



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

President
Ravi Shil Verma
8373967633

General Secretary
Md. Wasi Ahmad
9431200347

Finance Secretary
Yogendra Jharwal
9414000877

All communication at E-mail - "gs@aigetoachq.org" only

GS/AIGETOA/2020/16

Dated 18.03.2020

To,

The Director (HR), BSNL Board,
BSNL Corporate Office, New Delhi

Subject: Final Call for Settlement of pending issues and immediate withdrawal of illegitimate facilities extended to SNEA/AIBSNLEA, whose recognition period has already ended on 12th December, 2019. – Reg.

Reference:

1. AIGETOA letter No. GS/AIGETOA/2020/14 dated 13.03.2020
2. AIGETOA letter No. GS/AIGETOA/2020/10 dated 06.02.2020
3. AIGETOA letter No. GS/AIGETOA/2020/93 dated 17.12.2019
4. No. BSNL/5-2/SR/2019 dated 12.03.2020 of AGM (SR), BSNL CO, New Delhi
5. No 1-1/2020-Restg. dated 12.03.2020 of AGM (Restg), BSNL CO, New Delhi

Respected Sir,

The reference in invited to the discussions and deliberations held with the representatives of this association in the meeting dated 24th/ 25th February 2020, wherein a categorical understanding was developed and decisions were taken by your good self.

HR Issues:

1. **JTO to SDE Promotion through DPC:** A detailed methodology was worked out and it was decided to seek the opinion of Senior Advocate on the issue and thereafter BSNL was to move ahead with promotions as per the understanding reached between association and management side. However, it is regret to mention that even after your good self's meeting with Senior advocate, no file movement for JTO to SDE DPC has started till date.
2. **Notification of JTO to SDE LDCE:** It was agreed and instructed in the meeting that notification for LDCE shall be published within one week from 24th February 2020 but the same is yet to be notified and even our follow up with GM (Recruitment) has not yielded any result till date.
3. **Settlement of SDE reversion issue of LDCE-2007 case:** It was decided to settle these reversion cases of all such JTOs of 2001 batch, who were covered under clause 12(5) of SDE RR, as one time measure as the RRs have been amended thereafter to remove all the ambiguities without any further delay. The aforesaid decision is also pending to be processed.
4. **Preparation of SDE Seniority List-9:** It was decided to seek legal opinion on the submissions of AIGETOA from ASG and the senior advocate dealing with the case in Supreme Court and the case was to be examined thereafter. The same is still pending without any appreciable development.
5. **SDE to DE Promotion:** It was decided to fill up all the available vacancies as on date which would have catered to the need of promoting almost all SDEs of List 8 & List 9 and would have prevented the stagnation of other SDEs who have been promoted or are going to be promoted soon. However, no action is visible till date on that front too.

6. AO to CAO Promotion: An assurance was given to give positive consideration of the case of existing account officers for promotions in CAO Cadre by providing the needful relaxation and filling up all the available vacancies but no movement is visible on the issue.

Earlier, agenda meeting held with your goodself on 16th Nov, 2019 where some time lines were drawn on various issues. Then similar meeting held on 24th Feb, 2020 and in between regular follow ups were made with all concerned down the line. But it is quite unfortunate that no tangible result is available even after a clear direction from Director(HR) and passage of so much time. This casual approach by people down the line in HR vertical has shattered our belief and hope, where the decision and assurance given by the Director (HR) of the company doesn't hold any meaning for officers processing the case. This continued neglect, partisan approach and arbitrary decisions has created an impression in the mind of young BSNL Recruits, who have highest stake in the company that BSNL is least bothered about their promotion, pay and pension and hence they are feeling completely dejected.

