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TOGETHER WE HAVE !

TOGETHER WE WILL !

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**All India Graduate Engineers & Telecom Officers Association
(AIGETOA)**

(Voice of BSNL Executives)

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Shaping Up for a Better Tomorrow

The Vision & Mission – AIGETOA Shapath Patra - 2020

2nd Executive Membership Verification 2020

AIGETOA ZINDABAD



All India Graduate Engineers & Telecom Officers Association

for

Pay, Pension, Promotion & Profitability

Let's Unite for Change * Let's unite For Progress

Lets Unite for Settlement of Our Long Awaited Rights of PPP.

Let's Unite for Restoring the Pristine Glory of BSNL.

A stronger AIGETOA * A stronger BSNL Recruit * A stronger Executive * A stronger BSNL.

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Your support will enable us to achieve the long awaited Justified and Genuine dues of BSNL Recruits

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AIGETOA- *The Beginning of new ERA in BSNL*

"Your life does not get better by chance. It gets better by change."

We all BSNL Recruits had joined BSNL with high hopes and dreams with determination to do something for our country and parents. We dedicated our prime youth age for working for this department with full dedication and hope that our competency, efficiency, capability, dedication, devotion and honesty would be suitably rewarded and duly compensated with adequate pay, promotions and other PSU like facilities.

However, the indifferent attitude of the legacy associations and their numbers coupled with the nonchalant administration of BSNL dashed our dreams and woke us from slumber for facing the harsh realities of hostile environment of BSNL and forced the peace loving executives to get involved into associational politics.

AIGETOA, the crescendo started 15 years back, by BSNL recruited executives all over India, when they observed a **lackadaisical attitude of existing establishment** and other **legacy associations** towards **BSNL recruits**.

Post formation of BSNL, the BSNL recruited employees were facing serious discrimination within BSNL for their legitimate demands like Pay, Promotion and Pension, as they were not given any representation in the existing legacy associations with outdated vision, who were failing miserably in resolving the issues of BSNL Recruits as **their focus was totally on the benefits associated with their peers** and they kept themselves aloof to the rules, regulations expectations of BSNL recruited executives. AIGETOA recognised that there is considerable difference between as how an executive association should function under an administrative government department setup like DoT/DTS etc, and how it should have worked professionally in a service oriented PSU setup like BSNL.

AIGETOA has thereafter metamorphosed into a major platform carrying the voice for every genuine issue of BSNL executives and their aspirations. Having established on **21/11/2005**, AIGETOA aims to become the recognised association of executives in **BSNL in MV 2020, with an overwhelming majority**. The legacy associations in BSNL have miserably failed to deliver all these 20 years. The aspirations of the Organisation and Employees have been seriously

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compromised and made hostage to the prejudiced motives of few, due to their poor vision, biased attitude, and their inability in raising the issues timely, efficiently and vociferously with management. Their mishandling of major issues like Pay scales and Promotion has resulted into an irreparable damage to the career prospects of BSNL Recruits. AIGETOA is the only strong and able platform now to fill in this vacuum, being the entity that works for the welfare of BSNL executives by being inclusive, democratic, fair and transparent in representation of issues which **existing associations have failed to practice in last two decades.**

Preamble of AIGETOA

"Neither question nor answer was meant as anything more than a polite preamble to presentation"

We the officers of the Bharat Sanchar Nigam Limited having unanimously resolved to form an Association - **All India Graduate Engineers & Telecom Officer's Association** abbreviated as AIGETOA with aims and objectives mentioned below.

Aims & Objectives

"Having aim is the Key to achieving your best"

The association shall function to: -

- Safeguard and promote the individual and collective interest of the Executives of the BSNL.
- Promote the scientific, technical, managerial, social and welfare activities.
- Suggest ways and means to increase and maximise productivity of the BSNL in the best interest of the organization and country and to adopt measures to get the suggestions implemented.
- Continue to render loyal and efficient service to the Corporation and the Country.
- Organize and unite, through duly constituted representative body, the Officers of the Corporation.

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Vision of AIGETOA- Keep Going is the Mantra

*"A clear **vision**, backed by definite plans, gives you a tremendous feeling of confidence and personal power. Clarity and planning can give you an extra edge in anything you wish to accomplish."*

- Maintain parity for BSNL executives in social and future security with leading CPSEs of the country and achieving excellence in individual as well as company performance to remain market leader in telecom and in sync with global technology.
- To work towards turning BSNL into a profitable company and to work towards ensuring quality services to customers by a motivated work force.
- To protect the service benefits and legitimate rights of the BSNL Executives.
- To ensure the Pay, Pension and Promotions to the executives of BSNL as per the PSU standards in India.
- To educate every executive of the BSNL about their legitimate rights and also their role & responsibilities in BSNL.
- To ensure the recapturing of pristine glory of BSNL.
- To ensure Complete Professional & Corporate working Culture in BSNL
- To ensure a corruption free BSNL
- To ensure fair and transparent implementation of the policies in BSNL.
- To Resurrect the Future of Young Executives in BSNL so that they can aim for the CMD/Director post in BSNL as being done in other Contemporary CPSUs.

