

# Highlights of the Resolutions taken in AIGETOA Annual General Meeting held at Kolkata from 11<sup>th</sup> November 2018 to 13<sup>th</sup> November 2018 and CHQ meeting on 23<sup>rd</sup> December 2018 with respect to HR issues and organizational aspects of the society.

## Resolutions:

### 1) Organizational issues:

- a) **Deliberation and adoption of items of modification in AIGETOA Memorandum, Byelaws/RULES AND REGULATIONS of the society:** With the approval of governing body of AIGETOA, a committee was constituted for recommendations in modification of AIGETOA constitution. The Committee submitted its report and same was placed before the house for consideration. **After, thorough discussion and deliberation by the house on the recommendations of the committee for amendment in Memorandum and Byelaws/Rules & regulations of the society, house approved the recommendations. Now Membership of AIGETOA is open for all serving executives of BSNL. Modified constitution shall be submitted to management after approval by registrar.**
- b) **The conduction of next AIC in 2019:** Next All India Conference (AGM) of AIGETOA will be held from **24<sup>th</sup> May to 26<sup>th</sup> May 2019 in the NCR region of Delhi. Open session will be held on 24<sup>th</sup> May 2019.** Shri Pankaj Watti, Member BSNL CO shall be the Returning officer. Shri Gaurav Garg, Distt President, Gurgaon shall be the ARO.

A committee under the chairmanship of Shri Sailash Kumar, Advisor CHQ has been formed with Shri Badri Kumar Mehta, VP CHQ, Shri Harjinder Singh, CS Haryana, Shri S.K. Pathak, AGS CHQ, Shri Vivek Kumar Singh, VP CHQ, Shri Vaibhav Goyal, Advisor CHQ, Shri Bashisth Gupta, Advisor CHQ, Shri Sunil Gautam, Advisor CHQ, Shri Rajeev Meena, CS BSNL CO, Shri Yogendra Kumar, VP BSNL CO, Shri Sachin Rawalkar, VP BSNL CO, Shri DPS Chawla, Member BSNL CO, Shri Rajesh Patel, DS, Faridabad, Shri Dharmendra Dagar, FS, Haryana as members.

- c) **Appointment/Modification of responsibilities as members in advisory committee:** The house has nominated the below members as members of the advisory committee:
- i. Org. Sec (HQ)--- Shir. Nitin Dahiya
  - ii. Org. Secretary (NCR region)– Shri. Sandeep Varshney.

- iii. CHQ Advisors: Shir.Anup Mukharjee, Shri.Sunil Gautam, Shri. Himanshu Ojha and Shri Ajit Kumar
- iv. Org. Sec (East)— Shri. Rakesh Kumar (ITPC)
- v. Org.Sec (West)--- Shri P.Mathew

**Resolution on HR issues:**

- 1) JTO to SDE Promotions:** The CHQ is continuously pursuing the JTO to SDE promotions for early promotion orders. GS expressed that by this month end we may expect the orders. However, if management still does not comes out with promotion of JTOs to SDEs, then notice for organizational action shall be given. Decision on this shall be taken by 10<sup>th</sup> January 2018.
- 2) AGM Promotions to List 8 and List9:** Developments till date on this issue was discussed. GS explained the present status of all HR issues. After discussion it is decided that Association will file court case on illegal upgradation and for reversion of posts. W.r.t List 9. CHQ will pursue for immediate Notification of SDE RR amendment with retrospective date and also for Notification of seniority list number 9 and if not done court case will be filed for the same.
- 3) 30% SAB:** Association is putting all its efforts in achieving full 30% SAB for BSNL Recruitess. With the commitment of only AIGETOA, this issue along with std pay scales issue was placed as a demand in AUAB agitation. In the recent meeting of AUAB leaders on agitation agenda points, CMD BSNL has agreed to increase 3 percentage more in addition to existing 5% contribution. This has been made possible only because of active involvement of AIGETOA.
- 4) One Increment case LDCE 2015:** AIGETOA CHQ Team is working on filing the legal case on this increment issue. The case will be filed before Hon'ble PCAT New Delhi for benefit of all members.
- 5) One Increment case LDCE 2012:** Association has already impleaded in this case where hearing is pending. The hearing is being delayed, since double bench is not available for the case. It is resolved to submit Application for Emergency hearing in the hon'ble court of Law. As on date, this application has already been placed before Hon'ble High Court of Delhi.
- 6) E2, E3 Pay scales:** In recent meeting of AUAB with Hon'ble Minister and DOT secretary, this issue was raised by Association, where Minister as well as DOT secretary assured for early action. AIGETOA has filed the fresh case in Chandigarh CAT and hearings is going on at Hon'ble CAT Bench of Chandigarh. It is reiterated by GS that, AIGETOA is fighting for E2 for all JTOs including those recruited on E1 scale. In AUAB, standard Pay

