



# All India Graduate Engineer Telecom Officers Association

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

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No.: GS/ AIGETOA/50

19<sup>th</sup> May , 2014

To,

**Shri R.K. Upadhyay**  
**Chairman and Managing Director**  
**Bharat Sanchar Nigam Limited**  
**New Delhi.**

**Subject: High unrest among members of this association on the issue of vindictive actions against the apex representative and other members of this association for raising rightful voice against wrongful practices in MP Telecom Circle Administration - Your kind intervention and urgent action is requested.**

**Respected Sir,**

AIGETOA CHQ is in receipt of representation from MP circle members regarding the uncalled for acts of circle administration against the members of this association. Since no justice has been delivered at the circle level despite constant persuasion at circle level, AIGETOA CHQ has been forced to escalate the matter to corporate level along with the facts and evidences received from the circle.

In the recent time, the MP Telecom Circle Administration has been found to be resorting to wrongful and irregular practices while dealing with transfer & posting and other HR related issues. The MP Chapter of AIGETOA has since then raised rightful voice against such vicious practices. Our All India President Sh. R P Shahu is also posted in MP Telecom Circle and has thus been a part of such righteous voice. Knowing well the role and importance of our All India President in raising such voices, the Circle Administration has started taking a series of vindictive actions against him to muzzle the legitimate voices. Some of those malicious and blistering actions against our All India President and other representatives are as narrated below for your intervention into the matter: -

1. In July 2013, Sh. R P Shahu, the then GS raised voice against wrongful act of Sh. A C Mishra, then GMTD Jabalpur in relieving of 4 Direct Recruits SDEs from Jabalpur SSA to BRABRAITT on their promotion. Sh. A C Mishra then GMTD relieved the officers on pick and choose basis ignoring all the order issued by BSNL CO and Circle Office Bhopal. When Sh. R P Shahu, then GS raised voice against this wrongful act, Sh. A C Mishra then GMTD outrageously crossed all of his limits whereby he levelled unfound allegation on Sh. RP Shahu of using un-parliamentary language over phone and without holding any enquiry slantwise ordered for "withholding his increments for three years with cumulative effect". It is worth to mention that Sh. A C Mishra in a fit of taking action, even forgot what he was then doing. He being a complainant in the case, himself assumed the powers of disciplinary authority and issued said order despite written request from Sh. R P Shahu to institute an independent inquiry. Further, Sh. A C Mishra, without express authority to act against the representatives of an association, served major charge sheet on Sh. RP Shahu for exposing the misdeeds in transfer and posting.
2. TDE Panna under the pressure of Circle Administration relieved one direct recruit SDE Sh. Ashok Chandravansi from Panna to Balaghat without any order and kept him out of the office for almost two months. Sh. Ashok Chandravansi had joined just one month before from Satna to Panna on his promotion to SDE. When this matter was taken up with Sh. Prakash Ballal GM (HR/Admin), he protected TDE Panna saying it a peanut issue. Sh. Ashok Chandravansi was even lured to join other association for his re-transfer to Panna.

