

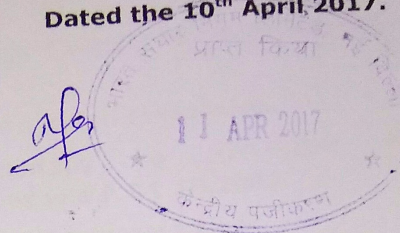
**JOINT FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**  
**CHQ, New Delhi**

Dated the 10<sup>th</sup> April 2017.

No: JF/CMD-BSNL/2017-18/01

To

Shri Anupam Shrivastava  
Chairman and Managing Director  
Bharat Sanchar Nigam Limited  
Janpath, New Delhi-110001



**Subject: Notice for organizational actions protesting against the unprecedented delay in settlement of long pending HR issues by BSNL, regarding.**

**Ref: JF/Sec-DoT/2017-18/01 dated 10<sup>th</sup> April 2017**

**Respected Sir,**

Reference is invited to various HR issues which have been pending since long and have been ignored beyond time. Till this time, we have been waiting patiently with a hope that BSNL management will realize the plight of Executives and will resolve all the pending HR issues. However, despite our repeated requests and assurances from management side during marathon discussions at the levels of CMD/ Director(HR) with Associations individually or jointly, none of the issues have seen the light of the day.

The frustration level of Executives has reached to its maximum and resolution of all the pending HR issues like Replacement of nonstandard pay scales of E1A and E2A with standard pay scales of E2 and E3, issuance of promotion orders of JTO (T) to SDE(T) through both quotas, Modification in SDE RRs, convening of other CPCs, 30 percent Superannuation Benefit, Pay-parity issue of post 01.01.2007 joined Executives, E1A and E2A scales notionally from 01.10.2000 for Civil/Elect/Arch/TF/PA/PS cadres, and other Pending HR issues before BSNL Board, Scrapping of DR-DGM recruitment/MT RRs etc. is immediately required.

This is to inform that the Executives Associations of BSNL under the banner of **Joint Forum of BSNL Executives' Associations** have decided to go in for massive countrywide organizational action programs commencing on 25<sup>th</sup> April 2017 onwards protesting against the move of DoT to degrade the scales of JTO/JAO/Equivalent Cadres and SDE/AO/Equivalent Cadres.

We hereby call upon BSNL management also to resolve all the pending HR issues as mentioned below by 10<sup>th</sup> May 2017, failing which this Forum shall be constrained to intensify the organizational action programs served vide letter under reference above (Copy of the letter enclosed herewith).

We hereby demand the immediate resolution of the following important issues pending at BSNL along with the issues mentioned in the earlier letter under reference which are pending because of DoT:

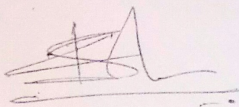
- 1. Immediate Issuance of Promotion Orders from JTO (T) to SDE (T) under DPC/LDCE quota and issuance of Promotion Orders in all other cadres, in all the wings under both quotas.**

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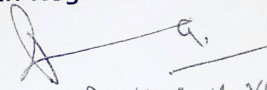


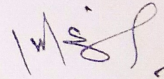
2. Extending 30 percent Superannuation Benefit to the BSNL recruited employees along with revision in date of implementation from the beginning.
3. Extending initial basic of Rs. 22820/- to the Executives recruited post 01.01.2007.
4. Uniform 1st Time Bound Promotion in Four Years for all Executives.
5. Extending E1A and E2A scales notionally to JTO/SDEs of Civil/Electrical/Arch/TF wings and PA/PS cadres w.e.f. 01.10.2000.
6. Scrapping of ongoing DR-DGM recruitment and DR-DGM/MT RRs.
7. Resolution of other long pending HR issues.

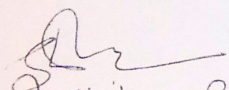
Still at this belated stage, we feel that management will take cognizance of the seriousness and sentiments of the people associated with the issue and will take necessary action for the immediate settlement of the above mentioned issues and will not compel us to intensify the program further. In case, management does not take cognizance of the issue, responsibility of the industrial unrest shall lie on Management.

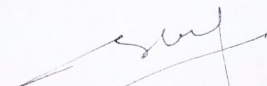
  
K. SEBASTIAN  
(GS/SNEA)

With Regards

  
RAVI SHIL VARMA  
GS/ASG & TA

  
N. Kabeer Das  
(GS/BSNL & A)

  
Shilohu Rao  
SG-TSOA  
(K. G. SANKAR)  
General Secretary  
BASE (India)

  
Harish Kumar  
FS-BIA

Encl: Copy of the organizational action notice vide letter under Reference

Copy to:

1. Shri P.K. Pujari, Secretary (Telecom), Government of India for kind intervention pl.
2. Smt Sujata.T. Ray, Director (HR), BSNL Board for information and n/a pl.
- ✓ 3. Shri N.K. Gupta, Director (CFA), BSNL Board for information pl.
4. Shri N.K. Mehta, Director (Enterprise), BSNL Board for information pl.
5. Shri R.K. Mittal, Director (CM), BSNL Board for information pl.
6. Smt Madhu Arora, PGM(Estt), BSNLCO for n/a pl.
7. Shri Dev Kumar Chakrabarty, PGM (Pers), BSNL CO for n/a pl.
8. Shri A.M. Gupta, GM (SR), BSNL CO for n/a pl.
9. Shri S.K. Sinha, GM (Admin), BSNL CO for n/a pl.