



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/78

dated 18.06.2021

To,

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

Subject: Notice for Organizational Program of observing mass leave and Dharna at SSA/Circle/CO HQ as a serious PROTEST against non-resolution of long pending basic HR issues and failure of BSNL management in revival of BSNL-Regarding.

Reference:

1. Discussion in agenda meeting held on 11.06.2021 for settlement of long pending HR Issues.
2. Minutes of 1st Agenda Meet by SR Cell vide BSNL CO-SR/14(13)16/2020-SR dt 30.09.2020.
3. Letter No.GS/AIGETOA/2020/142 dated 28.12.2020
4. Letter No. GS/AIGETOA/2021/44 dated 07.04.2021
5. Letter No. GS/AIGETOA/2021/77 dated 17.06.2021

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 BSNL Management and assurance given by management for the settlement of the issues time and again.

We are very much aggrieved and dejected that HR issues of executives have been put to rest and management after discussions and deliberations and assurances, puts everything on back burner immediately after the meeting. **We seek your attention towards the recent agenda meeting held on 11th June 2021 under the chairmanship of Director (HR) wherein certain specific assurances were given with respect to settlement of issues and it was categorically assured that a committee will be formed immediately after the meeting, a new proposal for replacement of E1A-E2A pay scales by E2 and E3 Pay Scales for JAO/JTOAO/SDE shall be sent on 14th June itself, the committee for FTTH service connection will submit its report immediately, the sharing of final restructuring proposal and meeting shall be convened within one week with Majority Recognised Association etc. It was also requested management to finalise a fixed date for salary disbursement in line with other statutory payments. However, till today, no appreciable action has taken place despite categorical assurances on many issues. Further, with regard to seniority list issue, the legal opinion, which was read out in the meeting clearly stated that Quota should be incorporated while drawing the seniority list but it is understood that management is trying to obtain modified legal opinion just to oppose the genuine vacancy year based seniority concept which was installed in BSNL after so much discussions and legal scrutiny and with the same hierarchy except one person being changed and management is trying to go back from its own decision out of some frivolous reasons.**

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

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

On the promotion front, no appreciable efforts are being seen from management except for buck passing on the legal complexities. In the meeting held on 9th December under your chairmanship, you have directed Personnel section to process the JTO to SDE (DPC) and it was explained by HR team that reservation issue will not be a show stopper on JTO to SDE promotions and now management is reluctant on publishing the notice for even LDCE exams also. **The keeping of a JTO in the same grade for 10-20 Yrs, SDE in same grade for 8-16 Yrs and similar delay in Finance and other stream are not an eye opener for management, then what can be said more about the lack of compassion/consideration in the eyes of management.** It was informed to us that Jabalpur CAT judgement is expected shortly and that even if it doesn't come, management will move ahead now as more than six month has lapsed and we don't consider the JABALPUR CAT JUDGEMENT as show stopper any more. **In any case, the stagnation of 10-20 years in same grade despite of having best qualification are beyond understanding and continuous failure to meet the commitment in last one & half years for issuance of JTO to SDE Promotion has completely eroded the faith of executives in management.**

Similarly, the SDE to DE promotions and AO to CAO promotions have been put on rest in BSNL citing reservation issue. **Despite our request to not to tag the matter with SLP pending at Hon'ble Supreme Court and instead try for an in house settlement with mutual consensus amongst all the contending groups, management chose the easy way of filing an SLP which is making this situation more complex.** Now management is citing the same SLP as the show stopper in issuing both the promotions. It will be pertinent to mention that executives in grade of SDE (List -8) and in the grade of AO are stagnating for almost 13-16 Yrs now and complete denial of promotion is a serious failure.

Still after agenda meeting dated 11.06.2021, we preferred to wait till one week to gauge the seriousness of management on its commitments, but its regret to state that subsequent developments and continued inaction along with messages by management to other groups gives a clear indication that management is not sincere in honouring its own commitments made to the recognised representatives association.

Added to all the above issues, **management has failed completely to revive BSNL despite extending of a 64000 Cr revival package by the Government of India in October 2019. It's a complete failure of BSNL management that despite such a big revival package and the exodus of around 80,000 employees of BSNL through VRS which reduced the salary burden to almost 60%, today situation of the company is at a position that even the salary and medical facilities are not being extended to the employees in time during this extreme Pandemic Situation also.** No doubt, lack of 4G service is major constraint but it cannot be the only reason for BSNL failure to revive itself as the opportunities extended by Government of India in Fixed Line Services by making BSNL a priority choice could not be capitalised at all. Revenue is not improving, backbone network and infrastructure like OFC routes, battery, Power plants are at its pathetic conditions, Mobile coverage unsatisfactory, failure of Cluster based outsourcing of CFA and CM works are clear examples of failure of decision making authority in BSNL and without proper resource, executives are being asked to maintain the services by any means.