Scale item should be added as formal agenda point failing which AIGETOA will review its decision to be part of the AUAB.

7) Pay loss case Issue of 2007 and 2008 Batches: As per the earlier resolutions a Fresh case on this issue was filed in Delhi PCAT on 11th October Cased was admitted. Its first hearing was done on 30th October 2018. The case has been filed by three members and AIGETOA will implead at appropriate time. House expressed its firm decision to pursue the case till Supreme Court for resolution of this important issue till finality.

8) Management Trainee (MT) Issue: House has condemned with united and strong voice for any MT Recruitment. It was explained that as advertised by others, Internal MT is not a fast track promotion method but it is intended to create a separate cadre above JTO/JAO which will not only ruin the careers of existing executives but also will create more divisions in executives, which may hamper the performance also. Even for Internal Fast Track, scrapping of MT RR is a must. Any act of BSNL management towards Recruitment of Management Trainee in any form will be fought tooth and nail including organizational action at New Delhi. House has unanimously took a pledge that, we will oppose MT in any form and from any corners. It was informed that legal home work has already been done by CHQ legal team and we expect a stay from Hon'ble court on this issue. Further possibility of further legal course of action at Chennai CAT/high court w.r.t Qualification weightage will be explored.

Internal Fast track promotion Channel: MT Recruitment in BSNL must be replaced by introducing complete internal fast track mechanism promotion channel. BSNL management must start immediate discussion with stake holders in this regard.

9) Transport allowance: Association took the issue of Implementation of transport allowance Rs. 1400 from effective date of E3 implementation instead of from next increment date. Already this got implemented in BSNL CO but not implemented in field unit. With the efforts of AIGETOA, The BSNL order on this issue to implement in all circles has been issued.

10) GTI: With continuous efforts of this association, the BSNL Management approved the GTI for BSNL Executives. The orders for implementation will be release this month. As it is approved for Executives, Now AIGETOA will work for implementation GTI for DRs of Non Executives with same zeal.

11) Death Relief Welfare Fund for AIGETOA Members: In line with the decision by Central Executive Committee, the house hereby resolves and approves the implementation of "Death Relief Fund" for AIGETOA Members w.e.f. 01.10.2018. Regular contribution towards this fund will be collected @ 5% from the member's monthly contribution which will be distributed as 1% from CHQ, 2% from circle and 2% from SSA Quota.

**12) Issue of JE to JTO Promotion issue of Punjab Circle:** This issue which was brought to the notice of house by CS, Punjab was discussed and further course of action will be taken by General Secretary and Shri. Anup Mukherjee.

**13) TTA to DRJTO Pay fixation issue:** These DRTTAs selected as DRJTOs in outside quota were not extended with pay protection benefits. Their selections as DRJTOs must be considered as promotion and required pay fixation should be done. Association will take up this matter in view of the latest judgments given and if required Association will take up the matter in the legal course.

