



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2020/142

Dated 28.12.2020

To,

Shri P. K. Purwar,
Chairman and Managing Director, BSNL
BSNL Corporate Office, New Delhi-1.

Sub: Resolutions passed in AGM cum CWC Meeting of AIGETOA CHQ held on 12-13th Dec 2020-Reg.

Respected Sir,

We would like to apprise that AGM cum CWC meeting of AIGETOA CHQ has been completed successfully through online platform on 12th and 13th December 2020, which was attended by the delegates from each Circle across the BSNL. The house has extended its thanks to the management for holding 2nd Membership Verification Process in this Pandemic situation successfully, which resulted in the election of AIGETOA as Majority Representative Association. The house extended its deep gratitude to the Hon'ble CMD and Dir(HR) to grace the occasion of open session on 12th December, 2020 and their valuable address to the august gathering through online mode in spite of their busy schedule. The house also thanked Sr GM(SR) for his address and participation in meeting. The meeting deliberated most of the topics including those associated with functioning and sustainability of BSNL as well as pending issues of executives in BSNL.

The delegates from across the country attended two days conference for more than 20 Hrs and held important and crucial discussion about the organisation as well as cadre related issues and took many significant decisions and passed the resolutions accordingly. In these deliberations, Collegiums' Members expressed their deep and serious concern about current status as well as future uncertainty due to the financial distress, network issue and non rollout of the 4G service even after lapse of one year of the cabinet decision of BSNL Revival package, delay in the Salary payment, non settlement long pending promotion issues in various grades, Non implementation of standard Pay Scale of E2 for JTO/JAO equivalent Grade, Persistence of Pay loss issues of JTOs/JAOs, problems in medical treatment in this pandemic situation, Non-fulfillment of pending part of 30% SAB of BSNL Recruits etc. The points deliberated and resolutions taken in the meeting are enclosed herewith as annexure-I.

It is worth to mention that Central Collegiums' is the highest decision making body of the association and its recommendation is vital for the functioning of the association. Being the Recognised Representative Association, AIGETOA is duty bound to raise the issues pertaining to well being of BSNL and its executives and to take all necessary actions for its timely resolution. Accordingly, the extensive deliberations have been done in two days and resolutions have been adopted by the house in the larger interest of the executives as well as organisation.

The peaceful atmosphere of the organisation is mandatory to regain its pristine glory and it is possible only through resolution of long pending issues by taking firm and meritorious decisions and its timely execution. Therefore, we seek your benign attention to expedite the settlements of the resolutions as annexed in a time bound manner to ensure prosperity and growth of both BSNL and its employees. We look forward for early key decisions especially in the areas of Pay, Pending Promotions and Pension of executives along with sustainability of our beloved organisation BSNL.

With warm regards,

Sd/--
[MD.WASI AHMAD]
General Secretary

Copy to:

1. The Dir(HR) , BSNL Board New Delhi for kind information and needful please
2. The Dir(CFA) , BSNL Board New Delhi for kind information and needful please
3. The Dir(CM) , BSNL Board New Delhi for kind information and needful please
4. The Dir(Fin) , BSNL Board New Delhi for kind information and needful please
5. The Dir(EB) , BSNL Board New Delhi for kind information and needful please
6. The Sr.GM(SR) , BSNL CO, New Delhi for kind information and NA please

