**No: CHQ/AIGETOA/365 Dated: 17th July-2012**

**To**

Sh R K Upadhyay

CMD, BSNL

Corporate office, New Delhi

**Subject: Record of discussions and decisions taken in the AGM held at Bangalore on 16th and 17th June-2012 and request for agenda meeting.**

Dear Sir,

At the outset I would like to extend my heartiest thanks to you and Director (HR) Sh A.N. Rai Sir for sparing his valuable time to attend the open session at Bangalore on 16th June 2012. His presence has given us immense pleasure and great motivation for the young executives.

I am pleased to inform you that our AGM was grand success with presence of Circle and CHQ representatives of AIGETOA from all part of the country wherein they have shared their experiences and knowledge for the welfare of the company. Following decisions have been taken for the welfare and motivation of the members which in turn will improve the loyalty and productivity for the company:

1. 30% superannuation benefit as per the recommendation of 2nd PRC must be implemented at the earliest for all the direct recruits in BSNL w.e.f. 01/01/2007.
2. E2 pay scale for JTO equivalent and E3 pay scale for SDE equivalent must be immediately given to finalize the long pending pay scale issue.
3. Some additional increment over E2 must be given for direct recruits JTOs and equivalent recruited on or after 1.1.2007 to maintain the financial parity with JTO recruited before 1.1.2007 which will also help in attracting better talent and loyalty.
4. Time bound functional promotion must be implemented in BSNL without further delay to smoothen the career progression of executives at par with other PSUs. This is also the high need for the company to fill the gap at middle management which is likely to occur in near future.
5. All the EPF issues including centralization of EPF account, making optional for EPS contribution without restricting on Rs 6500/-, contribution for training period, contribution for short deposit in past, transfer of EPF account on employee transfer etc. must be resolved in time frame.
6. Option must be given for Pay fixation on pre-revised scale on first time bound upgradation to avoid the pay loss on preponement of time bound upgradation due to implementation of 2nd pay revision. This anomaly can also be resolved by giving first time bound upgradation in four years in respect of every executive which this association is demanding since long time.
7. All facilities must be extended to AIGETOA at par with SNEA and AIBSNLEA like special CL, transfer immunity to representatives etc. so that AIGETOA can fulfill smoothly the basic constitutional requirement of the association. Subscription of the associations should be allowed to deduct directly from the salary.
8. All the backlog vacancies of LDCE for the year 2005-2006 must be restored which have been diverted to seniority cum fitness violating all the guidelines and recruitment rule.
9. Posting of LDCE qualified must be done as early as possible so that Process of conducting next LDCE starts immediately.
10. Seniority list of SDEs must be published at the earliest.
11. Minimum eligibility list for promotion from JTO to SDE is three years but no one could get promotion in due time for various reason although most of the JTOs are looking after the work of SDEs in field. Hence counting 7 years of service as regular SDE for getting promotion to DE is unwarranted and injustice. Services in JTO and SDE both should be counted for the purpose of promotion in DE.
12. Next LDCE for SDE (T) must be conducted with single and common paper to all which will not only provide the level playing field but also smoothen and fasten the examination process.
13. All the instructions and orders regarding reversion of SDEs belongs to year 2001 batch DR JTOs need to be immediately cancelled. Clarification issued regarding non applicability of junior-senior clause for LDCE quota must immediately be withdrawn.
14. Bond period of JTO and equivalent must be reduced from five years to two years.
15. All the inter circle transfer request of executives pending in rule-8 in JTO cadre must be considered at the time of posting of LDCE qualified. All the spouse transfer cases must be considered in both the JTO/JAO and SDE/AO cadre and other rule-8 transfer cases should be considered as much as possible who have already completed five years of service.
16. JTOs being circle cadre many are forced to work for about 10 years in hard tenure station which is gross injustice with them. To avoid hardship of such executives, special recruitment should be done for hard tenure stations with local applicants.

I hereby, submit the decision taken by the representatives across the country with expectation of amicable and early solution. I am quite hopeful that we will be able to resolve all above issues in very amicable way under your kind leadership for the great motivation of young executives.

It is also resolved in the said AGM that AIGETOA CHQ will take the agenda meeting with the management to resolve the above issues. Therefore, it is requested to kindly provide us the slot for an agenda meeting as soon as possible with the above issues for amicable and early resolution.

Thanking you.

Yours faithfully,

 (R.P. Shahu)

Copy to:

1. Sh A.N. Rai, Director (HR), BSNL CO for resolution of the issues
2. Sh. N.K. Narang, PGM (SR) BSNL CO for kind information and necessary persuasion please.