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VALUE STATEMENT - The Heart Speaks

"It's not hard to make decisions once you know what your values are"

- Affiliate wise Autonomous.
- Inculcating a sense of belonging amongst the Members, Affiliates and the Working Class at large.
- To improve Professional Outlook and Commitment to the organisation.
- To Work for the interest of the executives of BSNL and to protect their rights.
- To seek continuous Enhancement of Working Knowledge and Skills through, Research, Training, and Development.
- To root out Corruption at all levels.
- To work for the National interest and to confront New Challenges with Eternal Vigilance, Determination, and Bold Initiatives.
- To Resolve Internal Organizational Challenges through Mutual Dialogue, Discussion, and Consensus and by proper representation of challenges with the management
- To Work Democratically to Enhance Unity and Camaraderie amongst Members and Affiliates.
- To work with an approach that is sincere and faithful to our conscience

Achievements of AIGETOA – The Dawn of a new Army in 2005

“Congratulations on AIGETOA Achievements. Hard work pays off and AIGETOA proved it”.

- AIGETOA stood firmly for last 15 years as the only platform of BSNL where the voice of younger generation is heard by BSNL management.
- **Settlement of EPF anomalies** during initial days of BSNL recruits and contribution of 12% on actual basic + DA
- **Issuance of EPF balance statements** by EPF offices and **Successful implementation of centralised EPF accounts** at Circle/Regional level.
- **Stipend training arrears** for BSNL Recruits on IDA basic.
- **Fixation of the date of increment as date of Joining in pre-induction training** instead of regular date of appointment as JTO/JAO.
- Precipitated the demand for **implementation of separate mechanism for pensionary benefits of BSNL recruits as per the Government Gazette Notification** at the time of BSNL Formation.
- Raised the voice against non-implementation of 30% SAB in BSNL as per recommendation of 2nd PRC. **It is surprising that, at that point of time, legacy association were trying to learn the full form of EPF and didn't know about these provisions for BSNL recruits.**
- **Implementation of Superannuation Fund as defined contribution for BSNL Recruits as part of 30% SAB.** Till now achieved 5% out of the remaining pending contribution to complete 30% SAB.
- Instilment of the mechanism to check the individual account detail of the Superannuation fund on the fund manager LIC web-portal.
- Legal persuasion at Hon'ble Ernakulum court for **Pension implementation for BSNL Recruits from the date of appointment of each BSNL Recruit and to implement 30% SAB with effect from 1.1.2007 as recommended by 2nd PRC along with arrears.**

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- **Stopped lateral Recruitment above the JTO and JAO** to prevent the re-embodiment of the same DoT era in BSNL where JTOs were forced to retire as SDEs.
- As MT RRs are having the provision for outside recruitment at **Sr.SDE Level**, which is a **big threat to the career of BSNL executives**, AIGETOA has stopped MT Recruitment since Notification of MT RRs in 2007 to till date. **AIGETOA wants MT RRs to be scrapped and be replaced by Internal Fast Track Policy.**
- Fought for implementing DOPT guidelines for fixing the inter-se-seniority between Promoted and Direct Recruited JTOs. **After fighting for justice for many years, got the favourable judgment in seniority case at Ernakulum and paving the way for DPC promotion in 1: 1 ratio.** Now DPC of all eligible executives are in sight. Before the judgement DPC of Even 2001 batch JTOs was not clearly visible.
- Due to Continuous organisational action programs of AIGETOA, **BSNL Board approved E2 scales for JTOs/JAOs and E3 scales for SDEs/AOs in June 2016.**
- AIGETOA filed a case on JTO RRs 2014 where the JTO pay scale was degraded to E1. **AIGETOA got a stay in Ernakulum CAT against retrospective degradation of scales of JTO RRs 2014.** Thereafter, AIGETOA filed another application in same case to **replace E1 scale by E2 as per approval of BSNL Board in JTO RR 2014 for benefit of all JTOs/JAOs recruited/promoted post 1.1.2007.**
- After getting the favourable judgment from Hon'ble CAT Chandigarh in standard pay scale case, AIGETOA again filed a case against the wrong presidential orders issued by DOT on E2, E3 **standard pay scales which is argument stage now.** **AIGETOA got favourable Directions for Arrears also which has achieved finality.** This will especially give huge benefit to all JTOs/JAOs recruited/promoted post 1.1.2007 in terms of increased pay. None of other legacy associations challenged this wrongful PO as they have

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already given their acceptance for reduction of JTO scales for confirming few Officiating JTOs.

