submissions of AIGETOA. Management also accpeted that the proposal of giving E1 plus Five Increments as interim measure which is approved by board and pending with HR committee shall be made applicable for all new Recruitee Batches including GATE JTOs and JAOs of subsequent batches. A reminder shall be sent to DoT for HR committee to submit its recommendations expeditiously. The committe is also to consider the pending E1A scales for the Civil/Electrical/ Architecture on Notional basis.	Agreed with submission that Committee should be given mandate to submit the report in a time bound manner and the issue should not be dragged endlessly.
		c	E1+5 Increment to all JTO/JAO recruited in E1 Scale	It was agreed in the 15-09-2020 meeting to form the committee to examine the submission of the AIGETOA for extension of E1+5 advance increments to all JTO/JAO Recruited or promoted in E1 Scale to compensate their loss vis-à-vis others JTO/JAO. BSNL Board has also approved E2 for JTO/JAO.		
		d	Pay loss Issue of DR TTA selected under DR JTO	It was agreed in the 15-09-2020 meeting to form the committee to examine the submission of the AIGETOA on Pay loss Issue of DR TTA selected under DR JTO via external external JTO Exam by applying through proper channel and promoted as JTO		
		e	First Time Bound Financial up-gradation in 4 Years	Addition of new clause to provide 1 st Time Bound Pay Up gradation in 4 Yrs uniformly in place of 4-6 years clause of EPP	When BSNL is taking up E2 and E1+5 increment with DoT, any change in EPP at this stage may be counter productive and so it shall be taken at later stage as it will require ratification from DoT.	Agreed along with submission that the descrepancy of 4-6 years in First Time Bound Up-gradation must be resolved by making it uniform Four Years FTBP for all batches.
		f	One increment of all functional promtion	As the promotions are not carried out in time even with availability of vacancies and candidates and this forfeit the benefits of one increment in most of the cases due to EPP. So, standard rule should be framed to give One Increment on funtional promotion uniformly.	Shall be examined but no commitments yet. Agreed to explore the feasible options	Requested to consider. Further discussions to take place.
5 Pensionary and Medical Coverage related issues						
		a	30% Superannuation Benefit & PRMB Fund	Recouping of leftover quantum of 30% SAB, which is presently 21.8% defined contribution. Formation & start of contribution in PRMBF for BR Executives.	Shall be examined to enhance it further but no firm commitments as financial situation of BSNL is grim.	Requested to Consider the same on prospective basis at least and accord the administrative approval. Arrears may be given later on which management agreed to examine the feasibility.

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		b	Family Group Health Insurance Scheme For Medical Treatment	Implementation of a Group Health Insurance Scheme funded by BSNL for all Executives especially for indoor treatment and continuing of outdoor treatment through BSNL MRS Scheme. Extension of Medical Health Check Up Facility to all executives in line with facility to SAG & above officers.	Management is of the view that existing BSNL MRS is better instead of Insurance. But on the demand of AIGETOA for a Health Insurance Coverage along with unlimited critical illness cover in place of Indoor coverage of BSNL MRS for Executives, Director HR directed the committee to examine the feasibility of the GHIS proposal by BSNL as suggested by AIGETOA. The committee to work out financial implications and submit the same to management for consideration.	Association stated in a clear and firm manner that taking care of health is BSNL responsibility. Shredding of any burden by BSNL will not be accepted. Those who wants GHIS for Indoor treatment should be given by BSNL and those willing to go with BSNLMRS for indoor treatment may opt for BSNL MRS. Management should give option to employees to opt for BSNLMRS or GHIS. Else Management should immediately pay all indoor bills and arrange for cashless treatment of employees across India through BSNLMRS. The employee should not be left in lurch without any proper medical coverage anymore.
