

ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

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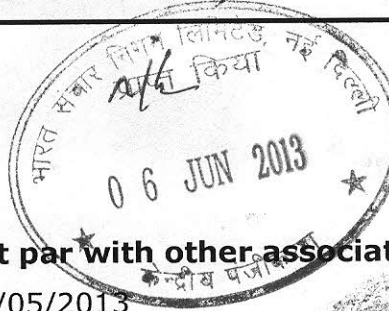
General Secretary

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No: CHQ/AIGETOA/419

Dated: 06/06/2013

To
The Sr.G.M. (SR)
BSNL CO, New Delhi



Subject: Grant of facility to AIGETOA at par with other associations- regarding

Reference: BSNL/31-4/SR/2013 dated 31/05/2013

Dear Sir,

This association has received reply on the subject matter from your good office vide letter mentioned under reference wherein the association has again been denied at par privileges with SNEA and AIBSNLEA. Further, the reply given by your good office is not at all considering our concern and is showing complete manipulation of the facts to give unwarranted favor to some of the executives associations without having any rule and guidelines. This association has been pursuing this issue since year 2006 but yet the management has not taken appropriate steps to resolve this high level discrimination among executives associations. Hence without prejudice to right of this association to take further steps including agitational and/or judicial remedy to resolve this issue we are hereby submitting our reservations once again in respect of content of the reply mentioned under reference for your kind consideration and immediate necessary action:

1. It is mentioned in reply issued by your good office that, this association has been granted "informal meeting with the management" but your good office has failed to answer why this association has not been given equal privilege to that of SNEA and AIBSNLEA. Your kind is well aware about meaning of informal meeting which is not sufficient to resolve various issues of members through mutual negotiation.
2. It is also mentioned in the reply issued by your good office that *some association operating in DOT under some name got merged together on formation of BSNL with new nomenclature or adopted a new name as well as constitution*. It is completely baseless and irrelevant to our basic concern that why this association is not granted at par privilege. It is admitted fact that BSNL has not formed any rules for recognition of executives association hence following the government guidelines and according to the government rules DOT has refused to consider the change of name and constitution and have denied their recognition vide it's letter F.No. 25-1/2003-SR dated 2nd Jan-2004 (**attached herewith and marked as Annexure-1**). How can BSNL give recognition with facilities to those associations who have been denied by the DOT and refuse granting same faculties to this association? Moreover once name and constitution both has been changed along with the organization, they cannot be treated as old association working in DOT and the same privilege cannot be continued in new organization for unlimited time. Assuming but not accepting the explanation given by your office to be true, how can that be the reason to deny the privilege to this association which is representing the issues of executives recruited after formation of BSNL.
3. It is also mentioned in the reply that, *it cannot be denied that these associations had their legacy in DOT and members of these associations, who got absorbed in BSNL, mostly continued with the same associations having new names*. It is utter surprise that without having any mechanism of membership verification of executives association in BSNL your

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good office is giving certificate to some of the executives associations regarding their strength of membership which is highly objectionable and uncalled for.

4. It is admitted in the reply that *in the absence of any rules and regulations governing conduct of membership verification in BSNL and with a view to continue providing some platform to the executives for redressal of their grievances, some facilities were extended to these associations*. Moreover your good office has also admitted in truth and spirit that these associations are having legacy in DOT and representing the executives absorbed from DOT. In fact there are two executives associations SNEA and AIBSNLEA who are basically representing the executives absorbed in BSNL from DOT, have been extended facilities and platform for redressal of their grievance. We fail to understand whether the executives recruited after formation of BSNL having different terms and condition of service in comparison to the absorbed executives, do not require any facility or platform for redressal of the grievances of its members and it is a known fact that our association has been representing the issues of direct recruits of BSNL?
5. In the last paragraph of the reply issued by your good office it is mentioned that *the process of finalization of rules and regulations governing conduct of membership verification in BSNL has been initiated and expected to be finalized soon. This will facilitate grant of recognition to the majority association and the process would address the issue of parity amongst various associations operational in BSNL*. In this regard I would like to say that this is 13th years of formation of BSNL yet nothing has been done regarding finalization of rules and regulation in respect of membership verification of executives associations. I also request your kind to refer point no-11 of the record of the meeting (**attached herewith and marked as Annexure-2**) held with this association on 25/02/2010 under chairmanship of CMD BSNL where similar word "soon" is mentioned regarding conduct of membership verification. Now it is about 3.5 years passed but this word "soon" could not reach to it's meaning. Whether this is a deliberate attempt on the part of management to extend undue favor to some of the associations in the name of conducting the membership verification and extending the benefits sine die. Moreover SNEA/AIBSNLEA has been granted full recognition and facilities since last 8 years in BSNL and hence given enough time and support to grow and establish, in this situation calling referendum without giving level playing platform to this association is highly biased and injustice. This association is only asking about at par privilege as of other executives associations i.e. SNEA/AIBSNLEA till the membership verification of executives association happens in BSNL.