**14) Forum of BSNL Recruited Employees (AIGETOA and SNATTA):** Another great decision for the welfare of BR Fraternity in BSNL was taken in the form of formation of a "Forum of BSNL Recruited Employees (AIGETOA and SNATTA)" for pursuing all BSNL recruits issues and problems associated with BR fraternity. CHQ, Circle and SSA level Joint Committees of DRs/BRs (AIGETOA and SNATTA) will be formed for better coordination from SSA to CHQ levels.

**15) Next Referendum strategy and various responsibilities:** It is decided that, AIGETOA is going to fight next Association referendum with full force. As a step towards this, house has resolved to allow all the Executives of BSNL to become its members. As the DR/BRs issues are not being taken with highest priority by present recognized association, there is almost need to make AIGETOA no.1 in next referendum. With this view, the formal forum of BSNL Recruited Employees by AIGETOA and SNATTA is formed to unite all DR/BRs. All the Leaders of BRs and members are requested to work hard towards this target. A committee for coordinating on this aspect has been constituted under the leadership of Shri Wasi Ahmed and Shri Anup Mukharjee. Further Shri Yogendra Jharwal will be the overall in charge of all the works related to strengthening of the association organizational structure for taking part in the next membership verification and the committee formed for overlooking the works related to next MV shall report to Shri Yogendra Jharwal.

Following office bearers have been entrusted with the task of forming SSA bodies in all circles:

1	Ajay Kaswan,Sailash Yadav,Sunil Gautam	J&K,Haryana and Punjab
2	Hari Shanker Tiwary,Prashant Gaurav.	HP, Karnataka
3	Vivek Kumar Singh, Basisth Gupta, Anup Mukherjee	UPE and Uttaranchal
4	Amit Roy, Vaibhav Goel, Anup Mukherjee	UPW
5	Yogendra Jharwal and Ajit Kumar	Rajasthan
6	Pawan Akhand, Praveen Kureel, S.K. Pathak	MP and Chatatisgadh
7	M. Sridharbabu, Ansal Mohammad and Sunil Gautham	Tamilnadu,Chennai,Kerala

8	Wasi Ahmed	Bihar, Jharakhand
9	Ashok Acharya, Anup Mukherjee	Odisha, West Bengal
10	Deepak Sahoo, Sunil gautham	Assam, NE-II,NE-I
11	Laxman Banoth, Veerabhadra Rao	TS and AP
12	Ravi Shil Verma, Wasi Ahmed, Pawan Akhand, Badri Kumar Mehta	MH, Gujarath and A&N
13	Nitin Dahiya,Basisth Gupta and BK Mehta	NCR
14	Ajay Kaswan, M. Sridharbabu, Vivek Kumar Singh	ITPC. ALTTC, QA, BRBRITT, Nodal Centers

**16) Proposal for VRS:** In view of declining revenues due to low Tariffs and stress in telecom sector, house has opined to implement one time VRS scheme in BSNL to decrease its huge expenditure towards salary head.

**17) Associations' journal:** It proposed to publish or circulate Association Journal for every 6 months.

**18) Developmental Issues:** Several developmental issues came for discussion like

- a) ONT Purchase power is not given to CGMs and lies with BSNL CO only. Shortage of OLTs. ONT with Wi-Fi with battery backup must be supplied.
- b) Utilization of contract labor for fiber laying.
- c) Stop procuring dying technology equipment like G.703, VMUX etc.
- d) Prepaid billing services.
- e) Introduction of minimum ARPU Plan and scrap all small plans.
- f) JAO/AO (Accounts) persons may be posted in CSCs.
- g) Complete Paperless transactions
- h) Proposal for VRS.
- i) Legal expenditure be BSNL should be curtailed.
- j) Retired employees should be covered by CGHS and must be excluded from BSNLMRS policy.
- k) AMC cost in mobile equipment should be reduced by removing old equipment.
- l) Regarding BTS maintenance outsourcing to Vendors, a representation shall be prepared.