

## MEETING OF UNITED FORUM WITH DIRECTOR (HR), BSNL BOARD, NEW DELHI:

A meeting of leaders of the United Forum, comprising of GS-AIGETOA, GS-AIBSNLEA & GS-AITEEA held with full HR Team of BSNL Corporate Office under the Chairmanship of Director (HR), BSNL Board for two and half hours on the invitation of BSNL management in backdrop of our ongoing Protest Program against the agitation notice served on 15<sup>th</sup> Dec'2016. The meeting was held in congenial environment and point wise deliberation held in accordance with the notice. The point wise discussion was held as below:

### 1. Recognition to AIBSNLEA in leading Circles/SSAs:

GS AIBSNLEA requested for extending the recognition to AIBSNLEA as majority association in circles where AIBSNLEA has won. The management side informed that legal opinion has been sought. GS AIBSNLEA requested that he has submitted some fresh inputs and decision may be taken after examining those inputs. Director (HR) assured to look into the same.

It was also highlighted to the Director (HR) that the facility for subscription deduction has yet not been given to AIGETOA. AIGETOA has submitted fresh request and the same may be extended to AIGETOA. It was also requested that since the case is subjudice and they represent the voice of a distinct category i.e. BSNL recruited executives, how the rights of meeting can be withdrawn from us. We further apprised Director (HR) that we have never withdrawn our application so there is no technical hitch in that. Further, there cannot be a moratorium on registration of new associations in BSNL. Director (HR) appreciated our point of view and told GM (SR) to take necessary action in this regard. Further, She assured us that informal meetings shall be granted to us as and when required.

### 2. Extension of Rs 22820/- as initial basic to JTOs/JAOs recruited after 01.01.2007:

The management and the leaders of united forum discussed the matter in details and it was finalized that Committee formed to extend Rs 22820/- as initial basic for post 01.01.2007 recruited executives as per the meeting of the leaders of the United Forum with CMD on 22<sup>nd</sup> Dec'2016 will submit its

report expeditiously and recommendations shall be processed in one month to submit it for the approval of the board.

3. Replacement of intermediate Pay Scale of E1A, E2A by standard pay scale of E2, E3 for JTO and SDE equivalent:

Director (HR) told that the management is of the opinion that standard pay scale of E2-E3 for JTO-SDE equivalent should be implemented in BSNL but she also agreed that the issue has got stuck up in DoT and not moving on expected lines. It was brought to her notice by GS-AIGETOA that the contempt has already been filed at Hon'ble CAT Chandigarh for non extension of standard Scale of E2-E3 for JTO-SDE equivalent and DoT is the first respondent and so they can't go away from their responsibility. So, it's the best time to put pressure on DoT to finalize the standard scale of E2-E3. We told her that changed approach in DoT is because of this development only. It was decided that the CMD and Director (HR) will meet to the Secretary DoT in next week and press for approval of E2-E3 for JTO-SDE equivalent by DoT. The association will follow up with the Director (HR) on the issue and take decision according to the situation.

4. Extension of 30% Superannuation Benefits to BSNL recruited employees:

It was informed by the Director (HR) that all pre-requisite have been completed and the trust has been formed. Now the composition of trust and the company to manage the corpus have to be approved by BSNL Board in its upcoming meeting. The quantum and date of effect as 01.01.2007 will be taken care after inception of the policy on paper. She assured us that she is very considerate on the issue and will definitely look forward to increase the quantum and revision in date of implementation.

5. Implementation of CPSU Hierarchy in line with Khan Committee Report:

It was brought to the notice of Director (HR) that how Personnel cell can formulate CPSU policy without taking into account our inputs as United Forum represents a major group in BSNL and the BSNL recruited executives shall be the most effected persons with this policy. We categorically told that any compromise with the interests of the executives and younger brigade shall result into protest both through organizational actions as well as legally. Director (HR) appreciated the concern and instructed GM (SR) & PGM (Pers) that input of United Forum should also be taken into account

and CPSU Policy shouldn't be finalized without the concurrence of United Forum leaders. The related approval in this regard may be obtained from her in the file.

6. Issuance of posting order of LDCE-2015 qualified candidates & modification of SDE RR:

It was apprised to us that the necessary formalities have been completed to delink the modification of SDE RR from BSNL Board and it will be once again finalized by the MC in a changed order. Only the concurrence of the members of the HR committee is required. It was informed to us that due to non-availability of JS (Admin), DoT because of his busy schedule, the same is withheld. We requested Director (HR) for her intervention in convening the meeting urgently which will pave the way of issue of promotion order of the LDCE-2015 qualified candidates. She assured that she will intervene personally to convene the meeting at the earliest. The whole process will be completed in January'2017.

7. Resolution of Rule-8 inter circle request cases of JTOs:

The Director (HR) told that all CGMs shall be asked to settle maximum numbers of Rule-8 cases from the recent promotion of LICE passed JE to JTOs in the Circles. Instruction in this regard shall be issued to all CGMs. The association will follow up and try to ensure to issue of the letter from Corporate Office and relieving of our colleagues from Circle under Rule-8 in the current financial year.

8. Scrapping of MT RR/ DGM RR: As agreed earlier, the decision shall be taken on MT RRs after discussions with majority association. For DGM RRs, the decision to scrap has already been taken earlier and necessary action in this regard shall be taken soon.

9. Vindictive action against the leaders of AIGETOA: Director (HR) assured that it will be withdrawn and looked forward for a positive approach from all of us. She wished us good luck in our endeavors and reassured that interests of BSNL recruited executives shall always remain a priority.

10. Extension of one increment to LDCE 2012 passed candidates: Issue shall be reexamined in light of the inputs submitted by us.