- Due to the continuous pursuance of AIGETOA, **Results of LDCE exams were declared for LDCE 2012 and 2015 batch and promotions were held.**
- **AIGETOA stopped the illegal diversion of around 3000 SDE (T) vacancies from LDCE (T) quota to DPC quota and succeeded in reverting the diverted SDE (T) vacancies form DPC Quota to LDCE Quota.**
- **Implementation of Paid Child care leave in BSNL. The legacy association wanted it to be an unpaid leave. AIGETOA is the only association to have women welfare committee at CHQ level.**
- **SDE RR Amendment-2018 effective from August 2015 released with the dedicated efforts of AIGETOA. This will enable SDE (T) candidates to get their seniority in terms of Rota-Quota and ended the long term seniority disputes in BSNL.**
- **Group Term Insurance (GTI) scheme implemented for BSNL Executives from March-2019. With committed and consistent efforts of AIGETOA GTI scheme is notified for BSNL executives. Though AIGETOA started it as a corporate GTI concept where premium was to be paid by BSNL, but the then majority/support associations agreed for contributory GTI by employees. However, AIGETOA is determined to convert this GTI to corporate GTI.**
- **AIGETOA started "Death Relief Scheme" for payment of Rs 1.25 Lakhs for our members who met untimely deaths. The scheme was launched by Dir (HR), BSNL Board.**
- **AIGETOA succeeded in reopening the court case for Pay-Loss issue of Post 1.1.2007 JTOs/JAOs who were recruited in pre-revised scales of E1A and hence reopened the doors for re-negotiation on the issue with management. The case was earlier lost by applicants and they never challenged it in higher Hon'ble courts, which was one among the prime reasons for denial of the issue by BSNL and DoT.**

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- AIGETOA stood firmly and took up the issue of revival at the highest offices, which resulted in getting the best revival package in BSNL from Central Govt, of India. It was AIGETOA's appeal to Hon'ble Prime minister of India which formed the basis of the revival package and implementation of VRS in BSNL which benefitted those opting for the VRS as well those left in BSNL 2.0. AIGETOA was the only association to lend support to Revival measures, a fact duly acknowledged by Hon'ble MOC in his press conference that some associations have lent support to this revival package.

Mission AIGETOA

(Yes, We CAN - Yes, We Will)

"To succeed in your mission, you must have single-minded devotion to your goal."

Abdul Kalam

All India Graduate Engineers & Telecom Officers Association have taken issues related to BSNL and BSNL executives with utmost vigour and diligence, as we are aware that it's the foremost responsibility of the association. We have had enough debacles in BSNL and it's time to move on with strong determination and not to stop until we realize our goal. **All India Graduate Engineers & Telecom Officers Association**, *synonymous with the Pay-Pension-Promotion (PPP) aspirations of BSNL recruited executives, definitely has a clear roadmap for the resolution of issues related to executives and we are committed to resolve the concerns faced by us within the fixed time frame.* We are confident that in BSNL, enough space exists for every cadre to coexist with mutual respect and can achieve their career aspirations, provided a conducive environment exists. *We are aware that it is a tough challenge to handle the multiple facets of HR issues among the workforce in BSNL, However, it's the honest assurance from AIGETOA that we won't make executives to despair out of their concerns, by hijacking available opportunities for parochial considerations.*

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AIGETOA also recognizes that executives are part of management in PSUs and as such a service association need to complement the effort of management in well being of the corporation while vociferously opposing those actions which are detrimental to the interest of the company. Whereas on one hand, we notice that legacy associations have cold shouldered many progressive initiatives of managements out of their fear of losing their turf in DoT era, while on the other hand, they have also compromised many struggles in BSNL in the past for their petty partisan considerations.

These instances have severely dented the faith of ordinary executives in service associations. AIGETOA endeavours to fill in this vacuum by establishing itself as an entity that works with the twin objectives of the welfare of not just BSNL executives alone but also that of BSNL. We promise an approach that is sincere and faithful to our conscience.

We assure that we will neither come empty-handed for next MV by swallowing our promises nor blame others to hide our mistakes if any. We pledge to be a facilitator for fulfilling aspirations of BSNL executives and not to be a stumbling block in our alacrity to be the sole adjudicator of their aspirations. The missed chances for getting E2/E3 scales, non-clearance of Pay Loss and Pay Parity issue, Missed chances of Promotion and Lagging of Pensionary rights to BSNL Recruited Employees etc are manifestations of such one-upmanship by legacy associations even at the cost of well-being of BSNL and BSNL Recruits.

It is with strong follow up and persuasion of AIGETOA only the demands like SAB pension have started and reached 5%. The standard pay scales and pay loss matter are expecting its positive resolutions through the legal and organizational efforts of AIGETOA. When the negative forces competed to stop BSNL recruits (LICE & Direct) executive's rightful promotions, AIGETOA only is available to protest and re-initiate the processes. Now it is BSNL 2.0 and we are bound to resolve the issues in strict time frame of 6 to 12 months and will not allow the issues to linger on endlessly.

What Keeps Me Going is the Goals
The Major issues pending to be resolved.

