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ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

President

NJP. Shilohu Rao
Mobile: +91-9444442255
E-mail: shiloh.rao@gmail.com

General Secretary

R P Shahu
Mobile: +91-9424051555
E-mail: r_p_shahu@yahoo.co.in

No: CHQ/AIGETOA/409

Dated: 12/04/2013

To
The CMD (BSNL)
Corporate Office
Janpath, New Delhi



Subject: Invitation/Request to address the representatives of AIGETOA on various issues in coming CEC of AIGETOA to be held on 22nd April-2013 at New Delhi and/or grace us with appointment to the representatives of AIGETOA on same day to allow us to appraise your kind about various long pending issues in respect of DR executives.

Respected Sir,

It is needless but worth to mention that AIGETOA is the only association representing the various issues of BSNL recruited Executives. In this gigantic company where most of the executives and non-executives are absorbed from DOT/DTS and occupying all the middle as well as top level management post, having different sets of service condition than executives recruited after inception of BSNL. In the lack of representation and complete ignorance from management there are several basic issues in respect of Direct Recruit remain unaddressed. This association has been raising these issues since inception of the association but despite of various assurances from concern authorities many of them remain unresolved.

This association had last meeting under your kind chairmanship on dated 15/07/2011 to appraise about the various issues in respect of Direct Recruits, since then it is almost 2 years but we have not been given any chance to have follow up meeting under your chairmanship despite various written as well as verbal request. In the absence of such regular meeting many long pending issues could not been resolved and some more issues came into the existence which has created high demotivation and unrest among these BSNL recruited executives.

Regd. Office: Office No. 4 & 5, Near Sethi Hospital, Bawal Chowk, Rewari-123401 (Haryana)

Website: www.aigetoachq.org/ **E-mail:** chqaigetoa@gmail.com

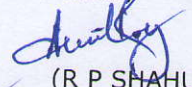
I have already requested for agenda meeting vide this association letter No: CHQ/AIGETOA/352 dated 8th May-2012, No: CHQ/AIGETOA/373 dated 13th Aug-2013 and submitted the list of issues with consolidation of justification and persuasion histories vide this association letter No: CHQ/AIGETOA/395 dated 1st Jan-2013 (attached herewith for your kind reference) begging your kind attention for early resolution. It is regret to mention that we are yet waiting for single communication in this regard.

Sir, no one can deny the importance of mutual discussion for resolution of the issues but complete ignorance and isolation of this highly talented group recruited by BSNL itself is disaster in the way of fulfilling the vision and mission of the company. This association is going to held Central executives committee meeting on 21st and 22nd April-2013 at New Delhi wherein all the representatives of this association from various circle and CHQ will be available. The venue of the meeting is "CTO SABHAGAR, Eastern Court Building, New Delhi which is just beside the BSNL corporate office.

Taking this opportunity I would like to invite/request your kind to grace us with your precious presence on 22nd April-2013 and enlighten the progress of genuine issues raised by this association which will definitely be proved as milestone in motivation and enrich the mutual trust. Although we are quite hopeful about your kind presence yet if not possible kindly spare some of your precious time on 22nd April-2013 by awarding us appointment so that we can appraise about some long pending genuine issues in respect of members of this association.

Waiting for your kind favor

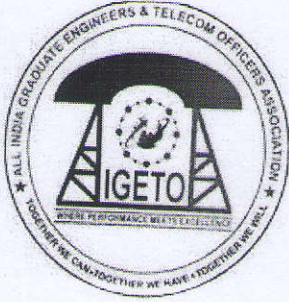
Your's faithfully


(R P SHAHU)
General Secretary

Attachment: As mentioned above

Copy to: The

1. Sr. G.M. (SR) BSNL CO for your kind coordination.



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No: CHQ/AIGETOA/395

Dated: 1st Jan 2013

To

Sh. R K Upadhyay

CMD, BSNL

BSNL CO, New Delhi

Subject: Consolidation of very genuine but long pending issues, seeking final resolution- your kind attention and intervention is solicited.

Dear Sir,

At the very outset, I wish you a very happy new year on behalf of entire direct recruit fraternity of BSNL and assure the best co-operation of my members to take BSNL to the new heights of glory.

However, I would also take this opportunity to draw your kind attention and active intervention towards very genuine but long pending issues of executives in BSNL with a hope that the coming New Year under your leadership will ensure the final resolution. This association has put in all its efforts to resolve the very genuine issues through mutual negotiation in an amicable manner during last 5-6 years but it is regret to mention that despite of positive assurances and firm commitments (in the form of committees, assurances, acceptances and nods) from management side, the resolution of the issues has not seen the light of the day. It is strange that issues are still lingering. I am hereby enclosing the consolidation various issues along with history of persuasions and assurances given by the management.

Sir, I am well aware about busy schedule of your good self but still I sincerely believe that your good self will find some time from the extremely busy schedule to take care of genuine issues of BSNL's internal customers/Human resource who are not only badly affected out of these issues but are also not able to concentrate on their performance owing to the prevalence of sense of de-motivation amongst themselves.

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I urge upon your good self to kindly spare a little of your valuable time and go through in details of the various issues attached herewith which are actually not the issues but the genuine grievances of human resources capital working under you. And this time we the employees of BSNL are confident that instead of assurances and committees, a firm solution will be provided by your kind and we shall not be forced to live with uncertainty and mental agony which in turn weaken the employee-employer relationship.

As all the facts and figures have already been enclosed in detail hence we are seeking full redressal of our issues (summarized under) without further delay and we are quite confident that your kind intervention towards resolution of the issues will help in maintaining industrial peace.

1. Introduction of 30% Superannuation benefit to the Direct Recruits of BSNL as per the recommendation of 2nd PCR:
2. Finalization of pay scale of JTO equivalent (E2) and SDE equivalent (E3) with additional increments to executives recruited on or after 01-01-2007 to maintain the pay parity.
3. Put an end to the two tier promotion policy and implement time bound functional promotion at par with other leading CPSEs like NTPC, BHEL, SAIL, etc.
4. No outside recruitment at proposed DGM and MT level as sufficient number of required talents available in BSNL.
5. Resolution of various anomalies in EPF of direct recruits:
6. First time bound upgradation in four years in respect of all executives to end the discrimination among executives recruited in different batches:
7. Implementation of child care leave in BSNL for woman employees as per the instruction of GOI as BSNL is following the CCS leave rule.
8. Resolution of pay anomaly which has arisen due to preponement of first time bound up gradation on implementation of 2nd PRC.
9. Restoration of SDE (T) backlog vacancies of LDCE for the year 2005-2006 which has been diverted to seniority cum fitness against the existing recruitment rule.
- 10.Reduction of service Bond period of DR-JTOs from 5 years to 2 years
- 11.At par privilege to AIGETOA as of SNEA/AIBSNLEA.

(R P SHAHU)


General Secretary