Its complete a failure in addressing the issues; be it HR, be it maintenance or development, be it extending timely salary or extending the timely medical benefits to the employees. The subsequent non-visibility of any appreciable effort on any front (be it HR, be it EB, Be it CM or be it CFA) to revive the company gives a clear indication that the survival of the company is at a serious stake.

As a majority recognised association of BSNL, we cannot remain mute to such things and accordingly we have decided to move ahead with organisational action programs to seek the attention of management as well as government in addressing the major cause of concerns. **We, hereby serve the notice for the following ORGNISATIONAL ACTION PROGRAM to seek the attention of management towards settlement of the long pending HR issues, Revival of BSNL and timely payment of Salary as detailed below:**

DEMANDS:

1. Timely disbursement of salary on last working day of the respective months.
2. BSNL's Revival in its true spirit with full focus on maintenance/coverage related issues.
3. Approval of E2 scales for JAO/JTO equivalent grade and E3 scales for AO/SDE equivalent grade.
4. Resolution of Pay Loss issue of 22820/- to the executives recruited in pre-revised E1A scales and extending of E1+5 increments to post 2K10 recruited JTOs/JAOs/GATE JTOs and promoted JTO/JAO as an interim measure till implementation of E2 scales for JAO/JTO cadre.
5. Immediate conduction of DPC for the JTO to SDE promotion and notification of the LDCE.
6. Immediate finalization SDE Seniority List-9 and circulation of subsequent lists (based on VV basis in line with Quota specified for LDCE and SCF).
7. Extending of Promotions in all cadres including SDE to AGM, JAO to AO and AO to CAO.
8. Enhancement of total SAB to 30% (shortage of 8.2%) and formation of PRMB Trust with defined contribution. Deposit of pending SAB amount (due since April-2020) with interest.
9. Finalization of restructuring with ensuring enough posts in all grades post restructuring as proposed by the association to ensure smooth career progression and early notification. Introduction of Internal Fast Track Promotion Mechanism and Scraping of MT RRs.
10. Onetime settlement of LDCE-2007 SDE Reversion issue.
11. Compassionate Ground Appointment to nearest dependent of the employees, who met untimely death during the current Covid Pandemic Period by treating it as Death on Duty.
12. Streamlining of Bond Related issues of newly recruited JAO/JTOs.

ORGANIZATIONAL ACTIONS & SCHEDULE:

- **Mass representation by all employees to Hon'ble Prime Minister of India, Hon'ble Home Minister of India cum Chairman of GoM, Hon'ble Minister of Communications and Filing of grievance on PGRMS portal seeking fixing up responsibility for failure in BSNL Revival and wastage of around 64000 Cr Rupees of public money of Government Exchequer – 5th to 7th July 2021.**
- **Applying Leave for Two Days En masse - Program – 12th and 13th July 2021**
- **Switching off official Mobile and quitting official WhatsApp groups – 21st & 22nd July 2021**
- **Complete Non-Cooperation movement- 21st July onwards**
- **Lunch hour Demonstrations at SSA/Circle/CO HQs- 3rd Aug 2021**
- **Mass Dharna for 3 days at SSA/Circle/CO HQs - 23rd to 25th Aug 2021.**

The above call shall be followed by Delhi Chalo Movement if issues are not settled within this time.

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 without any further delay and in line with the commitments made in various meetings. 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

Dated 18.06.2021

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

Copy for kind information to:

1. Hon'ble Secretary (T), Dept of Telecom, Govt of India, Sanchar Bhawan, New Delhi.
2. The Director (HR) BSNL Board, Corporate Office New Delhi.
3. The Director (CFA), BSNL Board, Corporate Office, New Delhi.
4. The Director (CM), BSNL Board, Corporate Office, New Delhi.
5. The Director (Enterprise), BSNL Board, Corporate Office, New Delhi.
6. The Director (Finance), BSNL Board, Corporate Office, New Delhi.
7. The Sr GM (SR) BSNL CO, Corporate Office, New Delhi.
8. To all CHQ OBs, CS/CP and DS/DP of AIGETOA to follow the call with 100% participation.
9. GS-SNEA/GS-AIBSNLEA/GS-TOA/GS-AITEEA with a request of support for the above call in the larger interest of the cadre and the organisation as a whole.