"If you want to be happy, set a goal that commands your thoughts, liberates your energy and inspire your hopes"

The Focus of AIGETOA shall be on to the resolution of following important issues:

BSNL First - The Viability Related Concerns :

All India Graduate Engineers & Telecom Officers Association is the only association who stood strongly for supporting government's initiatives to revive BSNL and supported various measures associated with it. The meetings with MoSC, Senior officers of DoT, Deloitte, IIM-A and various submissions in the verticals are a testimony for the same. We have reached to Hon Prime Minister of India, the highest authority and ensured the early execution of the Revival. **The submissions of AIGETOA is well captured in IIM Revival Plan report and the Revival package issued by government is a testimony to the fact that AIGETOA's depth study on the subject and suggestions has got wide level acceptance in government echelons also. Our prime focus shall be on the following issues to restore the pristine glory of BSNL.**

- *Immediate launching of 4G in BSNL with a roadmap for 5G: AIGETOA will work to ensure that BSNL management rolls out PAN India 4G services immediately. AIGETOA will ensure to get the 4G rollout done by way of 3G to 4G upgradation as well as by new tender. AIGETOA will also work towards in time launching of 5G services in BSNL along with other market players.*
- *Implementation of Revival package approved by Govt: AIGETOA will continuously follow and work towards ensuring 100% implementation of Revival package announced by Govt. like Floating of bonds in time , Land monetization in a fair and transparent manner, Fast tracking of leasing out of all Vacant spaces and surplus buildings etc.*

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- **Enhancing the borrowing limits to BSNL:** As CAPEX is vital in growth of BSNL, AIGETOA will work to get more relaxations with required limits to get a loan from the Banks in the market.
- **AIGETOA Vouches for Introduction of a professional work culture in BSNL** with proper definition and demarcation of roles & responsibilities to prevent exploitation.
- **Settlement of major issues before Merger of BSNL & MTNL:** AIGETOA will work towards ensuring that all the debts of MTNL gets cleared and the HR policies remain in Synch before its merging with BSNL.
- **AIGETOA will work towards making BSNL a total Enterprise Business Solution Provider**
- **Single Mobile App for all BSNL services:** AIGETOA will work towards implementing the concept of single app for all type of services like new bookings, payments, tracking of provisioning, docket booking and their tracking etc for better and at par services provided by our competitors
- **AIGETOA will ensure futuristic planning in CFA segment with FTTH and supported technologies. Cloud based service, IOT, IDC etc services.**
- **Aggressive and proactive Capturing of FTTH market with proper QoS:** AIGETOA's endeavour shall be provisioning of FTTH services on demand with ensured data speeds as per plan. Incorporation of a FTTH Network of future with cutting edge technology by BSNL.
- **Special attention towards backbone network and up gradation from time to time:** AIGETOA aims for ensuring the Infra availability to all core network points. Latest world class core Routers /Switches in handling the seamless Data services of BSNL. Rehabilitation and Streamlining of whole transmission Network shall be the demands of AIGETOA.

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- **Strengthening of Transmission Wings:** To work towards strengthening and addressing the issues of All the Regional Transmission wings and SSA Wings as their role is vital in maintaining the backbone of BSNL.
- **Focus on EB Customers, CICs, PSUs, Central & State Government bodies:** The prime focus of AIGETOA will be there in improving EB business and increasing Leased Circuits by giving constructive feedback to BSNL management. Offering of Complete end to end solution to EB customers with single window concept. AIGETOA's aims for an Integrated, mutually beneficial policies & cooperation among all CPSUs and other Central and State government organisations.
- **AIGETOA will work towards BSNL venturing out in New Fields of IT and IT Enabled Systems.**
- **AIGETOA will work towards BSNL making ITPC, ALTTC, RTTCs, QA/Inspection and allied units as revenue generating platforms by offering in house solutions to other Central & State Departments and organizations.**
- **Generation of revenue from Non-Core services:** AIGETOA will work towards BSNL generating more revenue from Non telecom services of BSNL like renting out vacant Land, Space, Buildings, HR & technical services by entering MOUs with other organizations.
- **Keeping strict vigil on the actions of administration at all levels to keep BSNL healthy and secure and strengthening of vigilance unit at all levels.**
- **AIGETOA will work towards ensuring Scrutiny of Commercial viability of Projects and will work towards ensuring stoppage of revenue leakage. Return on Investment (ROI) must be verified on regular intervals. Implementation of system of Performance Audit for all New Projects shall be pursued.**
- **AIGETOA will ensure to work towards ensuring timely payment of Housekeeping Expenditure, Electricity Bills and Rentals by BSNL Management.**

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- *AIGETOAs focussed approach shall be towards rationalization of all ongoing AMCs of Telecom Installations/Services at Corporate/Circle/SSA levels.*
- *Outsourcing of field works (CM/CFA and TR works): AIGETOA will work to improve the Outsourcing model which is being implemented in CFA and CM wings including Transmission works, as per the requirements of field Units.*
- *Optimization of CDR Outsourcing services: various closed functions like exchanges, plans etc as well as repetitive tables for various reports are existing in CDR causing leakage of revenue. AIGETOA will work for ensuring review of all such things.*
- *AIGETOA Wants Single MIS portal for all Kind of BSNL services to save man hours in BSNL.*
- *Our endeavour shall be on Stoppage of Revenue leakage in VAS services in CM/CFA segments.*
- *AIGETOA firm demand will be closure of Loss Making and Non-Viable exchanges else suitable compensation may be demanded from government for running these exchanges.*
- *Making BSNL services mandatory for all govt Functionaries: AIGETOA will pursue with DOT and Govt of India to ensure the advisory to use the BSNL Telecom services.*

