



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2022/68

dated 11.07.2022

To,

Shri P. K. Purwar,
Hon'ble CMD, BSNL
BSNL CO, New Delhi

Subject: Notice for Organisational Call in view of Complete Breach of Trust, Non redressal of burning HR issues including Standard Pay Scale E2-E3 & Pay Loss Issues, Non issuance of Promotion in AGM/CAO Equivalent Grades despite the verdict of Hon'ble Supreme Court, Non notification of SDE/AO Equivalent Grades RR, No headway on Revision in MS RR, Non Settlement of SDE Reversal Issue, Pending Superannuation Benefit (SAB) Quantum and amount, Scrapping of MT RR/DR DGM RR and replacement with Fast Track Promotional Methodology and resolving of our legitimate issues -Reg.

Reference: A. F. No. BSNL/7-1/SR/2020 dated 29.12.2021 of Sr GM(SR), BSNL CO, New Delhi

B. No. BSNL/7-1/SR/20202 dated 27.07.2021 & 28.07.2021 of DGM(SR), BSNL CO, New Delhi.

C. No. BSNL/31-3/SR/2020 dated 02.03.2022 of AGM(SR), BSNL CO, New Delhi

D. No. 36012/16/2019-Estt. (Res.) dated 12.04.2022 by the DoP&T New Delhi

E. File No. 4-02/2021-Restg dated 23.11.2021 of GM(Restructuring), BSNL CO, New Delhi

F. F. No. 62-4/2020-SU (E 103496) dated 29.04.2022 of Deputy Sec (PSU-I), DoT, New Delhi

G. BSNL DO No. 1-13/2015-PAT (BSNL), dated 01.05.2017 of CMD BSNL

Respected Sir,

An emergency meeting of Central Governing Body, Circle Secretaries and Circle Presidents of AIGETOA held on 09.07.2022 to deliberate and decide course of action on continued negligence by management in resolving outstanding legitimate HR issues pertains to the BSNL Executives and felt that management is totally non committal and no progress has been made on several important issues. ***It is observed that the association has always honoured the appeal of management and withdrawn call on previous occasions on the assurances and agreement reached, which were even released through above minutes. But it is very unfortunate that management has gone back from its own promises resulting in the persistence of almost all issues.***

It is felt that management is even not pursuing the decision taken by BSNL MC Board on the matter of Standard Pay Scale E2-E3 and failing to defend its own position before the DoT, resulting in issuance of not agreeing letter by DoT vide Ref#F on the proposal of E2-E3 and thereby left the issue to die its own course. ***About 13000 executives recruited/promoted by BSNL from 2009 to 2020 are suffering with severe losses in their total emoluments due to non approval of Standard Scale of E2-E3 Scale, which is a residual of 2nd PRC in BSNL. It is important to note that one hand about 30K BSNL Executives (whose last pay revision made on 01.01.2007) are struggling with Pay Issues and denying all legitimate dues on the name of financial crunch and other side senior managers are enjoying all Pay & Perks of 7th Pay Revision w.e.f. 01.01.2016 in same BSNL– It's an Extreme Injustice as Equal Treatment Not Extended.***

Similarly, the amount pending under SAB Pension is not cleared and updated despite of several assurances given by Hon'ble CMD and Dir (HR) BSNL Board. Discussion in the direction to increase the quantum is not at all taking places on the pretext of financial condition of the organization leaving behind the families of the deceased BSNL Employees on mercy of destiny. ***In recent time, hundreds of BSNL Employees departed in Covid and many families are in complete lurch as no proper supports exist. Pension coming from SAB is just about Rs 2500/-, which is even insufficient to meet basic need of the family.*** Management is completely failing in its duty to ensure social security to its employees and off late even indoor treatment expenses have also been thrust upon employees in the name of optional Group Health Insurance Scheme.

Promotion is another pathetic condition in BSNL despite of no finance involved as all are working in higher scale and only asking for positions and latest example is AGM/CAO Promotion. ***Despite of the verdict of Hon'ble Supreme Court in the matter of Reservation in Promotion on 28.01.2022 and DoPT issuing instruction on 12.04.2022, BSNL failed to issue promotion in AGM/CAO equivalent grades even after passage of three months, whereas other departments including DoPT has issued bulk promotions.*** Management is putting new set of conditions on daily basis and relying on unreasonable reasons. But the same management didn't bother for any Authority and issue the result of Management Trainee within few hours of the order released in a connected matter at Hon'ble PCAT, New Delhi. It is happening when BSNL Board has already replaced the provision of MT Internal with LICE from SDE to AGM during restructuring approval of the organisation as issued by the Restructuring Cell dated 23.11.2021 (Ref#E). Even the direction of Hon'ble Supreme Court and DOP&T in respect of providing reservation to PWD candidates and mandatory provision of extending OBC reservation is blatantly ignored. ***This shows that one side management is sitting on AGM/CAO Promotions of those executives working in preceding grade from 9-18 years despite of DOPT Order, while other side it took just 2-3 hours for the management to declare the results late night and no legal opinion, no consideration from any of the welfare organization etc was ever sought for as being asked in case of AGM/CAO Promotions in BSNL.***

