



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

## President

*NJP. Shilohu Rao*  
Mobile: +91-9444442255  
E-mail: shiloh.rao@gmail.com

## General Secretary

*R P Shahu*  
Mobile: +91-9424051555  
E-mail: r\_p\_shahu@yahoo.co.in

**No: CHQ/AIGETOA/395**

**Dated: 1<sup>st</sup> Jan 2013**

**To**

**Sh. R K Upadhyay**

CMD, BSNL

BSNL CO, New Delhi

**Subject:** Consolidation of very genuine but long pending issues, seeking final resolution-  
your kind attention and intervention is solicited.

**Dear Sir,**

At the very outset, I wish you a very happy new year on behalf of entire direct recruit fraternity of BSNL and assure the best co-operation of my members to take BSNL to the new heights of glory.

However, I would also take this opportunity to draw your kind attention and active intervention towards very genuine but long pending issues of executives in BSNL with a hope that the coming New Year under your leadership will ensure the final resolution. This association has put in all its efforts to resolve the very genuine issues through mutual negotiation in an amicable manner during last 5-6 years but it is regret to mention that despite of positive assurances and firm commitments (in the form of committees, assurances, acceptances and nods) from management side, the resolution of the issues has not seen the light of the day. It is strange that issues are still lingering. I am hereby enclosing the consolidation various issues along with history of persuasions and assurances given by the management.

Sir, I am well aware about busy schedule of your good self but still I sincerely believe that your good self will find some time from the extremely busy schedule to take care of genuine issues of BSNL's internal customers/Human resource who are not only badly affected out of these issues but are also not able to concentrate on their performance owing to the prevalence of sense of de-motivation amongst themselves.

I urge upon your good self to kindly spare a little of your valuable time and go through in details of the various issues attached herewith which are actually not the issues but the genuine grievances of human resources capital working under you. And this time we the employees of BSNL are confident that instead of assurances and committees, a firm solution will be provided by your kind and we shall not be forced to live with uncertainty and mental agony which in turn weaken the employee-employer relationship.

As all the facts and figures have already been enclosed in detail hence we are seeking full redressal of our issues (summarized under) without further delay and we are quite confident that your kind intervention towards resolution of the issues will help in maintaining industrial peace.

1. Introduction of 30% Superannuation benefit to the Direct Recruits of BSNL as per the recommendation of 2<sup>nd</sup> PCR:
2. Finalization of pay scale of JTO equivalent (E2) and SDE equivalent (E3) with additional increments to executives recruited on or after 01-01-2007 to maintain the pay parity.
3. Put an end to the two tier promotion policy and implement time bound functional promotion at par with other leading CPSEs like NTPC, BHEL, SAIL, etc.
4. No outside recruitment at proposed DGM and MT level as sufficient number of required talents available in BSNL.
5. Resolution of various anomalies in EPF of direct recruits:
6. First time bound upgradation in four years in respect of all executives to end the discrimination among executives recruited in different batches:
7. Implementation of child care leave in BSNL for woman employees as per the instruction of GOI as BSNL is following the CCS leave rule.
8. Resolution of pay anomaly which has arisen due to preponement of first time bound up gradation on implementation of 2<sup>nd</sup> PRC.
9. Restoration of SDE (T) backlog vacancies of LDCE for the year 2005-2006 which has been diverted to seniority cum fitness against the existing recruitment rule.
- 10.Reduction of service Bond period of DR-JTOs from 5 years to 2 years
- 11.At par privilege to AIGETOA as of SNEA/AIBSNLEA.

(R P SHAHU)



General Secretary