3. There are several other instances of wrongful transfers and postings by MP Telecom Circle way beyond the transfer policy in place. Pertinently, Sh. R P Shahu then GS also tried to stop the misuse of departmental vehicle and diesel at Singrauli where he was then posted. But, the Circle Administration abruptly transferred Sh. RP Shahu from Singrauli to Bhopal, who was posted as SDE Singrauli just four months before. It is worth to mention that Singrauli is a hard tenure station. Therefore, six out of seven JTO/SDE posted there, were not relieved due to shortage of executives.
4. Salary of members of this association for the month of July 2013, Aug 2013 and Feb 2014 was randomly deducted for unauthorized absence from duty without following the due process, without giving opportunity of being heard and without passing any order from the competent authority.
5. There are several long pending anomalies in maintaining EPF account in respect of members of this association in M P Telecom circle. After long and sustained struggle by this association, BSNL CO has issued several instructions and reminders in respect of maintaining EPF account but none of these orders have been implemented in MP Telecom Circle because of which the social security benefits of our members are badly affected.
6. After following all the processes of amicable resolution, recently AIGETOA MP protested against various pending issues and the wrong actions, but Sh. N K Yadav CGM MP and Sh. Prakash Ballal GM (HR/Admin) instead of resolving the issues have targeted this association. Some of the circle representative of this association along with All India President Sh. R P Shahu were suspended and served Major Charge Sheets under direction of Sh. N K Yadav and Sh. Prakash Ballal. They have filed FIRs against them, just to gag the voice of this association against the wrongful acts of Circle Management.
7. The events that took place in MP Telecom Circle recently is being narrated as follows: -
  - a. AIGETOA MP submitted written request on 04-03-2014 to CGM MP for agenda meeting so that all the pending issues can be resolved in amicable atmosphere (**request letter is attached and marked as Annexure-1**).
  - b. CGM MP denied the agenda meeting to this association and was reluctant in resolving the genuine issues. To add salt to injury, on 06-03-2014, CGM MP made unwarranted comments openly against the CHQ leadership of AIGETOA in the development meeting held at Indore and threatened the members to dislodge the CHQ leaders in the name of giving privilege and else association would be finished. He further blurted out his idea of making some DGM as CHQ leader of association. Influencing the election process of association by the management misusing his authority is totally illegal and must attract serious action. CGM MP had been continuously threatening members since long time to change the leadership.
8. Due the aforesaid act of Sh. N K Yadav, there was high unrest among members of this association. Despite of such open and unwanted speech against AIGETOA leadership, our All India President Sh. R P Shahu called on Sh. N K Yadav over his phone on 06-03-2014 and requested him to offer apology against his speech so that matter can be resolved amicably but Sh. N K Yadav bluntly refused and provoked saying that he will not issue any such apology and association is free to do anything including protest/agitation.
9. On 07-03-2014, Circle representatives led by CS MP went to meet Sh. N K Yadav to know his stand on the said speech, but he denied meeting with the representatives of this association. He has also denied to have any meeting with AIGETOA in future, thereby forced AIGETOA MP to protest in lunch hour and to submit a memorandum to his PS (**Memorandum is attached herewith and marked as Annexure-2**).
10. AIGETOA MP held the meeting of representative on 07-03-2014 during the protest and decided to meet GM (HR/Admin) for other issues of salary cut, EPF anomaly and randomness in transfer/posting of executives.
11. On 11-03-2014, Sh. S K Gupta (Circle Secretary), Sh. Pavan Akhand (Circle President), Sh. Devendra Saini (Finance Secretary), Sh. Manish Soni (CWC Member) and Sh. R P Shahu (All India President) met Sh. Prakash Ballal GM (HR/A).

