

ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION



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No: CHQ/AIGETO/317

Dated: 23rd Jan 2011

To

Shri N.K. Narang

Sr. GM (SR)

BSNL CO, New Delhi

Subject: Notice for country wide lunch/closing hour demonstration on 24th Feb and full day Dharna on 4th March 2011-Regarding

Reference: BSNL/7-1/SR/2011 Dated 22nd Feb 2011

Dear Sir,

In reference to your letter mentioned under reference, this association welcomes the letter issued by your good office especially the last sentence where management has shown the intent to "**have the issue resolved amicably through mutual negotiation**". Though the gesture is very good but keeping in view the speed and intent with which our management has worked towards the resolution of issues even after repeated agenda meetings, decisions taken in meetings, persuasions and follow-ups, this sentence raises serious doubt about the way of saying and working of the management. If BSNL management really believes in resolving the issues through mutual negotiation then there is a very high need of introspection keeping the following questions in mind:

1. **Regarding standard pay scale to JTO/JAO and SDE/AO:** more than 2 years have passed since implementation of 2nd PRC but the decision on standard pay scales is yet to come. Basic motto of any pay revision is to enhance the salary of employees to cop-up with the economic growth of the country and it never intends to decrease the salary of employees. This association has been following this issue since the pay revision and submitted detailed representation many times that how young executives are getting less salary of Rs 5000-6000/- per month. Undoubtedly management has realized the injustice and acknowledged the same in the form of record of meetings. The record of both the meetings i.e. 25th Feb and 3rd Sep 2010 can be referred wherein it is clearly mentioned that finalization of standard pay scale will be processed immediately after receipt of views of DOT on E1A/E2A and regarding getting less salary then pre-revised scale will be resolved by Establishment section within 2 month of time. But several months have passed since then, Establishment cell of BSNL CO has done nothing except lip sinking on the issue. Still to complicate the issues further, while this issue was in consideration of the committee formed for the purpose, all of a sudden, Establishment cell issues a clarification to stop the benefits of executives whose pay was being protected by some circles by realizing the gravity of the problem and plight of the young executives. This association had already requested BSNL management that they have no right to reduce the salary of some group of executives

and any reduction of scale is not at all acceptable but without bothering about the situation, establishment cell has issued unwarranted clarification to fix the JTO on E1 scale till the finalization of pay scale as if they wanted to add fuel to the fire. Sir, **the clarification has been kept in abeyance not because of mutual negotiation but only on notice of agitation.** Will your good self still say that we should believe in negotiations in amicable environment? We would also like to know whether anybody will be held accountable for this sudden act of provocation as by withholding the clarification, establishment cell had proved that there was no need for clarification till submission of committee report.

2. **Implementation of DOP&T guideline in fixation of inter-se-seniority of JTOs:** record of both the meetings may be referred wherein it is clearly mentioned that DOP&T guideline will be followed. Establishment cell had been instructed for ensuring the implementation in field. It is bitter surprise that instead of ensuring the implementation of DOP&T guidelines, an issue already resolved in the meeting under the chairmanship of CMD of this organization, Establishment Cell started fresh discussions by completely ignoring the commitment in writing by the CMD of BSNL and till date they have kept the issue pending with them with strange reason and is completely mum on the reply submitted by this association. Thousands of qualified executives are suffering just to get their first promotion even after passing of more than 9 years and even when thousands of vacancies remains unfilled. We would like to know, whether management is willing to resolve this issue on urgent basis and ensure promotional benefit to the thousands of the qualified executives of BSNL through mutual negotiation.
3. **Uniform period of four years for first time bound upgradation:** This association has been demanding to implement the uniform period of four years for first time bound upgradation in respect of executives as it has created discrimination among different batches after pay revision. Records of the meeting may be referred wherein CMD has committed to look the issue positively, It is really ridicules to say that instead of considering this very genuine demand, BSNL management is not even implementing the existing EPP and are giving first time bound upgradation in six years instead of giving it on the date of crossing of minimum of next higher scale as per existing EPP. We would like to know whether management firmly wants this issue to be settled amicably.
4. **EPF Issue:** 9 years have passed of mutual negotiation despite knowing the fact that this is only future security for direct recruits. There are countless anomalies in respect of EPF. Records of the meetings may be referred and progress to resolve this anomaly may be self analyzed. It seems that even the decision of centralization of EPF Accounts has not found favor with our HR managers as the work which was to be commenced immediately is yet to see the light of the day even after two CMDs (Shri Gopal Das and Shri Kuldeep Goyal) have acknowledged the gravity of the situation and have assured resolution. We would like to know whether words and commitments made by the head of the organization has any weight, merit, value and worth for the Managers responsible for executing the decisions taken by CMD. How come a JAO who was to be posted for EPF Cell is posted in some other cell. How come Shri Surinder Kumar's transfer to BSNL CO for the EPF related work is withheld without any reason? We want to know whether management is committed to provide remedy for thousands and thousands of BSNL recruitees? Whether any time limit is there for resolving the issue amicably through mutual negotiation?

5. **Implementation of 30% superannuation benefit in respect of direct recruits:** Please refer to the record of meeting of 25th feb 2010 wherein it is clearly mentioned that final decision will be taken after findings of Sr GM (Legal) within one month. Since than it is one year even DPE has clarified the doubt raised by BSNL management regarding leave encashment but so nothing has happen. We want to know, is this what is called as result of mutual negotiation?
6. **Pending Rule-8 Transfer cases, request and transfer cases :** In spite of matter being resolved at the level of CMD BSNL, nothing concrete has been done in this regard and many executives are held up in their circles inspite of crossing of much more years than what is required as per transfer policy. The Tenure and request transfer cases of SDEs are also held up without any reason. We want to know from the management that whether all such executives will ever be able to go to their respective choice circles through mutual negotiation?
7. **Child Care Leave for female employees:** Whether Management is willing to do something in this regard when even government of India is also showing its complete commitment and support for the cause of women empowerment. Whether management is going to recognize the much awaited need of its female employees and start deliberations on the mechanisms involved through amicable means.

There are several such issues mentioned in the records of meetings for which this association has shown it's patience and tried its level best to resolve the issues amicably through mutual negotiation. We also appreciate that the things should be solved amicably but the continuous ignorance and reverse action on BSNL management part in regard to the resolution of the issues has forced us to adopt the path of agitation for which we never intend to, considering the current position of our company. So for **It is bitter truth that result of mutual negotiation chaired by top of this company is another endless negotiation at lower level management.** In the absence of any concrete Road Map with well defined mile stones by BSNL Management in regard to the resolution of issues, we are constrained to keep our current agitational program continued. We sincerely hope that management will take up the issues seriously and come to final resolution well before time and will not force us to intensify this agitation any further.

Regards,



(R P Shahu)

Copy to:

1. CMD BSNL for kind information please.