It is worth to remind here that the post 2K7 JTOs/JAOs are already suffering with loss of pay to the tune of Rs. 5-10 K monthly viz-a-viz their pre-revised pay which also needs your kind attention and resolution. Further, standard pay scale of JTO/JAO & SDE/AO equivalent and extension of full 30% SAB to all BSNL Recruits are also pending since long time for resolution. It is important to note here that those BR opted for VRS were deprived full superannuation benefits as available to his counterparts and hence extension of full 30% SAB is very essential for all BSNL Recruits to lead smooth life post retirement.

Association Matters:

1. Unlawful extension of facilities to SNEA/AIBSNLEA as per BSNL REA Rule-2014 and non-opening of membership changeover window: The GM (SR) has issued a letter as referred above for extension of facilities to SNEA/AIBSNLEA till 12th June 2020 against the prevalent rules and democratic practice. As per the BSNL REA Rule-2014, SNEA and AIBSNLEA have ended its recognition period of Majority and Support Association respectively on 12th Dec, 2019. Any further extension is illegal, arbitrary and hence it should be withdrawn without further delay else the association will oppose to its tooth and nail. Further, the last pre-designated window of Dec-Jan for changeover of membership was not opened and suddenly stopped by SR cell raising serious question on the working and decision of the SR Cell considering the facts that it deals with money of executives, who are subjected to continue to pay even those whom they may want to change. It is also to add here that this decision of SR Cell has again favoured the legacy associations as many executives, who wanted to changeover are being forced to pay to these association. Hence the membership changeover window should be opened immediately to allow the executives to exercise their right to opt/withdraw the subscription.

The GM (Restructuring) letter under reference, where he called only SNEA/AIBSNLEA for discussions on the proposed Restructuring of BSNL is ultra violation of the rules and standard practice, knowing the fact that the association which has been given support status i.e. AIBSNLEA is much below AIGETOA in terms of number of membership as on date. It's a grave misuse of position by GM (Restructuring) as no association was recognized at the time of the letter and inviting the association of 3rd position by ignoring 2nd Position proves it. This is arbitrary and incorrect decision, both on the part of Restructuring Cell and SR Cell; points to a clear favour & partisan approach by these units towards the legacy associations and the reasons for the same needs to be enquired upon. AIGETOA being an association whose members have longest stake in survival of BSNL can't accept this approach of HR authorities and is fully determined to resist all such activities, which is not only affecting our future career prospects but also endangering the revival process of BSNL for which AIGETOA was the only association which unconditionally supported the moves and decisions of Government of India wholeheartedly.

In view of the above, we hereby serve a final reminder to BSNL Management to settle the issues as agreed in 24th-25th Feb, 2020 meeting within next 15 days and immediate withdrawal of the letter No BSNL/5-2/SR/2019 dated 12.03.2020 of AGM (SR), BSNL CO, New Delhi and No 1-1/2020-Restg dated 12.03.2020 of AGM (Restg), BSNL CO, New Delhi. We further demand early notification of Membership Verification of Executives Association through Secret Ballot Paper and scrapping of facilities to all associations till the result of next Membership Verification.

In absence of corrective and conclusive action on above issues, AIGETOA will resort to organizational actions program withdrawing all cooperation which it has extended so far and onus of the unrest shall completely lie on the part of BSNL Management. From 23rd March 2020, AIGETOA members will execute its duties by wearing black badges to show our strong resentment against partisan behavior and complete neglect of our issues. We have shown extreme restraint at this moment due to CARONA EPIDEMIC but will definitely revert back with full-fledged agitation program after lapse of 15 days period, if above demands are not met to our expectation. AIGETOA is ready to go any extent including indefinite Dharna at all level i.e BSNL CO, Circle HQ and SSA HQ Pan India to protect our democratic rights and settlement of long pending issues of BSNL Recruits. So, this letter may kindly be considered as a final reminder call.

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. The CMD, BSNL for kind information and a request for kind intervention please.
3. All Functional Directors (other than HR) of BSNL Board, New Delhi for kind information pl.
4. The GM(SR), BSNL Corporate Office, New Delhi for kind information Please.