Annexure-I

Resolutions adopted by the Central Collegiums' of AIGETOA

1. PENDING HR ISSUES:

- a) **Timely Payment of Salary:** As a part of revival, BSNL implemented VRS with 78K employees opting for it and assurance was given that the salary and other benefits will be streamlined after the VRS, especially due to reduced wage bill. This was one of the main reasons that high number of employees came forward voluntarily to opt for VRS in the larger interest of the organisation and fellow colleagues. But even after passing Ten Months, Salary for the working employees has not been regularized, which is creating hardships to the employees as well as causing de-motivation. Hence, Collegiums' authorizes CHQ to take all necessary action to ensure disbursement of Salary to the employees on last working of the month from January 2021 onwards.
- b) **JTO to SDE DPC:** The delegates lodged their strong resentment for inordinate delay in JTO to SDE DPC and promotion under SCF Quota. The order has been delayed on one pretext or other despite of several assurances especially in last four months. **The Collegiums' is of opinion that the association should not allow any further delay in SDE Promotion and authorizes CHQ to serve the notice for organizational action programs for settlement of all outstanding HR issues if JTO to SDE Promotion order is not issued by 31st Dec 2020.**
- c) **30% Superannuation Benefit:** The Collegiums' is of the view that management should at least begin with an administrative decision in this regard to increase the quantum of SAB by 3% w.e.f. 1st January, 2020 with fund may be deposited after some time say 5-6 months, by the time, condition of the company will be improved. The decision on remaining part of SAB may be taken in next financial year 2021-22. The Collegiums' authorizes CHQ to take all necessary action as deemed fit to ensure upholding of the commitment made by Ex-CMD BSNL to this association as well as other platforms.
- d) **E2 and E3 Standard Pay scale to JTO/JAO and SDE/AO:** This is also one of the oldest and most important items of 2nd PRC recommendation and approved by BSNL board for replacement of existing scale of JTO/JAO equivalent by E2 and SDE/AO equivalent by E3, which is still pending with the DOT. The Collegiums' has decided to request CMD BSNL to use his good office to get the approval of E2 and E3 for JTO/JAO and SDE/AO equivalent Grade from the DoT as per the decision of the BSNL Board to end the long pending issues of standard pay scale in BSNL. The Collegiums' authorizes CHQ to decide on all necessary action as deemed fit to ensure the resolution of this long pending issue.
- e) **Pay loss Issue of 2007/2008 batch JTOs and 2010 batch JAOs recruited in E1A Scale:** These executives are facing a loss of 7K-8K vis-a-vis their notification scale of E1A as assured at the time of appointment. They were extended five additional increments as a temporary measure to part some of their loss (occurring after implementation of interim E1 scale for JTO/JAO in BSNL, in want of approval of E2 scale for JTO/JAO from DoT) with a commitment to consider their final settlement at a later stage. But even after passage of

more than Ten Years, their losses have not been addressed, which is very much within the purview of BSNL Board. In this regard, the Collegiums' has decided to request you to constitute a committee to examine the pay loss faced by these executives consisting of 2007/2008 batch JTOs and 2010 batch JAOs for final settlement to nullifies their loss vis-à-vis their notified E1A Scale as per the suggestion and related documents submitted by AIGETOA. The Collegiums' authorizes CHQ to decide on all necessary action as deemed fit to ensure the resolution of this long pending issue

- f) **Extension of E1+5 increment to the executives recruited on E1:** The BSNL Board has already approved E2 scale for JTO/JAO Grade but the executives in the cadre of JTO/JAO are being recruited and promoted in E1 Scale after 2010 due to pending approval the scale by the DoT. It is further to state here that this has been done despite the fact that JAO RR still has a provision of E1A Scale for JAO. This has left about 5000 executives demoralized and deprived of their genuine rights, who were recruited/ promoted over a span of time in JTO/JAO Grade. It is important to note that even the management Committee has also approved E1+5 advance increments for some batches after 2010 which is pending for the board approval. As the standard scale of E2 for JTO as passed by BSNL Board is pending at the level of DoT for final concurrence, the management should extend five advance increments on initial basic of E1 till the scale is approved by the DoT and incorporated in BSNL. Accordingly, Collegiums' demands to extend E1 plus five advance increment to these executives recruited/promoted in E1 Scale after 2010 to compensate their loss and for the purpose a committee may be constituted in line with suggestions and related documents submitted by AIGETOA. The Collegiums' authorizes CHQ to decide on all necessary action as deemed fit to ensure the resolution of this long pending issue
- g) **Pay loss Issue of DRTTA recruited as JTO against RY 2007/2008:** These executives were initially working as erstwhile TTA grade and appeared in 2007/2008 recruitment year JTO Exam and got selected. But after joining in JTO for RY 2007/2008 against Direct Quota, they were not provided the past service benefits causing severe loss to these JTOs. Whereas similar instance is available in BSNL when the internal candidates appointed against the direct quota, their past service benefits have been extended. Accordingly, Collegiums' demands to extend their due benefits to compensate their pay loss and for the purpose a committee may be constituted in line with suggestions and related documents submitted by AIGETOA. The Collegiums' authorizes CHQ to decide on all necessary action as deemed fit to ensure the resolution of this long pending issue
- h) **Finalization of List-9 and releasing of Seniority list for further vacancy years from 07-08:** The AGM demanded for immediate publishing of provisional SDE seniority list of remaining vacancy year's i.e. 2007-08 onwards on vacancy year basis as discussed in the agenda meeting and he also demanded for the finalization of the seniority list of 2006-07, which has been provisionally circulated.
- i) **SDE/AO to AGM/CAO Promotions:** After VRS, we are facing huge shortage of executives in the cadre of AGM and CAO despite of the availability of sufficient numbers of vacancies in these grades as well as availability of required number of executives in the grades of SDEs and AOs to promote in AGM/CAO grades. Therefore, Collegiums' demands to immediately

