



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2022/47

Dated 11.05.2022

To,

Shri Chandeshawr Singh ji,
Chairman, AUAB

Shri P Abhimanyu ji,
Convener, AUAB

Subject: Inclusion of residual issues of 2nd PRC i.e. 30% SAB and E2-E3 Pay scales in the charter of demands in the proposed organizational programs by AUAB for implementation of 3rd PRC in BSNL- Regarding.

Reference: AUAB letter dated UA/2021/45 dated 05.05.2000

Dear Comrades,

Reference is invited to the letter mentioned above wherein you have requested AIGETOA to accept the **overwhelming view of the constituents of AUAB that demand of 3rd Pay Revision/3rd Wage Revision should be taken separately without clubbing with any other demand to that meaning to go for organizational programs without residual issues of 2nd PRC i.e. E2-E3 Pay Scales for JTO/JAO & SDE/AO equivalents and 30% Superannuation Benefits (SAB) for BSNL Recruited Employees.**

The firm stand and suggestion of AIGETOA to include standard E2-E3 Pay Scale and 30% SAB along with demand for implementation of 3rd PRC has been categorically and unambiguously explained in the last two AUAB meetings held in the month of April/May 2022. As far as the overwhelming opinion of constituents is concerned, it will be worth to mention the following historical facts with regard to the residual issues of 2nd PRC as raised by AIGETOA from time to time:

1. When recommendations of 2nd PRC was implemented in BSNL wef 01.01.2007, the recommendation contained 30% SAB as well as implementation of standard pay scales for JTO/JAO and SDE/AO Equivalent, but the same was never ever taken up by the recognized associations/unions at that time, despite the fact that AIGETOA has participated in all major agitations launched at Joint Platforms and was precipitating these issues at each & every available platform.
2. In Year 2012, when the agitation for extending the revised multiplication factor for 2nd PRC fitment was being executed under the banner of JAC, 30% SAB was also in agenda. But, when the Revised Multiplication Factor was implemented, Superannuation Benefit was altogether forgotten and it was left for AIGETOA to fight for the same in the succeeding years.
3. Thereafter, again in 2018, when Hon'ble MoSC and Secretary DoT directed BSNL to discuss and decide on 30 % SAB, BSNL management later on agreed to extend 4% in the same Financial Year 2018-19 and balance 3% in next FY 2019-20. The same was never pursued by properly by the forum thereafter, despite the ball being in the court of BSNL itself and firm agreement by CMD BSNL to the leaders of AUAB on the matter. Further in subsequent meetings at the level of Secretary (DoT) and Additional Secretary (DoT) with four representatives of AUAB i.e. GS BSNLEU, GS NFTE, GS SNEA and GS AIBSNLEA, the agenda of E2-E3 was not even taken up for discussion despite assurance by Hon'ble Minister to look into the issue.
4. More Astonishing was the fact that when AUAB served the notice again in September 2019, the agenda of Residual Issues of 2nd PRC was again ignored, which clearly proves the fact that AUAB considers residual issues of 2nd PRC as the sole responsibility of AIGETOA.

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5. Now again, in the AUAB meeting held in October 2021, management assured that the pending contribution towards SAB fund shall be deposited by 31st March 2022 to make the fund up to date. However, no follow up action was taken by AUAB on the same despite several requests of AIGETOA. Herein, it will be pertinent to mention that for delay of few hours in salary disbursement for the January Month 2022, AUAB registered its strong protest on the very same day.

Please don't take it that above facts have been written to criticize anyone but to remind the sequence of events on the matter of E2-E3 and 30% SAB. **We are just highlighting what overwhelming opinion has done in past to the very genuine and most important issues pertaining to BSNL recruits. It's our firm belief that decision on any issue should not be based on overwhelming opinion but the same should be done on the genuineness of the issue and the effect which does on the majority chunk of the employee without causing any harm to any other set of employees.**

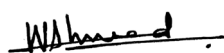
We wish to inform that residual issues of 2nd PRC i.e. **E2-E3 Pay scales and 30% SAB are the issues which should have been extended much before but the same was always ignored whether it was done at the time of formation of BSNL or at the time of implementation of 2nd PRC. Despite this ignorance, we have always participated and preferred to remain the part of joint platforms, just to respect and maintain the unity amongst employees.** It is further stated that the above two issues affect majority chunk of BSNL recruited employees which consists of more than 65% of the working strength. **It affects executives as well as non-executives because after promotion to the executive grade, the non-executives JEs and other employees are placed in a lower scale leading to pay loss for all of them. We have seen especially in the last pandemic, what happens to the families of BSNL recruited Employees after the departure of its only bread winner of the family to the never ending eternal journey. They are left to be fed on meager pension of 2000-2200 of SAB and around 2500 of EPF family pension which is only applicable to the BSNL recruits employees.**

However, we completely believe in the saying - let bygones be bygones. But now, when the talks of 3rd PRC is on the anvil, ignoring the residual issues of 2nd PRC will tantamount to ignoring the voices of the BSNL Recruited Employees, **who have been striving hard for getting their genuine dues of Pay & Pension since long and they form the majority chunk of the employees of BSNL. AIGETOA as a majority recognized association of executives cannot ignore this fact. Hence we are requesting to add E2-E3 and 30% SAB with 3rd PRC demand.** Even then, after your appeal, matter was presented before the governing body of AIGETOA and subsequently before the group of Circle Secretaries and Circle Presidents of AIGETOA. **The overwhelming view of all across India was to include the 2nd PRC residual issues of Pay Scales E2-E3 and 30% SAB in the charter of demands along with implementation of 3rd PRC for Executives & Non-Executives in BSNL. Even principle of natural justice also implies that the past benefits should be extended first before asking for any future benefits.**

So, in our considered opinion, the proposed organizational program by AUAB for 3rd PRC in BSNL must include the residual issues of 2nd PRC i.e. Standard Pay Scale E2-E3 and 30% SAB in the charter of demands, which have been included previously also. We sincerely feel that AUAB will respect the voice of BSNL recruited Employees and include these points in the charter of demands while deciding the organizational program. We also reiterate your concern that maintaining unity among the constituents of AUAB is utmost important.

Thanking you.

Yours Sincerely


(MD. WASI AHMAD)
General Secretary

Copy to: All constituents of AUAB for kind consideration please.