



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2021/58

dated 03.05.2021

To,

The Sr General Manager (SR),
BSNL Corporate Office, New Delhi.

Subject: Suggestion of AIGETOA with respect to the opinion sought on steps to be taken for employee welfare in the current scenario-Reg.

Respected Madam,

This is in reference to the opinion sought by the association for the steps to be taken for the welfare of employees in these testing times. We appreciate the gesture of the management towards the employees and their concern for BSNL Parivar in one of the most challenging time. ***We feel that timely disbursement of the salary is one of the most required needs of the employees in this critical juncture, where pandemic has created severe devastation in the country including our employees. As you are aware that Salary for the month of April-2021 has not been paid till date and many families desperately looking for the same to meet exigencies and hence it should be first prioritized.***

Further, we want to put our suggestions as annexure-A (attached) for kind consideration and reaffirm our commitment to stand with the employees and management in this grim situation to extend any help. We do hope that together we can win over the difficult time also by providing much needed help to our fellow employees which is the USP of BSNL Family.

Encl. As above

With warm regards,

Sd/--

[MD.WASI AHMAD]

General Secretary

**Suggestion of AIGETOA with respect to the opinion sought on steps to be taken for
BSNL Employee welfare in the current scenario**

1. Immediate disbursement of Salary of April-2021 and its regularization here onwards.
2. Deposit of pending amount of existing SAB Fund to the LIC to make it up-to-date.
3. Enhancement of the SAB Pension Contribution at least from existing 5% to 10% to BSNL Recruited Employees to ensure suitable social security to the family of employees, WHO DOESN'T HAVE THE GOVERNMENT PENSION. As on date the defined contribution is 21.8% (**EPF- 12%, Gratuity- 4.8% and SAB Pension Fund- 5%**) against the ***provision of 30% defined contribution of SAB.***
4. Approaching to Hon'ble MoC, Govt of India for compensatory amount of Rs 50 Lakh from the Dept of Telecom to the family of all deceased employee of BSNL and other PSUs under the administrative control of the DoT.
5. BSNL funded GTI for all employees for the amount of Rs 50 Lakh.
6. BSNL funded Group Mediclaim Policy for all employees for 10 Lakh Indoor Treatment Coverage. BSNL MRS should be kept for outdoor treatment and critical illness going beyond Rs 10 Lakh.
7. Initiation of Benevolent Fund by the BSNL to provide support to the family of all deceased employees including Covid-19 cases by immediate disbursement of Rs 25 Lakh to the dependent family members having Govt Pension Facility and Rs 50 Lakh to those employees, who doesn't have Govt Pension Facility.
8. This association feels that the above Benevolent Fund should be funded completely by BSNL for all employees under ideal scenario. However, if management is not ready for it and prefer some contributory mechanism by employees then equal contribution by employees and employer may be explored and consulted with all stakeholders with a provision that any employee can keep himself/herself out of this Benevolent Fund Contribution and scheme by giving an undertaking on plain paper. The person who voluntarily opts out of this scheme should not be considered for the benefit associated with the benevolent scheme.
9. Compassionate Ground Appointment should be reinitiated.