

After having detail discussion in the meeting of Central Executives, CWC and Circle Representatives following resolution are passed.

1. Discussion and resolution on revival plan of BSNL after appointment of new CMD and role of this association to implement the same in field units:

- A) Association has shown full faith to our CMD and other board of directors and resolved to extend whole hearted support for the revival of BSNL.
- B) This association will ensure execution of revival plan decided by board of directors by making participation of members 24x7.
- C) Our representatives and members working in various key areas will draft their inputs and feedbacks for the association which shall be submitted to authorities in BSNL management for taking better decision.

2. Discussion and resolution on strengthening the association in weak circles:

- A) Data Networks Circle will be merged in respective territorial Circles with Data Networks as district body.
- B) Due to continuous absent from meeting and other association activity CS Haryana Telecom Circle will be called explanation. VP-3 Sh Sailash Kumar will explore all possibilities for re-organizing association in Haryana.
- C) Nominated Circle Body is working in Uttaranchal Telecom Circle - CS-CP of HP will coordinate to organize conference wherein elected body will be formed in presence of General Secretary and All India President.
- D) Shri Yogendra Jharwal and Shri Ajit Kumar CS HP will coordinate & ensure in reorganization of circle body of UP West followed by which ALLTC will be merged with UP West as one of the District Body.
- E) CS Bihar Sh Wasi Ahamad & JS East Sh Ashok Acharya will coordinate and arrange Circle Conference in Jharkhand Telecom Circle and Circle Body will be reorganized in presence of General Secretary and All India President.
- F) Circle Conference of Orissa, West Bangal and Kolkata Telecom Circle is already due. Circle Conference will be held before 30th April 2015. Joint Secretary (East) will coordinate the same.

3. Discussion and resolution on finance status of association:

- A) Finance Secretary in his report presented the complete finance report from last All India conference i.e. Sep-13 to 20th Feb-2015. No circles have paid the complete dues of CHQ quota from Sep-13 to July-14. From Aug-14 subscription collection is done

centrally i.e. directly to CHQ account. Quota of all the Circles and Districts are paid to respective circles who have submitted audit report and bank statement.

- B) It is already resolved that no circle (Except those where deduction from salary is being done) will collect any kind of fund in circle account from Aug-14. Circles are allowed to collect the dues if any for the period of Sep-13 to July-14 and after collection CHQ quota must be disburse. This resolution kept continues.
- C) Subscription collection for next financial year i.e. 2015-16 will be done from 1st April-15 to 30th June-15 directly to CHQ account as per the provision of the constitution and society act. Members may pay total subscription 1200/- in one installment or Rs 600/- in two equal installment of Rs 400/- in three equal installment during the month from April-15 to June-15. Wherever regular monthly collection is being done through salary or ECS, possibility will be explored by the concerned circle to divert the same to CHQ account instead circle account from the next financial year for uniformity and transparency in maintain the association account.
- D) Subscription paid after 30th June-15 will cost 18% penal interest on annual basis as per the provision of constitution and society act.
- E) Legal fund for pursuing various issues in court of law will be collected separately from the beneficiary group and amount so collected will be use for the same purpose. Association will explore the possibility of opening new account at CHQ level for collection of legal till then legal fund will be collected in existing CHQ account and accounting will be done separately..
- F) Circles and District are not allowed to collect any type of fund directly to local account without prior approval of Governing body of the Association. Any type of fund collection will be done in CHQ account only and fund will be disburse to circle account as per their quota and even more if need arise with due approval of governing body.
- G) Association ID card will be provided by AIGETOA CHQ to paid members and user id and password will also be provided to them for login online portal.

4. Discussion and resolution on various HR issues:

- A) **Superannuation benefit:** It is resolved that association will not agree in any negotiation of quantum of superannuation benefits which is less than 30% and date of implementation must be Oct-2000. If need arise association may go for agitational activity and also explore legal remedy.
- B) **Standard pay scale, pay loss and pay parity to executives recruited on or after 01.01.2007:** it is resolved that time frame must be fixed for resolution of these issues and if required association will support individual to seek direction from court of law for fixing the time frame. It is also resolve to appeal all the executives recruited on or after 01.01.2007 instead of being neutral and divided please be stay on one

platform and extend their unconditional leading support all together for resolution of this critical issue in time bound frame. AIGETOA is fully committed to fight up to any extend but result depends on sustain struggle with full strength. It is also resolved to form a committee of executives recruited on or after 01.01.2007 in supervision of Sh Prashant Gaurav. This committee is fully empowered to use this association platform for exploring legal as well as agitational possibilities and collection of required fund for the purpose.

