

MEMORANDUM OF UNDERSTANDING
BETWEEN
AIGETOA AND AIBSNLEA

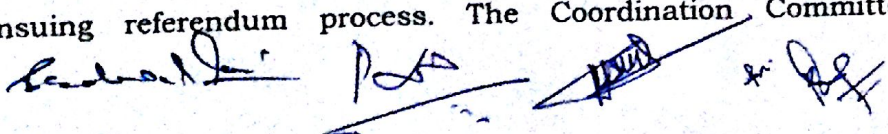
This memorandum of understanding is made between All India BSNL Executives' Association (a welfare service association registered as society under Societies Registration Act 1860 and hereinafter referred to as 'AIBSNLEA') of the First part and All India Graduate Engineers Telecom officers Association (a welfare service association registered as society under Societies Registration Act 1860 and hereinafter referred to as 'AIGETOA') of the Second part.

Whereas, Bharat Sanchar Nigam Limited (a Central Government Company) is going to hold a referendum for verification of majority service association of its executives as per the rules and schemes notified in this regard.

Whereas, the Central Office Bearers of AIBSNLEA and AIGETOA met on 13/07/2014 at New Delhi to discuss the participation in said referendum and welfare of their member executives. The parties then agreed upon a common minimum program for the advancement of welfare of their member executives and participation in ensuing referendum.

Whereas, the parties are desirous of reducing said common minimum program in writing through a memorandum of understating, this reads as under: -

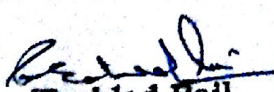
1. That the both of the parties shall contest the referendum jointly;
2. That AIGETOA shall seek for the distinct recognition for the advancement of welfare of its members directly recruited in BSNL as it is representing a separate class of executives in terms of some benefits. This memorandum shall not dilute or otherwise affect said persuasion of AIGETOA, and AIBSNLEA shall also support AIGETOA in this persuasion as and when required;
3. That AIGETOA shall support AIBSNLEA in ensuing referendum and solicit its members to vote and support AIBSNLEA;
4. That AIBSNLEA shall ensure the advancement of welfare of all the BSNL executives, whether absorbed and directly recruited;
5. That the CHQ office bearers and Circle/Branch Secretaries of both of the parties shall work together for the advancement of the welfare of their members and settlement of day to day service issues at their respective levels;
6. That there shall be formed Coordination Committees of AIBSNLEA & AIGETOA at CHQ, Circle and SSA level to successfully contest the ensuing referendum process. The Coordination Committees shall





represent, discuss and negotiate the service issues at their respective levels before management as agreed between them from time to time;

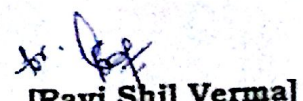
7. That this memorandum is not intended by the parties to swap the members from one party to another;
8. That the office bearers of both of the parties shall tour and canvass jointly to ensure success in the referendum;
9. That AIBSNLEA and AIGETOA will jointly pursue the agreement dated 8th August 2013 and Record of Discussion dated 23rd April 2014. i.e.: -
 - a. Pay Parity;
 - b. Standard Pay scales (E2/E3 for JTO/SDE equivalent);
 - c. 30% Superannuation benefit to Direct recruits;
 - d. 4 year uniform time bound up-gradation;
 - e. Regularization of EPF contribution from date of Induction training and centralization of EPF Account;
 - f. CPSU cadre Hierarchy;
 - g. MT and DGM recruitments from internal executives;
 - h. Implementation of transfer policy in true spirit;
 - i. Holding of LDCE every year on calendar year basis;
 - j. Rule-8, special recruitment of JTO in hard tenure circles, Spouse case transfers and transfer of executives posted at hard tenure stations and Mass displacement cases, etc.
 - k. Five increments as an interim measure till settlement of Pay scales to SRD JTOs, JAOs of 2013 batch and PAs.
10. That Issues related to the TTAs promoted to JTO cadre will be taken up vigorously for early settlement. TTAs promoted as JTOs shall be encouraged to join AIBSNLEA.
11. That in case of any difference of opinion between the parties the Coordination Committees at their respective level shall decide and resolve the differences.

In witness whereof, the parties have put their respective hands on twenty second day of August of two thousand and fourteen at Hyderabad INDIA.


[Prahlad Rai]
Gen Secretary
AIBSNLEA


[P. Venugopal]
President
AIBSNLEA


[R.P. Shahu]
Gen Secretary
AIGETOA


[Ravi Shil Verma]
President
AIGETOA