The Livelihood – Mission to Resolve the Pay Loss Related Issues:

(Targeted Time Line – 6-8 Month)

- **Pay Loss Issue of JTO 2007, 2008 & JAO 2010 batches:** *The pay loss issue of 2007 and 2008 and 2010 JAO batches and their rightful demand of 22820 with consequential benefits shall be tried to be settled in 6-8 months with full conviction and efforts. AIGETOA will form a committee comprising of CHQ and 2007 and 2008 JTOs/JAOs exclusively to deal with this issue including suggesting the ways for settlement of this issue. AIGETOA shall also adopt organization methods for settlement of these issues. AIGETOA also welcomes likeminded groups to be part of this mission for achieving this benign objective.*

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- **Immediate Extension of E1+5 Increments to E1 Recruited JTOs/JAOs:** Management Committee of BSNL has already approved this interim Benefit for few batches who were recruited in E1 scales. AIGETOA will ensure that this interim benefit till finalization of E2 scales is extended to all the JTOs/JAOs who have been recruited in E1 Scales.
- **Settlement of pay loss issues of TTAs (JEs) who joined after 2007 in the pre-revised scales , now promoted as JTOs/JAO (Pay loss in JE grade):** AIGETOA will work towards settlement of pay loss with consequential benefits of departmental JEs appointed under LICE quota of JTOs/JAOs.
- **Pay loss issue of JTOs (JEs under DR quota) Recruited under departmental outsider Quota:** AIGETOA will work towards settlement of pay loss of departmental JEs with consequential benefits appointed under DR Quota as outsider candidates in JTO/JAO grade with consequential benefits.
- **Extension of One Increment to all Executives on every promotion:** AIGETOA has already taken up this issue in Hon'ble Court of law. AIGETOA will work towards achieving this objective of ensuring one increment on promotion for all those who have been denied this just because of administrative delay in promotions. This is going to benefit all the executives as almost everybody's promotions have been delayed due to uncaring attitude of management on HR issues.

The Livelihood - Vision to settle the Pay Scale Related Issues:

(Targeted Time Line - 6-8 Months).

- **Standard Pay Scales: Implementation of E2, E3 standard Pay Scales to all JTOs/JAOs & SDEs/AOs without cascading effect with consequential benefits and incorporation of E2 pay scale in JTORR- 2014 in line with the BSNL Board approval:** AIGETOA will work for implementation of E2 scales of 20600 - 46500 without cascading effect as the replacement scale of E1A for all JTOs/JAOs w.e.f. 01.01.2007. AIGETOA will work for adoption of E2 pay scale in JTO/JAO Recruitment Rules in line with the BSNL Board approval to ensure that Pay Scale issue of JTOs/JAOs recruited/promoted post 1.1.2007 is settled within the ambit of BSNL as adoptions of scales in RR does not require approval from DoT.

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AIGETOA will also seek merger of SDE scale with non-functional Sr. SDE Scale so that the youngsters get advantage of five years to reach the posts of AGMs.

- **Ensure the Consequential benefits of finalization of E2 pay scales for JTOs/JAOs w.e.f 01.01.2007:** AIGETOA has already got favourable directions from Hon'ble court that all the affected executives should be extended consequential benefits (Arrears). This direction has achieved finality and we will ensure arrears for all the executives who have been recruited post 1.1.2007 in executive capacity.
- **Uniform first Time Bound Financial Up gradation in 4 years in EPP:** It will be our firm endeavour to end this disparity in promotions which is a gift of Legacy Associations to BSNL Recruits. The New JTOs/JAOs are facing a double loss because of this non-uniform 1st TBP, one because of lower scale and other because of 2 years delay in 1st time bound upgradation in Pay. AIGETOA is determined to end this disparity.
- **Working towards resolution of specific pay issues of Notional fixation of E1A and E2A for Civil/Elec/Arch/TF/CSS/PA/PS wing executives Regularization of Salary, Perks, Medical and Temp Advances**
- **Implementation of 3rd PRC:** AIGETOA will work towards implementing the 3rd PRC in BSNL.
- **Allowances & Perks and LTC Benefits (including Transportation):** AIGETOA will work towards implementing revision of perks and allowances as per the 2nd and 3rd PRC recommendations. Will also work to restore the LTC benefits and EL Encashment for all executives.

The Social Status - Intonation to resolve Promotion/career Related Issues:

(Targeted Time Line: 1-12 Months).