6	General Issue					
		a	Bond Period Reduction to 2 Yrs as per notification of GATE JTOs/JAOs.	Bond period should be reduced to 2 years from existing 5 years as their notification clearly specified bond period as two years. Bond Amount & Penal Interest calculation needs revisit as it increases with reducing period.	It was agreed to streamline the Bond Conditions but retrospective implementation was cited as a bit difficult as it necessitates changes in RR. However, still management will explore the feasibility to extend benefit to earlier recruited executives also.	Strongly disapporved the thought and showed example of Frieght Corridor which has reviewed the bond period from 5 Yrs to 3 Yrs and so BSNL must rationalise the Bond Period as well as Bond Amount. Director HR told to look into the feasibility to implement retrosepectively.
		b	Implementation of Online Portal for Rule-8	Capturing of all India data of through online portal for all Rule-8 transfer cases of JTO and JAO for their settlement to the best possible extent. Abolishing the condition which stops clearance of Rule-8 cases of GATE JTOs in line with previous policy existing to other JTOs previously.	For SDE/AO and above already implemented. For JTO/JAO/Equivalent, shall be done within June itself.	Agreed
		c	Abolishing discriminatory clause of Rule-8 of GATE JTOs	Abolishing the condition, which stops clearance of Rule-8 cases of GATE JTOs in line with previous policy existing to other JTOs previously.	Necessary correction to be issued within June itself	Agreed
		d	Clearance of Rule-9 Cases of JTO/JAO	Rule-9 Temporary Transfer cases of JTO/JAO received in Corporate Office have not been cleared and it was apprised that a policy will be frmaed, which is also awaited.	New Rule 9 policy will be notified within June Itself and the genuine pending cases shall be also be processed.	Agreed
		e	Opening of Deputation channel for BSNL Executives	BSNL CO New Delhi has stopped allowing of deputation case till Dec-2022 and so denying the opportunity to the executives of BSNL to work in other govt departments to seek better opportunities. Many of the executives are already working and so other should also be given the chance to work on deputation for thier betterment especially in the light of the facts of non redressar of Pay and Promotions issues in BSNL.	Director HR assured to consider the same and discussion will start for opening of deputation for all executives.	Agreed
		f	Provisioning of FTTH as service Connection	A committee was constituted but still not submitted the recommendations	The committee has been asked to submit the recommendaions immediately. Management agreed for provisioning of FTTH service connection. Though the Discount of 60% may be reduced a bit.	Association requested to not to reduce the discount percentage for serving employees.
		g	Applicability of BCF fund for all death cases	Applicability of BCF fund for all death cases as it isdifficult to differentiate covid and non covid cases. In some cases , even RTPCR report is not available. Circles are not forwarding the cases.	Management stated that committee has been given mandate to examine all death cases. They agreed to take necessary action to ensure that benefit is extended to all who died due to Covid irrespective of whether death certificate mentions the reasons for death as covid or not.	Association requested for issuance of Directions to Circles for sending all death cases to corporate office for consideration by the committee.
		h	CGA appointment for those who met untimely death during this pandemic	The CGA appointment to the dependent should be given by considering the Covid deaths as on duty death and the criteria of point system may be relaxed for such deaths	Management explained the tough position taken by adminisrative ministry on the CGA appointments and said that it may not be agreed upon by the administrative ministry. On demand from association, Director HR agreed to take up the matter but no commitement has been given as of now.	Association explained its effort to raise the issue to various echelons of governement. It further stated that when government itself is extending so many facilities to the dependents of those who met untimely death due to Covid, then certainly will not oppose such efforts by BSNL for its employees who died due to Covid. Employee was already on roll of the organisation and giving employment to his/her dependents will not have any financial implications either. Moreover, BSNL already has a policy to give employment byrelaxing the norms for on duty deaths and the same needs be considered by accepting that death due to covid is on duty death. Director HR agreed to take up the matter.
		i	4G and Other Maintenance Related issues	4G, Temporary Advance, Maintenance issues, Battery and Powerplant, FTTH equipments, availability of Fiber etc.	Management Agreed for Holding Another agenda meeting with presence of Directors of other Verticals to discuss all these aspects and asked the assocation to submit the agenda for discussion.	Association will submit agenda points formally as discussed