



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

President
Ravi Shil Verma
8373967633

General Secretary
Md. Wasi Ahmad
9431200347

Finance Secretary
Yogendra Jharwal
9414000877

All communication at E-mail - "gs@aigetoachq.org" only

GS/AIGETOA/2020/77

Dated 03.08.2020

To,

The Director (HR),
BSNL Board, Corporate Office,
New Delhi.

Subject: **Request to provide sufficient opportunity to the upcoming representative association before arriving to any decision in the Man Power Planning and Restructuring - Wait for completion of 2nd Membership Verification of Executives Association to be held on 18th August, 2020-Reg.**

Respected Sir,

It is learnt that restructuring process for manpower planning in BSNL is going in full swing and consultation with M/s Deloitte is in advance stage to finalize the sanctioned strength in various grades of executives in BSNL. This is a well considered fact that the process is directly linked with future prospects of the executives and any decision without involvement of their representatives may end up in compromising larger interest of the fraternity.

In this regard, it is our considered view that the revised sanctioned strength of the executives after this 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 the working executives.

But as a major voice of executives in BSNL, we want to convey that any decision on restructuring will be a futile exercise if the representatives of executives are not consulted before arriving to any decision in this regard. It is important to note that 2nd Membership Verification of Executives Associations is going on and it is slated to complete by 20th August, 2020. This process will elect Majority and Support association to represent the voice of all executives in front of the management to cater the need and aspiration of executives of BSNL. This is the fundamental right of the executives and presently it is suspended due to model code of conduct enforced on account of ongoing membership verification process, where there is complete breakdown of communication between associations and management on HR Issues.

Hence in view of the above it is requested that finalization of the restructuring process shouldn't be hastened and proper opportunities should be provided to upcoming representative association after completion of ongoing membership verification process on 20th Aug 2020, to represent the concern and aspiration of executives, who are not only major stakeholder but end beneficiary of the process also.

With warm regards,

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

Copy to

1. The Chairman and Managing Director, BSNL New Delhi for kind information pl.
2. All Functional Directors, BSNL Board New Delhi for kind information and intervention pl.
3. The General Manager, Restructuring, BSNL CO New Delhi for kind information and N/A Pl.

Regn. No. : HR/019/2018/02138

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridbad, Haryana-121006