Similarly, despite written assurance by the Dir(HR) for settlement of SDE Reversal issue (Ref#B), there is no takers in the system and issue is lingering since more than 2 years of its commitment and candidates are suffering enormously due to the fault of BSNL.

From above it is very clear that management deliberately wants to keep the executives in a state of unrest and allow the organisation in a turbulent condition perhaps to hide failures on other fronts. It is understood that TCS has yet not accepted the PO of BSNL, which raises serious question on the possibility of launching 4G in near future. This will be huge setback for the government's program of Aatma Nirbhar Bharat in Telecom. Further, it is unfortunate that management is not showing any motivation towards Executives who handled services despite 50% exit of Employees in VRS and subsequent Covid Pandemic.

It is concluded that our all efforts to break the stalemate through dialogue is futile and our patience for getting resolution through amicable means has totally gone away as management has failed to keep their own words. Sensing no hope for any amicable resolution, participants of the CHQ-CS-CP Meet has decided to serve Organisational Call Notice for settlement of the long outstanding issues as listed below.

DEMANDS:

1. Immediate intervention of the Dir HR/CMD with DoT for the approval of E2-E3 Scale meant for the JTO/JAO and SDE/AO Equivalent Grades. The revised presidential order for replacement of initial two scales of JTO/JAO/Equivalent by E2 and SDE/AO/Equivalent by E3 should be ensured immediately by BSNL Management.

2. Settlement of Pay Loss issues of JTOs/JAOs (E1+5 and 22820/- and Pay fixation of DR JE to JTO) to extend immediate relief.
3. Immediate termination of MT Internal Process re-initiated on 08.07.2022 and altogether Scrapping of MT and DGM RRs and replacement with internal fast track promotional methodology as stated by CMD BSNL and approved by BSNL Board under Restructuring in Nov-2021.
4. Issuance of AGM Promotions for All Eligible Executives by utilising complete strength of AGM and DGM Grades in one go and by further increase in the sanctioned strength of various grades and streams in view of takeover of complete O&M works of BBNL/MTNL by BSNL.
5. Issuance of Promotion in the AO to CAO and other equivalent grades and regular promotions in the grade of DGMs.
6. DPC Promotion for left out JTOs of 2K8 batch and subsequent JTO batches, Notifications of SDE/AO Equivalent RRs and notification of LDCE for the SDET/AO Equivalent Grades for all vacancy years.
7. 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-2021) with interest.
8. Onetime settlement of LDCE-2007 SDE Reversion issue as assured in 1st Agenda Meeting.

PROGRAMS & SCHEDULE:

- **14th July-2022** – Submission of Memorandum to CMD BSNL and Director HR in person at Delhi by CHQ and Circle OBs and Gate Meeting at Delhi.
- **15th July-2022** – Start of Complete Non-cooperation, Quitting of WhatsApp Groups and wearing of Black Badges till resolution of issues.
- **15-20th July-2022** – Submission of Memorandum to Hon'ble PM, MoC, MoSC, MPs, Sec(DoT), Cabinet Secretary, other dignitaries highlighting the pathetic conditions existing in BSNL.
- **18th July-2022** – Submission of Memorandum to CGM by Circle and District OBs and Gate Meeting at All Circle HQs.
- **20th July-2022** – Lunch Hour Demonstration at Central/Circle/BA HQ and Twitter Campaign
- **25th July-2022** – Delhi Chalo for Indefinite Dharna at BSNL CO till resolution of issues.

AIGETOA sincerely believes and quite hopeful that management will seize the opportunity to address the lost trust and ensure immediate settlement of our long pending issues and address our serious concerns as stated above to maintain Employees- Employer relationship healthy and employees in motivated state for higher growth of the organisation.

With Warm Regards

Yours Sincerely

Sd/--

[MD. WASI AHMAD]
General Secretary

Copy to:

1. Hon'ble Secretary (T), Dept of Telecom, Govt of India, New Delhi for kind information please.
2. The Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind invention please.
3. All Directors of BSNL Board for kind information please.
4. The PGM (SR) BSNL CO, New Delhi for kind information pl.