execute the promotion in the grade of AGM and CAO and Collegiums' authorizes CHQ to decide on necessary actions as deemed fit to ensure resolution of this long pending issue.

- j) **Restructuring and man power planning:** In this regard, it is considered view of the Collegiums' that the revised sanctioned strength of the executives after the restructuring process should not be reduced more than the executives took VRS as on 31st January, 2020. All the available sanctioned strength in post VRS era should be structured in such a fashion that it doesn't hamper promotional avenues of thousands of working executives.
- k) **SDE 2007 Reversal Issue:** Association thanks for the interim relief by reinstating the reverted executives to the post of SDEs but reminded the management that it is another break of trust and not resolved as agreed in the agenda meeting to settle it permanently as a one-time measure. So the Collegiums' demands to settle the SDE 2007 Reversal case in line with the decision reached in the agenda meeting held on 15.09.2020 in the chairmanship of Dir(HR) by giving one time relaxation under clause 12(5) of SDE RR as existing on the date of examination. The Collegiums' authorizes CHQ to decide on all necessary action as deemed fit to ensure the resolution of this long pending issue.
- l) **Uniform time bound up gradation:** The 4-6 years clause of First Time Bound Up-gradation is differentiating between two set of executives appointed on same ground and hence it is contradictory in nature. It is also giving double blow to the newly recruited and promoted executive in the grade of JTO and JAO. Hence the Collegiums' demands to address this genuine and long pending issue immediately by incorporating the clause in EPP to uniformly grant First Time Bound up-gradation in Four Years irrespective of its basic as existing in subsequent up-gradation.
- m) **Promotions in all streams and cadres:** As executives are facing stagnation for more than 12 years in Telecom, Finance, Civil and Electrical, the promotions to the cadres of SDE/AO, AGM/CAO and DGM in all the streams should be done to address the stagnation and frustration among the officers. There is no additional financial burden on the BSNL due to these promotions as almost all officers are already working in higher scales.
- n) **Immediate notification of JTO to SDE LDCE:** The notification of SDE(T) LDCE is pending since last 5 years. It is requested to notify the SDE(T) LDCE for all the available vacancies.
- o) **Immediate conduction of JE to JTO LICE:** It is requested to notify the conduction of JE to JTO LICE for JEs waiting for their promotion to JTO.
- p) **Rule 8 and Rule 9 Transfers:** It is requested to clear all the pending Rule and Rule 9 requested transfers in various circles and BSNL CO. Also the clarification with regard to withdrawal of the discriminatory clause for the non-applicability of Rule-8 Transfers for GATE Recruited JTOs should immediately be issued.
- q) **Indoor Medical Treatment to BSNL employees:** Due to heavy medical dues pending, most of the hospitals are denying to give the treatment on BSNLMRS card. BSNL employee's situation has become pathetic as no support is been extended by BSNL during this pandemic. Hence, it is requested to take necessary action for getting the treatment on BSNLMRS card. BSNL may also come up with a proposal for framing of medical insurance policy for Indoor treatment.