- **AIGETOA will work for ensuring that there is no reduction in number of posts for the promotional cadres in the restructuring exercise. AIGETOA shall make all out efforts to protect the promotional avenues of all executives.**

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- ***AIGETOA's Focus is on immediate issuance of JTO to SDE DPC Promotions for which process has started. We will ensure that the long awaited promotion through DPC process completes within one month.***
- ***Immediate notification for next LDCE & initiation of next DPC process for remaining all eligible JTOS (Both LICE as well as DR JTOS) for filling up all the available Vacancies which will take care of all JTOS who have completed their residency period of 3 years in the grade: AIGETOA's firm endeavour is to ensure that management notifies the next DPC process for further JTOS immediately so that all JTOS who have completed their eligibility period gets promotion within six months and notifies the LDCE Calendar immediately so that a roadmap is there for all JTOS about their promotions. Right Now there are enough Vacancies in SDE cadre which will ensure regular promotions to all JTOS who have completed their residency period.***
- ***Immediate Settlement of SDE (T), LDCE (2007) reversal matter: AIGETOA has taken this issue to settlement level and will ensure that the reversal order for all such SDEs is withdrawn immediately.***
- ***Immediate notification of List 9 and incorporation of Vacancy Year based seniority in line with the RRs for SDEs: AIGETOA has got this chapter opened. All other associations wanted seniority based on Date of Joining. It was AIGETOA which precipitated this issue and we will ensure that the list is prepared based on Vacancy Year based Seniority as rules of Rota Quota.***
- ***Immediate promotion of SDEs to the cadre of DE/AGM with Vacancy Year based seniority for all lists: To work towards the promotion of all the eligible SDEs and to fill all the available DE/AGM vacancies within next 6 months. AIGETOA will work for ending the discrimination between SCF quota and LDCE quota as is evident from the fact that 2001-2 competitive Quota of List 8 was left out while DPC quota of 2001-2 VY were promoted. AIGETOA will ensure Implementation of vacancy year-based seniority as per for AGM promotions in line with the RRs and DOP&T guidelines and will ensure all promotions. All subsequent batches should also get AGM promotions within six months on completion of their residency period as SDE hereafter.***

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- **Immediate promotion of AOs to the cadre of CAO:** AIGETOA will work towards filling of all the available vacancies of CAO and if required necessary relaxation shall be sought in residency period considering the in-ordinate administrative delay in their first promotion from JAO to AO despite available vacancy.
- **Immediate promotions from JAO to AO cadre to enable promotion of all JAOS to AO who have completed their residency period in the grade.**
- **Implementation of Performance oriented Promotion policy (CPSU CH) with starting E2 scales for executives and with provision for Internal Fast Track promotions up to DGM Level and no lateral recruitment above JTO/JAO:** Abolishing of Sr SDE grade from the promotional hierarchy to enable a JTO/JAO/Equivalent to reach AGM level in 10 years. **Incorporation of a policy which is in line with Govt. of India directives in the matter of seniority, reservation and other statutory aspects to enable smooth transition to new policy. All the lacunas of proposed CPSU policy will be removed to ensure a firm and rugged policy which doesn't gets marred in litigations.**
- **Inclusion of eligibility for diploma holder JTOs in MSRRs for DE/AGM Posts as per the provisions of DPE guidelines for Equivalency:** The legacy associations have made Diploma Holders in-eligible for AGM and above promotions. AIGETOA will ensure the equal treatment for Diploma Holders for AGM Promotions both through legal means as well as Organizational methods.
- **Strengthening and grooming the Young Executives to the Middle & Higher level Management cadres:** After the VRS in BSNL many Middle and above middle level gap has arisen in the system and in coming days it may happen in higher level management posts also. Hence, AIGETOA will work towards promoting & grooming the internal executives to take the Middle and above middle level Management responsibilities in BSNL. AIGETOA will pursue with management for extending training and seminars for knowledge upgradation on a regular basis.

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- **AIGETOA's firm endeavour shall be Finalization of Seniority and immediate circulation of the seniority position of an executive in his/her cadre either on recruitment or on promotion so that these seniority doesn't gets marred in legal tangles. AIGETOA's firm endeavour shall be a single seniority list for a single cadre.** The multiple Seniority lists in the cadre is the mother of all legal cases with respect to promotions in BSNL and AIGETOA will work towards ending this culture in BSNL to ensure a rugged and litigation free promotion mechanism in BSNL.
- **Abolishment of L/A , Officiating, Entrustment, Ad-hoc arrangements:** AIGETOA will work towards filling up of all the vacancies through Regular promotions instead of L/A arrangements which is a big loss in terms of seniority/residency in that cadre.

Family on Top - Ensuring Pensionary Benefits & Medical Related Issues:

(Targeted Time Line - 6-12 Months).