Apart from above we are hereby also submitting some facts which strongly justify immediate need of extending full facilities and platform to this association at par with SNEA and AIBSNLA.


- I. After inception of BSNL on 01-10-2000 there are two groups of executives in BSNL one who are absorbed from DOT and other who are directly recruited by BSNL. There are substantial differences in service condition of these two groups and in many cases interest of these two groups are contradictory. For example- absorbed executives are covered under government pension for their superannuation but direct recruits are governed with DPE guidelines for their superannuation, fixation of inter-se-seniority among absorbed executives and direct recruits are having contradictory in interest and there are lots of anomalies in fixation of seniority, having clash of interest in respect of career progression etc.
- II. As the executives associations extended facilities and platform to represent the grievances are mostly representing the absorbed executives and hence grievances of direct recruits remain unaddressed in the absence of at par facilities and platform to this association which represents the direct recruit's executives of this company recruited after formation of BSNL. For example- there are various anomalies in respect of EPF remain yet unresolved even after passing of 12 years, 30% superannuation benefit as recommended by DPE is yet unresolved, finalization of standard pay scale as recommended by DPE is yet unresolved which is badly affecting the gross pay of direct recruits, time bound upgradation policy was made in such a way that almost all absorbed executives got their first upgradation in four years but direct recruits in six years, inter-se-seniority among direct recruits and absorbed executives are fixed in such a way violating all the guidelines which favors absorbed executives but remain

unresolved. There are various such issues which direct recruits are not able to pursue in the absence of level playing facilities and platform which are extended to absorbed executives.

III. BSNL has extended special CL to representatives of SNEA/AIBSNLEA for pursuing the grievances of their members and hence they are having easy access for their associational work and persuasion of member's issues but same is not granted to this association hence lacking in proper persuasion. One side representatives of SNEA/AIBSNLEA are having free access to the management for pursuing the issues of their members and other side representatives of AIGETOA are not granted formal meetings and being called explanation if they meet to the management in respect of issues (**two such explanation letter called by management to Circle Secretary Punjab and General Secretary is attached herewith and marked as Annexure-3 & 4 Respectively**). Moreover BSNL has extended transfer immunity to three representatives of SNEA/AIBSNLEA at various level but the same facilities are not extended to this association hence direct recruits are targeted in transfer cases. This is not only depriving the direct recruits but also become the reason for heated arguments between representatives of this association and management at various platform while pursuing the issues as it has been common practice of management at various levels to not allow meeting to the representatives and ignore their genuine grievances citing facilities are not extended to this association hence they are not responsible for this association.

IV. In the above circumstances even if BSNL management is going to finalize rules and regulation regarding membership verification of executives associations there is strong need to grant separate recognition to this association which is only association representing the issues related to direct recruits of this company.

Hence we request your good self that considering our above submission grant at par facilities and platform to this association at the earliest so that issues related to members of this association can be pursued in very amicable manner and representatives shall not be forced to indulge in heated arguments for taking meetings with the management to pursue the genuine issues of the members.


(R P SHAHU)
General Secretary

Copy to:

1. The CMD BSNL, New Delhi.
2. The Director (HR), BSNL, New Delhi.