

# Resolutions of Central Executive Committee Meeting

(Hotel Ashirvad, Neelam Bata Road, Faridabad)

**Dated: 16<sup>th</sup>, 17<sup>th</sup> & 18<sup>th</sup> Sep 2016**

- Shri R P Shahu Ex-GS issue:** It is unanimously resolved that the case of Shri R. P. Shahu ji, Ex-GS will be persuaded with management by the association. AIGETOA will serve notice on the issue in case of non-settlement of the same by management expeditiously. Course of action will be mass leave, Dharna by all members at Circle headquarters and if the issue is not settled by management then all Direct Recruits will gather at BSNL HQ for a massive Dharna.
- Standard Pay Scale:** It was resolved that as per earlier stand, AIGETOA will pursue vigorously for replacement of Intermediate Pay Scales of E1A and E2A with E2 and E3 and association will take all necessary steps to ensure this. It was decided that AIGETOA will convince United Forum for launching more intensified struggle if the issue is not settled through conventional agitation. It was also agreed that AIGETOA will not agree for keeping an Executive in a single scale for 10 years and instead will pursue for merging the Functional scales of SDE and Non-Functional Scales of Sr. SDE. It was also decided that as informed by sister association, some executive may face loss of increments owing to promotion as functional DE in higher scale, AIGETOA will seek protection for the financial loss of such executives.
- Pay Loss :** AIGETOA will seek protection against Pay loss to all JTOs Recruited after 01-01-2007 after achieving standard scale E2 for JTO cadre. AIGETOA will pursue for providing extra increments over and above E-2 to compensate for the Pay Loss of the JTOs/JAOs recruited after 01.01.2007 vis-à-vis pre-revised scale of 9850/-
- 30% SAB:** Presidential orders are expected on 30% SAB from DOT and persuasion of association will be continue its fight for balance Quantum and date of effect. Association will make all efforts including legal recourse to get the rightful due of 30 percent SAB w.e.f. 01.01.2007 and pensionary contribution with effect from 01.10.2000. General Secretary or any person authorized by General Secretary is authorized to file court case on behalf of Association in this regard. It was also resolved that the association will try to enhance the quantum from more than 3% at its beginning itself as the actuarial analysis of PRMB has been completed and it is coming to around 3% as of now.
- CPSU Hierarchy Proposal:** The proposal of the CPSU was deliberated at length. All the proposals including that given by BSNL Management, Inputs submitted by United Forum and that stipulated by Khan Committee was discussed, It was decided that Association should explore the option of placing the executive in the grade corresponding to Pay Scale in which the executive is working and upgrading all the functionally Senior Executives placed in Lower scale at Par with Juniors Promoted placed in Higher Scales. Options like Making AGM-I (For JTOs working in E4), AGM-II (For SDEs working in E2/E3/E4 by giving relaxation), AGM-III (For DEs working in E4 scale) shall be explored. In above case, the inter-se-seniority among AGM will be decided in a ratio of 2:1 between Seniority-cum-Fitness and LDCE w.r.t. to the vacancy year of

the SDE. However, depending upon the feasibility of this proposal, alternatively proposal based on the inputs given by United Forum may also be considered by ensuring that Executives of same vacancy year may be promoted at par with each other (I.e. DPC Vs LDCE) and their inter-se-seniority in AGM Post for a particular vacancy year should be protected by maintaining the ROTA-QUOTA (2:1) between DPCE and LDCE Promoted Executives. Further, Fast Track Promotion Methodology should also be explored by giving sufficient weightage to the number of years served in a scale. Weightage to number of years served in scale will ensure that the executives who could not become SDEs despite serving for long may be given chance to reach AGM grade within a time bound frame of 5-6 years. The CAP at AGM Post is not at all acceptable to association. Further, Fast Track mechanism for young and new Executives should be explored at each at every level i.e. from JTO to SDE, SDE to Sr. SDE. Sr. SDE to DE and DE to DGM to enable them to be promoted to next level after 3 years of Residency in the grade.

AGM-1, AGM-2 and AGM3 like proposal in line with Khan Committee shall be presented to management, if it is difficult then second option can be explored.