12. From the conversation, it was very clear that Sh. Prakash Ballal does not know anything about EPF. Association representatives told to follow the system in salary cut but Sh. Prakash Ballal said that don't talk about system as there is no system in BSNL. Association representatives told to follow the policy in transfer and posting, discretion of the management in transfer and posting must be on requirement basis, but Sh. Prakash Ballal told that some transfer should be in our hands. Despite of all these negative attitude of Sh. Prakash Ballal in the meeting, our members maintained full decorum in the hope of amicable resolution. At the end of the meeting Sh. Prakash Ballal said that he would talk to CGM and try to get resolution and revert back by the evening over telephone. He also told that he would arrange meeting with CGM by tomorrow i.e. on 12-03-2014.
13. Sh. Prakash Ballal did not call by the evening hence on 12-03-2014 Sh. S K Gupta called on Sh. Prakash Ballal in the morning. Sh. Prakash Ballal told that CGM was on leave and not interested in meeting with AIGETOA till they change their CHQ leaders and no issue would be resolved. Same team of association representatives again went to meet on 12-03-2014 Sh. Prakash Ballal, but he was totally adamant citing the direction from CGM. Association representatives requested Sh. Prakash Ballal to have talk with Sh. N K Yadav over phone but he refused hence Sh. R P Shahu called on Sh. N K Yadav from the chamber of Sh. Prakash Ballal, but Sh. N K Yadav was not interested to talk and said that he was on leave for pitra puja while he was at Mandsaur.
14. Sh. N K Yadav called Sh. Prakash Ballal at the same time and directed something to him, whereupon Sh. Prakash Ballal threatened for suspension and charge sheet if we did not leave his office and come again for meeting. Such indifferent attitude of Sh. Prakash Ballal forced the representatives of AIGETOA MP to communicate the same to the members. Around 45 members from Bhopal reached to circle office and protested peacefully against such indifferent attitude and threat of Sh. Prakash Ballal. Finally Sh. Prakash Ballal, incharge CGM along with some other representative from management side held meeting with representatives of AIGETOA. Meeting lasted till 10:30 pm of 12-03-2014. During the meeting, some of the representatives from management side also supported our issues and clearly said that salary cut is wrong without following the due process but Sh. Prakash Ballal was completely adamant to resolve any of the issues citing direction from Sh. N K Yadav. Due to such adamancy of Sh. Prakash Ballal, there had been some heated arguments. Association representatives were even ready to give undertaking for salary cut after following the due process, but Sh. Prakash Ballal refused. Members were already enraged due to speech of Sh. N K Yadav against CHQ leaders and because of this adamant attitude of Sh. Prakash Ballal, members refused to vacate the circle office till resolution of the issues. Sh. Prakash Ballal called the police and after intervention of police finally it was decided to have fresh meeting on 13-03-2014.
15. On 13-03-2014, association representatives again went to meet Sh. Prakash Ballal, but he again showed his adamancy hence around 45 members from Bhopal SSA gathered over there. Sh. Prakash Ballal again called police and applied physical force on the members.
16. The entire event took place after following all the possibilities of amicable resolution under the banner of AIGETOA MP and in the leadership of Circle Secretary Sh. S K Gupta but FIR was registered, suspension was done and charge sheet was served against some general members and our All India President Sh. R P Shahu which proves that the whole episode was created to target our all India President Sh. RP Shahu.

All the activity mentioned above took place because of non-resolution of the long pending and genuine issues of members of this association, adamancy of circle management and unethical speech by Sh. N K Yadav against the CHQ leadership of AIGETOA. It is true that situation was not pleasant but trying for resolution of issues falls well within the scope of the association.

This association is not demanding any favour from your goodself but it is a matter of great concern that facts have not be established with suspending and unilateral inquiry under Rule-36 of BSNL CDA Rule by serving the memorandum of charge sheets against Association representatives. Our all members against whom FIR is filed and Disciplinary action is initiated are elected representative of association and were pursuing the issues on behalf of members; hence Disciplinary Authority of individual cannot be the disciplinary authority of association representatives.

On behalf of this association, my only request to your benign authority is to kindly take the above facts into cognizance and order for immediate dropping of all the actions against representatives of this association initiated by the authorities in MP Telecom circle and constitute an independent enquiry so that fact of the incident could be established and matter could be decided accordingly and truth may prevail.

The continued ignorance of this issue is giving rise to a huge unrest and feeling of discrimination in the minds of our members, which may further deteriorate into a full struggle by this association. The attack has been made on the Apex of this association and all our efforts to resolve the issues through amicable means have been failed by MP circle administration. The members are already feeling letdown because of continuous neglect of the issues pertaining to the direct recruits and non-resolution of the issues despite commitment at various levels and various places. The continued ignorance and victimization of the members and office bearers of this association will force us to follow the path of organisational actions and protests, which is the last thing which anybody would want at this juncture. Therefore, in the interest of the organisation, we request you to kindly take an immediate action in view of the seriousness of the matter.

All the evidences along with records and documents have been attached herewith. If needed, we are ready to present all the evidences and documents pertaining personally also. It is requested to allot us a brief time slot so that all the issues can be explained in person to your good self.

Early resolution of the issue will help in creating an amicable environment and avoid unrest amongst the members of this association.

**Regards**

**Yours Sincerely**

**Sd/-  
(RAVI SHIL VERMA)  
General Secretary, AIGETOA**

**Copy to:**

- 1. Director (HR), BSNL Board.**
- 2. GM (SR), BSNL CO for kind information and n/a please.**