- r) **COVID Life Insurance:** BSNL employees are working in the field and many have affected the COVID and lost their lives. We request BSNL to provide the life insurance of 10 Lakhs to all its employees who are working in pandemic situation.
- s) **Temporary advances for the field unit Staff:** The Salaries of employees are not being paid in time and adding to this the temporary advance of executives are pending since last 18 to 12 months. Many of the executives are protecting and serving our customers by spending money thousands of rupees from their pockets for O&M activities of BSNL. It is requested to clear the pending temporary advances of executives immediately or else the maintenance of critical works will be stopped and which may hamper the services of BSNL.
- t) **Allowing Deputation to all executives:** At present BSNL is not able to provide timely salary nor promotions and another side stopping executives from deputation is not correct on its part. It is requested to review the decision of stopping executives from going on deputation to other departments/PSUs.
- u) **Reduction of bond period and streamlining of the Bond Amount:** It is requested for the reduction of Bond period and streamlining of the bond amount at par with other CPSUs. This is not fair at the part of BSNL to have such long bond period. The amount of bond amount should also be reduced.
- v) **Work from Anywhere:** Increase of Mobile reimbursement, secure service VPN with 10Mbps, FTTH RSTC and allotment of laptop to all the executives are needs to be given to extend work to home services and make executives to work from anywhere and anytime.
- w) **FTTH Service connection (RSTC) to all Executives:** In present changed scenario, the policy for providing FTTH Residential service connections to the executives is must to carry out the works from home in this pandemic and change in working culture in the society. Hence, it is requested to extend Fiber Value plan to the executives JTO/SDEs and Fiber Premium to AGM and above cadres as discussed.
- x) **All the Collegiums' Members resolved that CHQ should review the progress with respect to HR issues on monthly basis and in the absence of satisfactory progress and visible results by 31st March, 2021, the association may resort to the Organizational action programs for settlement of long pending HR issues.**

Developmental Issues:

- a) **Immediate Roll out of 4G Services in BSNL:** As 4G service is need of the hour and immediate roll out of 4G services in BSNL is required for the survival of BSNL, house has taken the issue very seriously and discussed it extensively. All the technical inputs already submitted to management and also letter sent to Hon'ble MoC for **early Roll out of 4G services in BSNL**. It was unanimously decided that, AIGETOA will go to any extent for ensuring the roll out of 4G services in BSNL.
- b) **Renewal of 2G license:** As majority of our Mobile customer base is depending on 2G services, the renewal of 2G license to BSNL is very vital. Hence, it is to DOT and BSNL management to take appropriate action in renewing the 2G license.

- c) **Up gradation of MPLS Core Network:** All the data and Voice services are dependent on BSNL's backbone network. Many internet complaints like low speed, packet lost, latency have become daily affairs w.r.t our FTTH and ILL customers. The non-upgradation of our MPLS Backbone as per the present demand in terms of latest technologies, IGW bandwidths, peeringlinks, Pops and cache servers are damaging the image of BSNL. The migration issues of routers have created havoc in the field. The in-sufficient OTNs, Out dated BNGs and lack of end to IPv6 supported network is causing many QoS issues. The core Routers are not having redundant links to carry/switch over the traffic in alternate route. It is requested to put the at-most importance in streamlining and resolving the backbone related issues to save and grow BSNL in wired data market which is very well in the hands of BSNL and doesn't require any DOT or Govts approval. If requires, BSNL may take CAPEX loan to strengthening of BSNL's backbone in case of shortage of funds.
- d) **Immediate Replacement of Batteries and Power Plants:** The situation of Battery sets in major installations, exchanges, BTSs are at very pathetic situation. Most of the battery sets are giving zero back-up. This situation is the main reason for going down of our network up time for BTSs. BSNL must go for procurement of Batteries for all CFA and CM installations to keep the good network up time. If possible, it is suggested to outsource the complete installation/maintenance of battery and power plants of BTSs.
- e) **BTCL functioning:** We are opposing any attempt to divert the BSNL's asset to BTCL and the BTCL must be a 100% owned by BSNL. BTCL must not become a tool for selling off BSNL in parts. Association will further monitor on this issue and will come back if any of BSNL's interest is affected due to BTCL.
- f) **Issues of Maintenance Regions:** The maintenance regions which pays vital role in maintain core links of BSNL are facing issues like nonpayment of salaries to Housekeeping staff, delay and meagre payment of temporary advances, shortage of jointing kits, 24F/48Fcables. It is requested to address these issues for better maintaining of core links.
- g) **Issue related to VAS Services: Unnecessary revenue leakage is observed** in Mobile VAS services. It is requested to audit and stop such recharge coupons/topups which are damaging the BSNL's image and eating its revenues.
- h) **Slow pace in other Revival measures announced by Govt. of India:** Except VRS and floating of Bonds all other works are going at very slow pace. The revival of BSNL is not be possible without rolling of 4G. The other revival steps like land monetization etc should be taken for infusing CAPEX in the field.