A Committee comprising of Mr. Abhishek Choudhary, Mr. P N Sharma, Mr. Wasi Ahmed, Mr. Sridharbabu, Mr. Vaibhav Goyal, Mr. Prashant Gaurav and Mr. Prabhat Sahu was constituted to help GS during negotiations if the need for deliberation is felt on any subject. Mr. Wasi Ahmed will be chairman of this committee. The decision taken by this committee shall be final in case of any confusion.

6. **Separate representation to BSNL recruited Executives:** It was agreed to authorize GS to negotiate with management for the same. AIGETOA will also seek legal recourse on the matter if management fails to address the issue. Further MoU with AIBSNLEA to continue.
7. **LDCE Postings:** Status of court cases at Chandigarh PCAT is discussed. If judgment is not delivered within this month, alternative ways of giving postings as SDEs for LDCE qualified candidates shall be explored. Further association shall write to management to consider Rule-8 waiting list while posting the LDCE qualified candidates and all efforts to be made to ensure that LDCE qualified Executives may be given their choice postings who have already served outside their home state for more than five years.
8. **DPCs/CPCs:** Association will take all necessary steps to execute the pending DPCs/CPCs at the earliest. AIGETOA will pursue with management for settling the court case by doing the necessary corrections in eligibility lists. It was also resolved that association will make effort for an adhoc promotion in SDE Grade for both DPC & LDCE Quota in consultation with other association and management if the court case does not come to any conclusion within a time frame.
9. **Case of reversion of 2007 LDCE passed candidates which is kept under abeyance:** Shri Sridharbabu, JS South will prepare the representation and supply the related documents to CHQ for taking up it with BSNL CO.
10. **Applicability of Senior/Junior clause to LDCE qualified candidates:** Mr. Ajay Kaswan will prepare the representation and supply the related documents to CHQ for taking up it with BSNL CO.

11. **Rule-8 transfers:** AIGETOA will pursue to ensure that TTA to JTO promoted through LICE should be treated as substitutes for settlement of Rule-8 cases. In this regard releasing of letter from BSNL CO will be pursued and maximum number of rule-8 cases will be tried to be settled. Management will be asked to accommodate more candidates in forthcoming JTO recruitment in circles where rule-8 pending cases are high in number.
12. **AP Circle bifurcation:** Mr. Veerabhadra Rao, will prepare the representation and supply the related documents to CHQ for taking up it with BSNL CO
13. **One Increment case of LDCE 2012 qualified -** Further legal options will be explored by legal committee and Association will take this matter for early resolution this issue. Shri P N Gautam CS-MP will work on this issue in taking up with BSNL CO along with CHQ.
14. **Objection to be raised on the notification of Recruitment of JTO in E1 scale:** Letter of Protest will be given by AIGETOA against notification of JTO in E1 Scale. For the existing JTOs, AIGETOA has already obtained stay from Hon. Court for against operation of clause 10 of JTO RR 2014.
15. **Court Case in regard to benefits of 2<sup>nd</sup> PRC before implementation of 3<sup>rd</sup> PRC:** Association will take all necessary steps to ensure that all the mandatory benefits of 2<sup>nd</sup> PRC like extension of 30 Percent SAB w.e.f 01.01.2007, Implementation of E2 and E3 scale in place of E1 A and E2A etc. is implemented before BSNL goes for implementing the recommendations of 3<sup>rd</sup> PRC. If needed, Legal Recourse shall also be explored for implementing 2<sup>nd</sup> PRC recommendations before implementing 3<sup>rd</sup> PRC. House has unanimously agreed for this and General Secretary or any person authorized by General Secretary is authorized to file court case on behalf of AIGETOA, if need for the same arises.
16. **Pay loss of TTA to JTO (Outside) Recruited candidates:** Based on the inputs from affected members, Haryana and AP Circles will give details of this issue and PCAT judgement for further pursuing it with BSNL CO for uniform implementation for all such candidates.
17. **Early conduction of next SDE (T) LDCE:** AIGETOA will pursue to release the notification within one month.