



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

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GS/AIGETOA/2020/10

Dated 06.02.2020

To,

Shri Pravin Kumar Purwar ji,
Chairman & Managing Director,
BSNL, New Delhi.

Subject: Call Attention Notice to be observed in the Lunch Hour on 24th Feb, 2020-Reg.

Respected Sir,

We, the association of Engineers and Account Professionals recruited by BSNL are in constant touch with management and DoT for revival of the Company for last many years. **Our association has supported selflessly each and every aspect of revival process of BSNL with a hope that BSNL will come back on the growth track and will become a top profit making company in near future.** We were very happy to learn that our proposal of VRS had been adopted and passed by union government despite strong opposition from almost all the unions and associations of BSNL.

However, it is regret to mention that despite cooperating whole heartedly and lending our active support to even the toughest revival measures, **our issues are being neglected completely, even those which do not have any financial implications.** *Specifically, Since Last one and half years, there has been a drastic partisan behaviour towards the young and qualified lot of BSNL who have been denied every benefit with regard to their pay, pension and promotions.* Whenever we approached higher ups, we were informed about the poor condition of BSNL, and we were advised to exercise restraint till completion of the VRS process. However, still after completion of the VRS process, none of the HR authorities have taken initiative to address the grievances raised by us and **even the revival process which was the basic foundation stone for this cooperation & mutual belief is apparently getting directionless in absence of a rugged mechanism for O&M activities post VRS.**

Now even the basic necessities **like Salary and operation/maintenance funds are not being provided in time and getting too much delayed, which is creating a huge unrest in the minds of all the executives who are now slowly moving toward a state of complete depression/de-motivation.** *We do understand that department is going through a tough phase, but this tough phase can only be overcome only by increasing the revenue which is totally linked with proper maintenance and customer service.* **In the absence of the minimum funds, the O&M, Customer Care is also suffering very badly.** Earlier people in the field units were maintaining services by spending from their own pockets but now when salary is also not being paid, even that has also stopped. **So the issue of Salary Payment and streamlining of Operation & Maintenance is immediately required to be addressed and we cannot remain indifferent to the cries of our executives in the field units.**

In view of the above, we are constrained to intimate that the association has decided to hold a peaceful **Call Attention Notice in the Lunch Hour on 24th February 2020 at BSNL HQ, all Circles HQ and all SSAs HQ** to seek attention of the management on the issues which are the basic needs of the employees as well as the organization i.e. regularization in payment of salary and medical bills, proper support in field units for smooth service, operation & maintenance of telecom installation in post VRS and resolution of long pending promotion and other HR issues. It's high time that management should come out with a well defined plan of action with respect to the issues being raised by executives of BSNL across India.

Charter of demands for Call Attention Notice:

1. Regularization in payment of Salary (due of Dec'19 & Jan'20) and Medical Reimbursement (due from almost a year) causing severe hardship to the employees.
2. Placement of mechanism and required support in fields units to deal with immediate need to maintain smooth services and O&M of telecom installation in post VRS.
3. Issuance of Promotion orders from JTO to SDE (T) through DPC which has been kept pending for almost one and half year now citing nonexistent reasons of court cases/pendency of review petition filed by department and some associations while there is no such constraint. Immediate notification of LDCE Calendar for JTO to SDE (T) promotions.
4. Issue of regular promotion in all other grades i.e. SDE to AGM, AGM to DGM, AO to CAO & CAO to DGM (F) through DPC/CPC. Ensuring sufficient number of Posts in Post VRS scenario to ensure that the career progression aspects of executives of BSNL do not suffer and they are not made to stagnate on the same posts for years.
5. Settlement of SDE reversal cases of LDCE-2007, who are covered with clause 12(5) of SDE RR 2002 and reinstatement of their positions immediately.
6. Publishing SDE Provisional Seniority List-9 immediately which has been kept pending for no reasons.
7. Enhancement of Superannuation Benefits to BSNL Recruits as committed by the previous CMD BSNL to fill the gap of remaining 7%.
8. Settlement of pay loss issue of post 2K7 JTO/JAOs recruited by BSNL in E1A-Scale.
9. Resolution of Standard Pay Scale of E2-E3 for JTO/JAO-SDE/AO equivalent as approved by the BSNL Board.
10. Withdrawal of erroneous facility extended to the two previously elected associations even after expiry of their tenure on 12th Dec, 2019. Issue of Notification of the 2nd Membership Verification for Executives associations.
11. Transparent implementation of Transfer and Deputation Policy instead of executing cases on pick and choose basis.

Anticipating an early action from management side on the issues raised above.

Thanking You

Yours Sincerely,

--Sd/--

[**MD. WASI AHMAD**]

General Secretary

Dated: 06.02.2020

Copy to:

1. The Director (HR), BSNL Board for kind information please.
2. The GM(SR) for kind information please.