- C) **DPC/LDCE FOR SDE (T):** it is resolved that association will pursue for conduction of LDCE for all the vacancy years in consecutive days or consecutive weeks based on year wise vacancies. It will render justice to the senior batches JTO who will not lose their chance of appearing in year wise examination and at the same time junior batches JTO will not have to wait for longtime for their turn. On the matter of DPC this association will analyze the discrepancy in the all India eligibility list and ensure that most of the DR JTO must be covered. Association will also pursue for rational displacement on promotion from both the mode of promotion.
- D) **MT/DGM Recruitment:** Association will fully oppose any external recruitment at the level of MT and DGM. BSNL will have to realize that qualified executives recruited through All India Competition after formation of BSNL are already at par with MT and in no cost this association will accept any further recruitment of MT above this feeder cadre. BSNL will have to implement time bound functional promotion up to AGM level and there must be filtration through competitive mode from AGM to DGM for management succession plan. It is unanimously resolved that this association will call immediate agitation if management is bulldozing any external recruitment of fresh candidates above already recruited qualified executives. It is also resolved to form a committee comprising of CS HP Sh Ajit Kumar, CP HP Sh Chander Negi and CS PB Sh Arun Kukkar for exploring legal options. Representation from individual members will also be send to various authorities exposing the vested interest behind external recruitment of MT and DGM ignoring in-house talent.
- E) **Uniform first time bound up-gradation in span of four years:** this issue was already agreed by the BSNL management and case is still pending with Personal Cell of BSNL CO. It is resolved by the house to form a committee comprising of Sh Amit Roy AGS-I, Sh Sailash Kumar VP-IV & Sh Anand Kumar CS BSNL CO to pursue this case in BSNL CO and explore legal options if need arise.
- F) **Up gradation of pay scale and one increment on promotion to SDE (T):** JTOs already working on E3 pay scale have neither been given one increment on their promotion to SDE (T) nor given pay scale up gradation from E3 to E4 citing the provision of EPP. This provision of EPP is highly arbitrarily and easily challengeable in the court of law. Promotion does only mean if pay scale is upgraded and one

additional increment is given. Even EPP does not stop to upgrade the pay scale on promotion from E3 to E4. LDCE was already notified in year 2010 but final promotion could happen in year 2013. If promotion could happen in year 2010 than all LDCE qualified must have got one additional increment. Executives cannot be penalized for any administrative delay. It is resolved that association will explore the legal option to achieve one additional increment as well as upgradation of pay from E3 to E4.

- G) **EPF issues:** EPF has improved a lot through online portal in maintain the EPF account so there is least chance of future anomalies. Corporate office has already issued various instruction and guidelines to field units for resolving past anomalies. It is resolved that Circle Secretaries must act in their circle for resolution of past anomalies if any. AIGETOA CHQ will pursue in the court of law for making contribution for the period of training.
- H) **HRA and past arrear on 78.2% IDA merger in basic pay:** BSNL has implemented the 78.2% IDA merger in Basic pay with prospective date and even paying HRA on old basic which against the provision of DPE order. Apart from this employees who are leaving in BSNL quarters have nothing to lose in terms of HRA but those who are leaving outside are getting HRA on old basic which is highly discrimination. CPSEs boards have no power to decide the date of implementation of such benefits in terms of executives which is already decided by DPE. BSNL must pay the arrear for past period and HRA on the basic after 78.2% IDA merger. It is resolved that association will explore the legal option to resolve this issue.
- I) **Transparent transfer and posting of executives as per transfer policy:** in the last LDCE and other transfer and posting of executives it is noticed that mass transfer and then modification is done on pick and choose basis. This association has various inputs that huge corruption is involved in transfer and posting of executives. This association has already raised the voice for vigilance inquiry in the transfer and posting of executives. It is resolved that this association will raise further voice against such corrupt practice and ensure transparent transfer and posting in executives cadre strictly as per the provision of transfer policy. if vigilance inquiry is not initiated on complain of association, mass representation will be submitted to CVO to initiate inquiry against such corrupt practice in BSNL.
- J) **Persuasion of Rule-8 transfer cases:** it is resolved that Circle Secretaries must pursue to CGMs for the execution of rule-8 transfer cases under time bound manner. SDE promoted through DPC must be placed as substitute for considering the rule-8 transfer cases as SDEs and JTOs are performing similar job in fields.
- K) **Special recruitment in hard tenure circles:** Request transfers of many JTO/JAO are still pending in hard tenure circles even after passing of more than 12 years. It is

resolved that association will pursue with BSNL management for special recruitment for such circles so that hardship of executives can be overcome.

5. **Discussion and resolution on the matter of victimization of General Secretary Shri R P Shahu in MP Telecom Circle:** it is informed by the All India President and General Secretary of the association that they have met to CMD and Director (HR) and requested for formation of centralized committee at BSNL CO to go through the victimization of apex leader of this association so that unbiased decision can be taken on merit. CMD as well as Director (HR) both have assured for the same hence this association has taken decision to call of the agitation program which was already scheduled to be held from 23rd Feb-2015 at BSNL CO New Delhi. It is resolved that in case of any breach in this regard this association is fully ready to restore the same with no time limit. It is also resolved that if any representatives in any part of the country is victimized on account of association activity then all circle will protest against such victimization and will be ready to go for any extent to protect the leaders who are fighting from the front.
6. **Discussion and resolution on separate recognition of AIGETOA for DR executives representation:** it is unanimously resolved that this association will pursue for separate recognition of AIGETOA for 360 representation of issues related to DR executives and if required legal options will be exercised.
7. **Resolution on action plan to achieve the resolution of the issues in time bound frame:**
 - A) It is resolved that Association will seek agenda meeting under the chairmanship of CMD BSNL as early as possible with all the pending HR issues related to Direct recruits executives.
 - B) Based on the outcome of the agenda meeting association will decide to go for agitational activity and other options deemed fit including legal remedy.
 - C) As fund collected from subscription is not sufficient to pursue the various issues in the court of law hence fund will be generated in the name of legal fund from the various beneficiary group and fund so collected will be utilized for the same purpose for which fund is collected.
 - D) It is resolved that in case of MT notification, GS/President are empowered to take call of agitational and other activity deemed fit to protest against external recruitment.