- **30% Superannuation Benefit: Extension of full 30% SAB to BSNL recruits from date of joining:** AIGETOA has already taken up this issue, both at organizational level and through legal means. AIGETOA will ensure the complete arrears for the period for which SAB is not contributed. 30 percent SAB is an issue which pertains to security of our families and we will not allow anybody to fiddle with this. AIGETOA will ensure firm implementation of full 30% SAB for all BSNL Recruits with arrears.
- **Full Implementation of Pension scheme for BSNL Recruits as per the Gazette Notification for BSNL formation:** AIGETOA will ensure full implementation of all BSNL Recruits as per the provisions of Gazette Notification which has been denied just because the legacy associations at that time did not bothered about it.

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- **Post-Retirement Medical Benefits (PRMB):** AIGETOA will ensure creation of PRMB trust for BSNL Recruits. This is an issue which will secure the medical benefits of all BSNL Recruits post their retirement. While other set of executives have the facility of CGHS, BSNL Recruits do not have any such cover. AIGETOA will work for towards formation of PRMB fund trust for BSNL Recruits under the defined contribution scheme.
- **EPF higher Pension Option and resolution of EPF Related Issues:** To establish separate dealing section at each level to address the EPF related issues. Efforts for ensuring full pension Option open for EPF opted employees in BSNL. AIGETOA will file writ petition for full pension for BSNL EPF holders in Hon'ble High Court of Delhi as suggested by legal team.
- **Family Group Health Insurance:** To design and implement the best group health insurance for all Executives as Executives are facing hardship in getting treatment due to non-payment of indoor Medical bills by BSNL. AIGETOA believes ensuring medical benefits is the responsibility of employer and accordingly premium should be paid by BSNL.
- **Implementation of reimbursement without vouchers facility for BSNL Executives.** To bring best suited contemporary changes in the BSNLMRS policy which will enable executives to get best benefits in current scenario.
- **Special Medical Facilities for COVID-19: Formation of separate COVID-19 fund and Provisioning of Immediate advance for getting COVID-19 treatment from this fund.**
- **COVID-19 Term Insurance:** AIGETOA will work towards implementing separate term insurance in view of COVID-19.
- **Group Term Insurance by employer:** Work towards extending GTI coverage even after retirement and up to the age of 75 years and other changes required as needed and to ensure the premium payment of such GTI Scale by BSNL.
- **Pension Contributions on Actual Basic to DoT:** AIGETOA will work towards ensuring pension contribution on actual basic which will result in huge savings for BSNL.

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Other Important Issues - Keep going is the Mantra :

(Targeted Time Line - 6-12 Months).

- **Immediate clearance of existing Rule-8/ Rule-9 waiting list cases: Abolishment of non-eligibility clause of Rule 8 for GATE JTOs.** AIGETOA will work towards clearing all eligible rule-8 transfer cases in the cadre of JTO/JAOs at Circles Karnataka, Gujarat, Assam, NE1/NE2 etc. AIGETOA will pursue in reduction of residency period from 5 years to 3 years for eligibility of Rule-8 Transfer.
- **Transparent implementation of Transfer policy along with incorporation of a centralized mechanism through online portal for processing the transfer cases and Rule-8/Rule-9 cases:** AIGETOA will work for incorporation of changes in current transfer policy in view of the changed post VRS scenario.
- **Reduction of JTO/JAO Bond period, Amount and Interest at par with industry standards.**
- **Introduction of Sabbatical leave and streamlining of study leave in BSNL.**
- **Revision of Financial Powers of JTO/JAO, SDE/AO, DE/CAO/AGM.**
- **Revision of TA/DA Rates for JTO/JAO, SDE/AO, DE/CAO/AGM and Introduction of higher education allowances up to 2 children in line with Central Govt. employees.**
- **AIGETOA will pursue for extending the Volunteer Retirement facility for BSNL recruits also instead of resignation so that all benefits of retirement like 300 days EL encashment. etc can be extended to them.**
- **Revision of reimbursement policy other allowances like magazines /Newspaper, Briefcase, MOBILE PHONES etc. Payment of these should be given invariably without bills as per the eligibility.**

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- **HR and Organizational Issues w.r.t MTNL Merger in BSNL:** AIGETOA will work to bring parity w.r.t HR polices in terms of Pay and Pension. The E2 and E3 scales which are extended to JTO/JAO and SDE /AO cadre should be implemented to BSNL JTOs/JAOs and SDEs/AOs.
- **SC/ST employee Welfare:** AIGETOA is fully committed to safeguard the legitimate interests of SC/ST employees in accordance to the constitutional provisions and government of India Guidelines.
- **Change of Designation names for JTO/JAO:** AIGETOA will work towards changing the names of JTO/JAO in a corporate working environment.
- **Complete Professional, Paperless & Corporate working Culture in BSNL:** Introduction of a professional work culture in BSNL with proper definition and demarcation of roles & responsibilities to prevent exploitation and true implementation of paperless mechanism. Implementation of E-office across BSNL.
- **AIGETOA will work to ensure that AGM/EE(C)/SDE(C) for each BA/SSA comes under the control of PGM/GM. and a unified Estate maintenance Management is done by Circles/BA/SSAs on need basis.**
- **AIGETOA will work to ensure review of rentals of all Exchanges /CSCs/BTSs of private premises urgently. Review of all CSCs operating in rented bldgs. & shifting them to existing TEs.**
- **AIGETOA will pursue for formation of Voluntary Quality councils QMS in all units to transfer know- how & disseminate knowledge.**
- **Updated Asset registers in SSAs. Integration of all Asset data unified in FICO/REM/MIS/NCOG.& removing all mismatches. Time bound clearance of all court cases reg. Assets & security to all vacant assets.**
- **AIGETOA will work towards extending Rewards/Awards to outstanding talents of the organisation.**

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General Concerns for Employees and BSNL:

The Reason for being Together..We Will do it together.

