



All India Graduate Engineer Telecom Officers Association

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

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No. GS/AIGETOA/2016/26

Dated 22.10.2016

To,

Shri Dinesh Roy

Convenor

Forum for Integration of BSNL Recruited Employees

Dear Dinesh Ji,

As you are aware that the long pending issue of extending 30 percent Superannuation Benefit and creating of pension Fund w.e.f 01.10.2000 for the BSNL recruited employees has been kept pending by Management for years together without significant progress on the issue. We have been pursuing for extending complete 30 percent Superannuation Benefit to the BSNL recruited employees ever since BSNL management notified the presidential orders for implementing 2nd PRC recommendations. Despite of the consistent persuasion, management has failed to resolve this most important issue pertaining to BSNL recruits. The commitments given to the BSNL recruits have been broken again and again and the apathy of BSNL management continues towards its most precious lot **i.e. the BSNL Recruits**. We, the BSNL recruits 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 2nd PRC to the BSNL recruited employees. Benefits pertaining to the employees governed by 6th CPC and 7th CPC have also been extended in totality but BSNL does not have the money to extend a secure social security Benefit to BSNL recruits.

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. It is very unfortunate that while Direct Recruits are dying and their families are left helpless without a penny, the money is being spent in symbolic appeasement. 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 3rd PRC while even the mandatory provisions for extending social security benefits like 30 percent Superannuation Benefit to BSNL Recruits finds no mention and concern. The PRC recommendations are very clear on the fact that BSNL is to implement the retiral benefits in totality before extending perks and such freebies. 3 Percent SAB contribution is a very meagre amount and we need to ensure that Management contributes complete 30 percent in totality now.

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

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With above in mind and 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 2nd Nov'2016.

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

This is high time for the BSNL recruits to realize that now it's the time to get united and raise their voice in a single tone. It's time to stop each and every benefit which is being given at the cost of BSNL recruits. **We will have to show to this management that if the rightful dues of BSNL recruits is ignored any further, it will be difficult for them to run the show. By coming together only, we can make this management realize the real value of the BSNL recruited employees.**

In view of the above, I take this opportunity to request for cooperation, support and active participation of all the constituents of FIBRE in the above mentioned Protest action. Kindly request all to participate in the forthcoming Protest action program on 2nd November 2016 and ensure maximum participation irrespective of the individual affiliations so that management realizes our pain and keeps the issues of BSNL recruits at priority.

I hope all the BSNL recruited employees will definitely come forward and support this noble initiative.

With Regards



Ravi Shil Verma
General Secretary