



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

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GS/AIGETOA/2019/93

Dated 17.12.2019

To,

Shri Arvind Vadnerkar Ji,
Director (HR), BSNL Board,
BSNL Corporate Office, New Delhi

Subject: Subverting the rights of executives by freezing the option to change membership subscription and extending the recognition period in favour of the legacy Associations in violation of all the extant rules and norms – another blow on BSNL Recruits in the series of already happening injustices in their Promotion, Pay, Seniority Fixation and Pension – our SOS call, Reg.

Reference: 1. No. BSNL/20-6/SR/2019 dated 06/12/2019 of AGM (SR), CO New Delhi
2. No. BSNL/20-6/SR/2019 dated 13/12/2016 of DGM (SR), CO New Delhi
3. No. BSNL/31-8/SRY2016 dated 22.12.2016 of DGM (SR), CO New Delhi
4. No. BSNL/31-2/SR/2009 dated the 6th January, 2014: BSNL REA Rule-2014
5. AIGETOA Letter no. GS/AIGETOA/2019/90 dated 09.12.2019
6. No. BSNL/20-6/SR/2019 dated the 13/12/2019 of AGM (SR), CO New Delhi
7. No. BSNL/5-2/SR/2019 dated 16.12.2019 of AGM (SR), CO, New Delhi

Respected Sir,

We want to draw your kind attention towards the letter issued by SR Cell, BSNL CO, New Delhi **to skip upcoming changeover window of 16th Dec, 2019 to 15th January, 2020** mentioned under reference #3 and **extension of facilities for the previously elected recognized & support association** vide letter under reference #7.

On the Feedback called by SR Cell vide letter under reference #1, AIGETOA has strongly protested and **submitted its objection to the suggestion of SR cell which was completely biased in nature and intended towards favoring the previously elected recognized and support association vide letter under reference #5.** The protest was lodged in person also. It is learnt that other associations also have lodged their protest against the aforesaid letter. The matter was brought to the notice of your good self also. **We also requested for withdrawal of the facilities granted to the majority and support association as the new Membership verification has not been initiated yet and all association now need to be treated at par as the stipulated three years recognition period was over on 12.12.2019.**

However, ignoring all the protests, objections and bypassing all the prevalent norms/practices/rules, SR cell has gone ahead with the freezing of Membership Change window and extending the facilities till **28.02.2020** just to favor the previously elected recognized & support association & its office bearers. **Extending the recognition period will render the office bearers immune to Long Stay Transfers which was anticipated after 31.01.2020** and the letter for freezing the membership change window has been done to provide them comfort in terms of retention of their membership base for period of six months as with lapse of their recognition period, huge exodus of their membership base was anticipated.

It is indeed very surprising that management wants to favour those associations who have put all the roadblocks in success of VRS scheme in BSNL. The legacy associations who have been extended the undue favour have in fact went over time to confuse the employees and discouraged them to withdraw the VRS option. This fact is evident from their website and same can also be verified by seeking a report on how many of their office bearers withdrew VRS options or have not opted VRS.

Since last many months, all the issues pertaining to BSNL Recruits have been pushed to back bench by the officers of the HR unit. The reluctance of the HR unit for resolving issues related to BSNL Recruits is

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also evident from the fact that despite an agenda based meeting with your good self, not even a single decision which was decided at the level of Director (HR) has been implemented by any of the HR unit till date. Our rights for promotions, seniority fixation, Pay and Pension have been ignored completely.

Despite of the above injustices, we were exercising patience and prudence mainly keeping the interest of BSNL in mind and were hoping that with recognition period getting over on 12.12.2019, at least now management will turn towards BSNL Recruits for the resolution of their long pending issues and will recognize the significance of the young lot for the betterment of the organization. **But to our surprise, instead of revoking the facilities of recognized and support association on expiry of their recognition period, management went one step further to facilitate them by extending them the recognition period facilities till 28.02.2020 and freezing the membership change window to another six months for the reasons best known to SR section. It will be pertinent to mention that none of the existing rulings and norms allows extension of the facilities beyond the period of recognition and freezing of the membership change window (Letters mentioned under reference may be referred to).** All these undue favors actions have been extended in utter disregard to the prevalent rules and regulations and are illegitimate, arbitrary & bad in law.

Seeing this partisan attitude of GM (SR), who in blatant violation of the all set rules and practices has went overboard to help the legacy associations, our belief in the system is completely shattered. We have lost all hopes for an amicable resolution of our long pending HR issues of Promotions, Pension and Pay also. Now we can't be a mute spectator for this continuous denial, ignorance and ever-increasing favouritism towards the legacy associations and their issues by ignoring the rights of BSNL Recruits (BR are around 24000 in number of the left out 30000 executives in post VRS Scenario) who have to carry forward the work of taking BSNL to its pristine glory.

However, still at this belated stage, as we have been exercising faith, patience and prudence keeping in view the volatile situation in which organization is placed in, **we find it worth to bring this partial behavior to the knowledge of higher-ups in BSNL and DoT. This letter be treated as a last ditch effort of this association and an SOS message towards the plight being faced by the BSNL Recruits.** It will be pertinent to mention that no organization can flourish if its performing and young executives are kept in demoralized state and the organization does not converts itself into a meritocratic organization, a demand which AIGETOA has been percolating all these years against the popular wishes of the legacy associations and their mentors in BSNL.

We are apprehensive that mass churning out of members of Recognized & Support Association and their joining to AIGETOA has created a fear in the minds of many. We request for your kind intervention on the matter and request for immediate action on the following:

- 1. Resolution of promotion/seniority related issues of BSNL Recruits within a period of 15 days.**
- 2. Immediate withdrawal of the SR cell L. No. No. BSNL/20-6/SR/2019 dated the 13/12/2019 and continuance of the window for changeover/withdrawal of subscription by executives.**
- 3. Immediate withdrawal of the SR cell L. No. No. BSNL/5-2/SR/2019 dated the 16/12/2019 and Issuance of order for ceasing all facilities provided to SNEA and AIBSNLEA as Recognized Representative Association and Support Association on completion of their THREE YERS tenure period on 12th December, 2019. As per notification, BSNL/20-6/SR/2019 dated 13/12/2016 of DGM (SR), CO New Delhi and putting all associations at Par till next MV process is complete.**
- 4. Replacement of GM (SR) as his tenure on the post is already more than 4 years and his actions have been found contrary to the natural principles of Justice.**

If still our issues remain unaddressed, we will be compelled to launch organization action programs to settle our long pending HR issues and to alleviate the injustices meet out to this association. We are hopeful for kind intervention from your end and hope that our belief in the system will be reinstated by firm and timely action on the part of management.

With warm regards,

Sd/-

[MD. WASI AHMAD]
General Secretary

Copy to:

1. Shri Anshu Prakash Ji, Hon'ble Secretary DoT for kind information please.
2. Shri P.K. Purvar Ji, Hon'ble Chairman & Managing Director, BSNL New Delhi with a request for kind intervention please.