



# All India Graduate Engineer Telecom Officers Association

( An Association of DR Graduate Engineers / Account Officers of BSNL )

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No. GS/AIGETOA/2016/25

Dated 20.10.2016

**To,**

**Shri Anupam Shrivastava**  
**Chairman and Managing Director**  
**Bharat Sanchar Nigam Limited**  
**Janpath, New Delhi**

**Subject: Notice for the agitational program against non-resolution of long pending basic issues of Direct Recruit Executives of BSNL-Regarding.**

Reference: [1] 1-5/2012-Restg dated 07.10.2016 of GM (Restg/WS&I), BSNL HQ, New Delhi

[2] CHQ/UF/2016-17/01 dated 17.08.2016

[3] CHQ/UF/Exe. Asso./AIBSNLEA-AIGETAO/8 dated 27.04.2016

**Respected Sir,**

This is bring to your kind notice that the BSNL recruited executives are feeling dejected due to continuous neglect of their very basic issues pertaining to serving benefits, retirement benefits and logjams in career progression. We are aggrieved that the mandatory benefits pertaining to the BSNL recruits like replacement of non-standard pay scales of E1A and E2A with standard pay scales of E2-E3 for JTO-SDE equivalent, complete 30% Superannuation Benefits to the BSNL recruits have been made to hang on the pretext of **financial crunch** in the company while at the same time, BSNL has been extending the Perks, Allowances and **non-mandatory benefits including Freebies like PLI** to all the employees of the company. This gives us enough evidence that the talks of finance and affordability of the company is just being used as an excuse for not extending our legitimate rights.

We have been pursuing for extending the 2<sup>nd</sup> PRC benefits which pertained exclusively to the employees and executives directly recruited by BSNL after its inception on 01.10.2000 ever since BSNL management notified the presidential orders for implementing 2<sup>nd</sup> PRC recommendations. We regret to mention that management has failed to resolve them even after a passage of almost ten years. The commitments given to this association have been broken and our dreams have been shattered again and again by a series of non-fulfilled promises and apathy of the management towards its most precious lot **i.e. the BSNL Recruits**. Based on your assurances and commitments, we have kept ourselves devoted full time, keeping the interest of company on priority but all of us are feeling ourselves dejected and resentful by realizing the fact that the company has come in terms to **extend freebies and gifts like PLI** to all its employees from top to bottom but it is not having the money to fulfil the mandatory benefits of 2<sup>nd</sup> PRC to the BSNL recruited employees. Benefits pertaining to the employees governed by 6<sup>th</sup> CPC and 7<sup>th</sup> CPC have also been extended in totality but BSNL does not have the money to extend a secure social security Benefit to BSNL recruits.

**Regn. No. : HR/019/2016/02138**

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

**Our social security is being compromised and families are being made to run pillar to post in the event of any casualty with BSNL recruits but the freebies/gifts are being extended to flourish the already secured life.** The 3<sup>rd</sup> PRC due date is approaching fast while the 2<sup>nd</sup> PRC recommendations for the BSNL recruits are still pending for resolution due to continued negligence of our issues. From the letters issued by the management from time to time, it is quite apparent that management is very keen, concerned and eager to implement the 3<sup>rd</sup> PRC while the mandatory provisions of the 2<sup>nd</sup> PRC which pertains to BSNL recruits, even the mandatory provisions for extending social security benefits like 30 percent Superannuation Benefit find no mention and concern.

Due to the continued negligence towards our most important issue, we have been compelled to launch organizational action programs to seek the attention of BSNL HR team for the resolution of the long pending 30 Percent Superannuation Benefits pertaining to BSNL recruits.

**DEMANDS:**

**30% Superannuation Benefits from 01.01.2007 and creation of Pension Fund w.e.f. 01.10.2000 for all BSNL recruited employees.**

**ORGANIZATIONAL ACTIONS & SCHEDULE:**

**One Day Mass Leave on 2<sup>nd</sup> Nov'2016.**

The program shall be intensified further if management does not settle this genuine grievance of BSNL Recruited Executives.

We still believe that management will take cognizance of the genuine issue and will take necessary action in this regard to avoid the unrest. AIGETOA sincerely believes and is quite hopeful that the management will seize the opportunity to address the lost ground and ensure immediate settlement of our issues and will not force us to start intense organizational action programs like indefinite Dharna and work according to rule etc. In case, BSNL management do not take note of the resentment of the executives, responsibility of the industrial unrest shall lie on BSNL management.

Thanking You.

Sincerely Yours

**[Ravi Shil Verma]**  
General Secretary

Copy to:

1. Director(HR) BSNL Board, New Delhi
2. Directors(CFA), BSNL Board, New Delhi
3. Director (CM), BSNL Board, New Delhi
4. Director (Enterprise), BSNL Board, New Delhi
5. Sr. GM (Pers), BSNL CO, New Delhi
6. GM (Estt), BSNL CO, New Delhi
7. GM (SR), BSNL HQ, New Delhi.
8. GM (Admin), BSNL CO, New Delhi