



All India Graduate Engineer Telecom Officers Association

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

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No. PRZ/AIGETOA/1

Dated 26.10.2015

To
The CMD BSNL
BSNL CO, New Delhi



Subject: Seeking appointment to convey the resentment of members against Long pendency of the genuine issues and victimization of General Secretary of this association while raising these issues- an attempt to crush the voice of this association.

Dear Sir,

It is needless to mention that AIGETOA is a registered association as per the provision of the company and it raises the grievance of its members through the General Secretary of this association. For quite some time now, we have been witnessing that a part of BSNL management is trying to crush the voice of all the Direct Recruits which is being raised against the wrong doings and the unfair actions of the HR group by victimizing the General Secretary of this association.

The very recent episode being serving of a warning letter to our General Secretary of the association by MP telecom circle administration. The aforesaid letter has been issued to Shri R.P. Shahu, SDE with allegation of using un-parliamentary language and behaving in a rude manner. Sir, it would be pertinent to mention here that whenever Shri R. P. Shahu is raising the voice and discussing the issues, he is doing this as General Secretary of the association and on behalf of the direct recruit and not as an individual officer. If any action was required, then it should have been against the General Secretary and not against Shri R.P. Shahu, SDE. It shows the mindset of the HR officers of this organization who don't hesitate in using the powers for suppressing the voice while knowing it fully well that these powers have been conferred to them by the rules for running the organization and not using it as a weapon or tool to silence the democratic voice and voice of the masses. In the letter, it has been mentioned that the un-parliamentary words have been used and rude behavior was there, we request your good self to kindly intervene and instruct SR cell to inform the association the exact nature and verbatim of these un-parliamentary words. In the said meeting, GS AIBSNLEA was also present, we request your good self to kindly get a confirmation from SR cell, whether any enquiry was initiated before guiding MP circle for issuance of such letter. We also request your good self to kindly instruct the SR cell to issue the minutes of the agenda meetings as no minutes of the meeting are being issued at present as in the absence of record of discussions, none of the decisions /discussions get any formal shape and henceforth all the issues and actions are being left at the mercy of Management side. This has been the root cause of the current action being taken by

management side against our General Secretary as in a agenda meeting which was held just one week before i.e. on 3rd Sept 2015, the association was given a firm assurance that the DGM recruitment issue will be examined and Director (HR) asked GM Pers to submit all the facts to her table. In that meeting, there was no mention at any point of time by management side that interview letters have been sent to the candidates and that Interviews have been scheduled to be held from next week. This raises a serious question on the purpose of the unit dealing with the matter as the unit-head while being present in the meeting, never mentioned even a word about the interviews. The start of the Interview process next being was dropped like a bombshell on us and if that was opposed tooth and nail in the meeting on 10.09.2015, the proceeding are being termed as un-parliamentary and adding to that, the letter is issued to only one person present in the meeting who happens to be the General Secretary of AIGETOA.

This association has been raising the voice at every platform against wrong doings in DGM recruitment since the notification of recruitment rule wherein some vested interest group in BSNL are trying to recruit inferior candidates from outside debarring more qualified and experienced internal candidates. In the formal agenda meeting of the association with Director (HR) on 03.09.2015, the issue of DGM recruitment was discussed in detail. Director (HR) clearly opined that there is something wrong by not allowing the internal candidates despite possessing all the qualification and experience at higher side and instructed GM (Pers) to disclose all the details about DGM recruitment before her so that justice can be delivered to internal candidates. Unfortunately the statement of Director (HR) in the said meeting is completely breached and interview was conducted on 10.09.2015. Experiencing such breach of trust at this level within a week of time, General Secretary of this association Sh R P Shahu along with GS AIBSNLEA Sh Prahlad Rai and some more representatives met Director (HR) on 10.09.2015. in the said meeting both the GS conveyed the resentment of members in strong words and demanded immediate stopping of ongoing interview and declare the DGM result of internal candidates so that talent of internal candidates vis-à-vis external candidates can be assessed.

It is surprising that GM (SR) has issued letter for disciplinary action in personal name of Sh R P Shahu with allegation of using un-parliamentary language. Breach of trust in the industry is always a sensitive matter which must be avoided specially in the agenda meeting chaired at the level of Director (HR). Conveying resentment of the members and arguing against such is the duty of the representatives of any association which cannot be treated as un-parliamentary otherwise there is no meaning of holding such meetings if association side is to speak in tune with management and that too on an issue related to career prospects of thousands and thousands of executives of BSNL. Instead of regretting on breach of trust by the Management, the HR team has resorted to the undemocratic practice of suppressing the genuine voice by issuing letter in individual name of Sh R P Shahu, SDE simply to crush the voice of thousands of internal executives.

This action of management raises a question on the right of freedom of speech in BSNL and is violating the whistle blower policy also as we have been raising the issue of wrong doing in DGM recruitment since very long . Several letters have been written by this association as

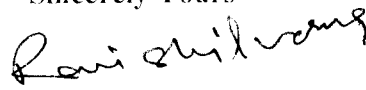
well as jointly by united forum on enquiring the alleged wrongdoings in the DGM recruitment, but instead of acting on the same, HR team went ahead with the recruitment process ignoring all the voices and when the voice was raised in strong manner, the same has been deemed as un-parliamentary and administrative powers conferred for running the organization has been used for suppressing the voice. This is not the first time when such uncalled for practice is adopted to crush the voice of General Secretary of this association but some other cases of victimization are also there detail of which is already available with authorities.

Long pendency of very genuine issues in respect of pay, promotion, social security etc and series of victimization of the General Secretary, the voice of deprived lot has created high level of unrest among other representatives and members of this association. Hence we are left with no option other than to protest against such practices to keep our voice alive.

We wish to inform your good self that the voice of the General Secretary is not his individual voice and while discussing the issues, he should be treated at par to the voice of thousands and thousands of the Direct Recruits and not doing so results only in unrest and loss of industrial peace and harmony which we have been trying to avoid for a long time under the changed regime despite the inaction on the most important issues pertaining to the Direct Recruits.

It has been decided by the representatives of this association that before going for any agitational activity at this very crucial juncture, it will be appropriate to seek formal meeting with your good self where our all the CHQ and Circle Secretaries wish to meet and serve the memorandum against long pendency of the issues and victimization of our General Secretary while raising the issue so that amicable resolution can be explored and such type of incidences can be avoided.

Sincerely Yours


(Ravi Shil Verma)

President

Copy to: Sr GM (SR), BSNL CO, for kind information and n/a please.