

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)
ASSAM TELECOM CIRCLE, GUWAHATI, ASSAM

No- AUAB/BSNL/Assam/2021-22

Dated : The 1st of September, 2021 at Guwahati

To,

The Hon'ble Chairperson,
Committee on Welfare of Other Backward Classes

Sub : Submissions to the Committee on Welfare of Other Backward Classes on behalf of the OBC employees of BSNL Assam Circle – reg

Respected Sir,

We take this initiative to welcome you on your Study Visit to Guwahati and hereby express our heartiest appreciation and gratitude for your kind initiative to have discussion with the employee representatives as well as administration of BSNL Assam Circle on the various issues being faced by the OBC employees in BSNL.

Being the major associations and unions in BSNL Assam Circle, we hereby present before you the various concerns and employees of the OBC employees of BSNL Assam Circle who are our members as well :

1. At present, as per the Department of Personnel & training (DoPT) norms, OBC has been divided into 2 categories – Creamy Layer and Non Creamy Layer, primarily on basis of annual income of Rs.8,00,000/- (for private sector employees). Although this segregation does not apply to employees of Govt. Sector where "salaries" are not included in deciding the creamy layers, but there is a serious discrimination by the Govt. towards the employees of CPSUs, where salaries of parents are factored in deciding the income threshold.

Same has already been mentioned discriminatory even in the Judgments of Madras & Delhi High Courts, where directions were issued to the Central Govt to exclude "salaries" to decide "creamy layer" for OBCs whose parents work in PSUs.

Hence we request that "salary" should not be taken into account for computing the annual income in case of PSU employees. Also, the "equivalence of posts vis-à-vis government" may be done in case of PSUs so that the Creamy Layer threshold may be determined on the basis of rank instead of "income from salary" just like in government jobs.


2. Although, it has been mandated to revise the income threshold for determination of Creamy Layer after every three years, but no revision has taken place after the last revision in 2017 (Rs 8 lakh bar).

Hence, we request that the income threshold should also be immediately increased from 8 lakh to 15 lakh as the economy has changed a lot in the last 5 years and there has been a significant rise in cost of living and salaries of employees has also comparatively increased.

3. At present OBC candidates are eligible for maximum age relaxation of 3 years (upper limit) in different government jobs. It is requested to increase the age relaxation for all the categories of OBC candidates up to 5 years as Government Job Vacancies are irregular and many candidates are completing their courses in higher age according to requirement.
4. Suitable Marks relaxation may be provided to OBC candidates sitting for departmental or outside departmental examination of various Govt/PSU jobs.
5. To empower the OBC communities and ensure their involvement at all levels in the decision making process in any organisation, it is imperative that there should be adequate reservation for OBC employees in the matter of roster maintenance for promotion, when promotions are made either through Limited departmental competitive Examination or seniority cum fitness. Hence, through your good selves we request the Govt of India for framing of necessary laws or constitutional guidelines in this regard.
6. As application fees for appearing in entrance examinations of premier public/govt educational institutions or for appearing in entrance exams for jobs in various premier organizations is too high OBC candidates who are economically weaker are unable to apply for the same. Through your good selves, we request the Govt of India that, to encourage the OBC candidates, such application fee may be waived off for OBC candidates.
7. At the same time, travelling expenses to appear in Govt. and PSU entrance examinations should be reimbursed to encourage the OBC candidates to apply for such jobs.
8. To encourage the OBC category of students it is requested that suitable laws be framed to secure their admission through reservation in all Government, semi-government and private schools, colleges and universities including suitable reservation for availing hostel facilities.
9. Also, in all such educational institutions suitable relaxation in admission as well as boarding fees may be provided to the OBC category of students.

We hereby hope that our submissions will find a place in your esteemed report of recommendations to Govt for the uplift of the members of the OBC community. At last, we again express our heartiest gratitude for providing us an opportunity to express our views.

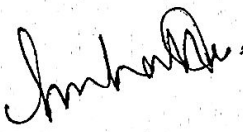
Thanking You.


(Satyajyoti Nath)

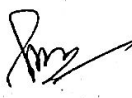
Circle Secy
AIGETOA)


(Barun Baruah)

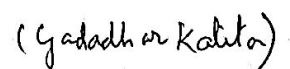
Circle Secy
(SNEA)


(Subhrendu Bhattacharjee)

Circle Secy
(AIBSNLEA)


(Bijoy Deka)

Circle Secy
(BSNLEU)


(Gadadh or Kalita)

Circle Secy
(NFTE)