



All India Graduate Engineers & Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No: CHQ/AIGETOA/428

Dated: 12th July- 2013

To,

The CMD

BSNL, New Delhi

Subject: Notice for organizational action against discriminative act of BSNL management towards Direct Recruits of BSNL and not resolving long pending genuine issues.

Dear Sir,

This association has been trying since long time to resolve the various genuine issues through the mutual negotiation but it is regret to mention that management has not only failed to resolve the issues despite several written assurance but now also stopped formal discussion on the issues.

One side management has resolved the issue of 78.2% IDA merger on fitment (having approx Rs 400 Cr per year financial burden on BSNL) which is benefitting mostly the absorbed employees from DOT and other side failed to finalize the standard pay scale in respect JTO and SDE equivalent and 30% superannuation benefit in respect of direct recruits (hardly having approx Rs 100 Cr financial burden on BSNL) as both of these issues are benefitting the direct recruits employees of BSNL. Not only that, but there are various issues like recruitment of external DGM/MT ignoring qualification and talent of already recruited executives, no at par facilities to this association, discrimination in first time bound upgradation and now mass displacement of direct recruits in their long awaited first career enhancement through limited departmental competitive examination has clearly exposed the biased and discriminative attitude of BSNL management towards the direct recruits of this company.

As management has not shown any commitment towards resolving the issues through mutual negotiation and not awarding the formal platform to discuss the issues despite several written request hence this association is left with no option but to serve this notice for organizational action on following issues:

1. Finalization of standard pay scale as directed by DPE followed by 2nd PRC i.e. E2 for JTO equivalent and E3 for SDE equivalent with additional increment to executives recruited on or after 01-01-2007 to maintain the parity between executives recruited before 01-01-2007.
2. Implementation of 30% superannuation benefits in respect of direct recruits executives as directed by DPE followed by 2nd PRC..

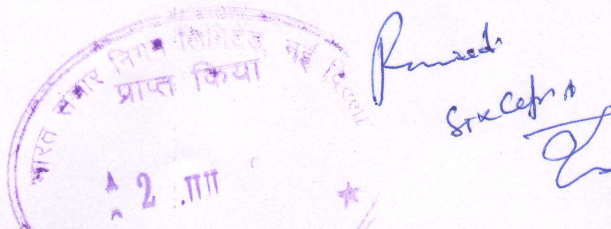
3. Stop external DGM/MT recruitment, hence scrap the RR, same must be recruited within among internal executives and implement the time bound functional promotion instead financial upgradation on the basis for stringent performance and qualification as of top leading CPSEs to fill the gap at middle level executives.
4. Resolution of EPF anomalies in respect of direct recruits.
5. Immediate cancellation of mass displacement executed in posting order issued in promotion against LDCE (33% quota) for SDE (T) held on 4th March-2012 from some circle like AP, Orissa, Punjab. Maharashtra, MP and KTK. Execute the longest stay list to maintain the shortfall of SDEs in some circles.
6. Maintain uniformity in first time bound upgradation i.e. four years in respect of all executives.
7. At par facilities to this association as of SNEA/AIBSNLEA.

Organizational activity is as under:

- **From 15th-July-2013 to 20th-July-2013** –Mass signature campaigning and working with black batches.
- **From 22nd July-2013 onwards:** mass leave.
- **From 29th onwards:** mass demonstration at BSNL corporate office New Delhi.

Detail justification regarding all the issues have already been submitted time and again but all in vain. This association hopes even at this juncture that BSNL management under your kind leadership will act promptly not to suppress the voice of the deprived executives but to resolve the issues mentioned above amicably and will avoid any such unfortunate circumstance for which we are being forced at this crucial stage of our beloved company BSNL.

Hoping for your prompt and favorable action please.



(R P SHAHU)
General Secretary

Copy to:

1. Shri Kapil Sibal, Hon'ble MoC, GoI.
2. Dr. Kruparant Killi, Hon'ble MoS for communications, Gol
3. Shri Shri M F Farooqui, Secretary DOT
4. The Director (HR), BSNL CO New Delhi.
5. The Director (Fin), BSNL CO New Delhi.
6. The Sr. G.M. (Pers), BSNL CO, New Delhi
7. Sr. G.M. (SR) BSNL CO New Delhi
8. The Sr. G.M. (Estt.), BSNL CO, New Delhi