- **Timely payment of Temporary Advances:** Work towards timely sanction and payment of Temporary Advances to the executives as per requirement to meet the operational needs.
- **Timely reimbursement of medical claims:** Reimbursement of medical bills of all the employees are pending for quite long. AIGETOA will work towards clearing all the pending Outdoor & Indoor medical claims.
- **Streamlining of Pending payments:** Due to non-Payment of Electricity, Exchange/ Tower Rentals, Bank & Society EMIs, Vendor Payments etc BSNL services are badly affected since last many months. AIGETOA will work towards timely payment of these bills so as to provide better services to our esteemed customers.
- **Supply of Laptops to all Executives:** AIGETOA will work towards arranging Laptops to all executives. This will help the executives to attend the office works in mobility and enables us to attend any customer meetings.
- **IT Tools & applications:** BSNL Mobile App must be like all in one application either for Customer or employee.
- **Provisioning of FTTH service connections along with BSNL VPN to executives:** AIGETOA will work towards getting order for provisioning of FTTH service connections RSTC. In addition, unlimited 3G/4G Mobile Data plan should be provided to executives considering widespread use of WhatsApp and E-mail for routine office work.
- **Welfare of PWD employees:** Provisioning of facilities required for PWD executives and posting at places suitable for them to work comfortably.
- **Welfare of Women employees:** AIGETOA work towards ensuring safe and professional atmosphere for women in BSNL.

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Our APPEAL

"An appeal to the reason of the people has never been known to fail "

On behalf of AIGETOA we wholeheartedly invite you to be the part of AIGETOA, Support AIGETOA in the Executive Membership Verification 2020 in BSNL.

Yes, the time has come

The time to render our best

The time to realize our strength

The time to rejuvenate our Unity

The time to reach our Rights

From the time of its inception AIGETOA (All India Graduate Engineers and Telecom Officers Association), working for the welfare of BSNL recruits and BSNL. We will ensure that the revival measures announced will help to make a vibrant and competitive BSNL. As you are aware **AIGETOA is continuing its work on various aspects and measures that need to be taken care in the present scenario and Similarly we are equally concerned about streamlining of Pay , Pension, Promotion aspects of BSNL Employees and ensure further transformational policies to be implemented in BSNL ensuring profitability , viability , better services and happy employees in BSNL.**

Friends, now we stand in a crucial juncture of time when future of BSNL and BSNL executives will take a shape for years to come. Time has arrived to be together, to realize our delayed/ denied aspirations. Innuendos, insinuations etc. are a regular feature at election time. However, please don't get misguided and lured by politicians playing around with your aspirations, career, security and Pay anymore. It has been already proved that no other association will work for BSNL executives with the true zeal and sincerity. **It is the duty of each executive to strengthen the real representative to become the majority association**, so that the settlement of issues get the powerful acceleration with able leadership, inclusive policies, democratic and transparent approach in each aspect. We appeal to all executives to ensure that the affinity is aligned with AIGETOA to carry forward the responsibility for clearance of issues and ensuring the aspirations of BSNL equally.

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It is a fact that the unity is the thriving point which can deliver results. Last 20 years we have seen what has been delivered by legacy associations who were pretending to be the saviours. They failed miserably in realizing the aspirations, failed in resolving the issues of executives, and at the same time failed to unite also. **Bigotry was their hallmark and they confuse hegemony with unity, and we were in a paradox if it was hypocrisy or harsh reality!** Twenty year term is a pretty long time to understand the mindset and methodology of an association in a service span of an employee. ***So it's the time to change and give the way for Real Unity, Prosperity and Transparency.***

The growing support of AIGETOA shows the support and faith of BSNL executives in AIGETOA. *All India Graduate Engineers & Telecom Officers Association* is committed to keep this unparalleled confidence and **WE SHALL DELIVER** upon our promises. We seek your benign companionship in this journey to Change for Betterment, Transparency & Togetherness and we request your valuable support in our pursuit for a more vibrant and inclusive BSNL 2.0 a reality. **We solicit your kind support and vote for ALL India Graduate Engineers & Telecom Officers Association at Sl. No. 3 on the ballot paper.**

With warm regards

Md Wasi Ahmad
GS, AIGETOA

Ravi Shil Verma
President, AIGETOA

Yogendra Jharwal
FS, AIGETOA