



All India Graduate Engineers & Telecom Officers Association MP Telecom Circle Bhopal

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

Circle President
Pavan Akhand
9424726666

Circle Secretary
S.K.Gupta
9425004040

Circle Treasurer
Devendra Saini
9425923499

AIGETOA/MP/13-14/45

Date: 04/03/2014

To,

Shri N K Yadav
Chief General Manager
M.P. Telecom Circle, Bhopal

Subject: Randomness in Salary cut of direct recruit's executives for the period of agitation during the month of July-Aug-2013 and Feb-2014 –Reg.

Respected Sir,

It is to bring to your kind notice that various SSA in M.P. Telecom Circle have cut the salary of direct recruit's executives for the month of July-August-2013 and Feb-2014 purely on random basis and without any prior intimation / communication. It is worth to mention that Direct recruits executives were absent from the duties during the agitation call of AIGETOA CHQ, by applying the leave in the month of July-August-2013 and in the month of Feb-2014. Leave were not sanctioned with the reason best known to the authority even for the period for which there was no order from corporate office/Circle Office to not sanction the leave. Sir, as per the provision of the company act and Indian constitution every employee has full right to protest against injustice meted out to them in the organization and of course they are liable to pay the penalty for the same as per the rules and guidelines. We wish to submit following facts on randomness committed by SSAs violating all the rules and guidelines while cutting the salary.

1. In some SSA controlling authority did not serve show cause notice and in some SSA have served the show cause notice but did not wait for the reply and without passing any order and without any prior or post information DDOs have cut the salary without any base.
2. Executives in BSNL have 24X7 hrs responsibility hence they have to complete their pending work after resuming their duty for the period of absent hence mere absentee statement cannot be the base for disbursing the salary of the executives but all DDOs of the SSA have cut the salary on the basis of absentee statement.
3. HRA and EPF is statutory provision and comes under fringe benefit hence same cannot be cut while applying "No work No pay" principle for the period of agitation but DDOs have calculated proportionate basic pay hence HRA and employer contribution towards EPF is also made less on proportionate basis. Even employee contribution towards EPF is also made less on the proportionate basis. Our said statement is substantiating with the fact that employees living in

government quarter cannot be vacated for the agitation period hence HRA for employees living in private quarter cannot be deducted. Pension contribution for the employees covered under Rule-37A of CCS pension rule cannot be made less on account of agitation period.

4. SSA can apply "No work No pay" principle only after the date on which administrative order is issued by the competent authority but many SSA have deducted the salary from the date much before the administrative order is issued.
5. Salary was cut in such a hurry and vindictive manner that they have not even followed the very basic principle of minimum pay in hand for survival of family and dependents. To maintain minimum pay in hand they could have deducted salary in installment but even income tax has been deducted in tune of Rs 5000.00 to 10000.00 but net pay in hand is less than Rs. 500.00

Considering the facts submitted above I request your good self to kindly instruct the authority to take following action:

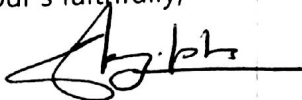
1. To supply the detail and certified copy of Rules/Guidelines to this association regarding applicability of "No work No pay" principle.
2. To refund the salary by adjusting the leave in account for the period administrative order in respect of "No work No pay" does not exist.
3. To refund the HRA along with interest @18% per month deducted while applying "No work No pay" for the period it is deducted.
4. To deposit the EPF contribution for both employee and employer share for the period it was made less contribution while applying "No work No pay" along with interest and penalty as per the provision of Para-32 of EPF act 1952.
5. To fix the responsibility for such randomness in cutting the salary and initiate suitable disciplinary action against them.

There are already hundreds of anomalies with our pay and EPF due to such randomness, resolution of which has become more and more complicated with time. This association cannot allow further such randomness in our pay and EPF hence you are kindly requested to take suitable and expeditious action in this regard to resolve the issue within a week of time else this association is bound to initiate organizational action to protect our pay, HRA and provident fund.

We are quite hopeful that issue will be resolved amicably under your kind leadership and intervention.

Thanking you.

Your's faithfully,



(S K Gupta)

Circle Secretary, AIGETOA MP

Copy to:

1. The Sr. GM(Admin/HR), O/O CGMT MP Circle Bhopal.
2. General Secretary, CHQ AIGETOA with request for persuasion in BSNL CO New Delhi

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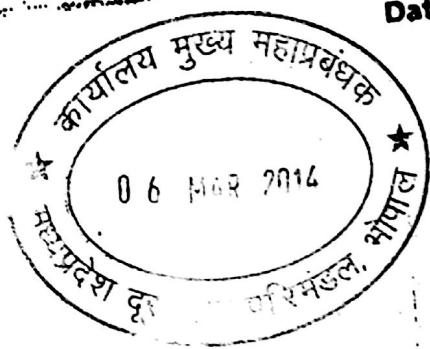
Circle President
Pavan Akhand
9424726666

Circle Secretary
S.K.Gupta
9425004040

Circle Treasurer
Devendra Saini
9425923499

Date: 05/03/2014

AIGETOA/MP/13-14/46



To,
Shri N K Yadav
Chief General Manager
M.P. Telecom Circle.

Subject: Request for Agenda meeting.

Respected Sir,

With due respect, I would like to draw your kind attention towards long pending and very critical issues in respect of direct recruits executives which are adversely affecting their survival and social security. Despite of continuous persuasions by this association and assurance by the management issues remain unaddressed since long time. We seek your valuable time for agenda meeting to appraise your kind so that issues can be resolved amicably.

Agenda points:

1. Random deduction of salary, HRA, perks allowances and less contribution towards EPF in respect of direct recruit's executives for the month of July-Aug-2013 and Feb-2014 without any prior or post communication.
2. Resolution of EPF anomalies and compliances of various orders in this regard issued by BSNL CO time to time.
3. EPF Anomaly case of Shri P N Gautam SDE, Baiora : This association has been continuously pointing out the details of anomalies in the EPF of Shri P N Gautam SDE Baiora where a serious fraud has been committed by the PDO by not submission of monthly challans to EPFO Gwalior causing a huge shortfall of Rs. 4.5 Lakhs in its EPF Accounts with annual loss of Rs 36000/- and non-issuance of Annual EPF Slips for the Fin Year 2007-08, 2010-11, 2011-12, 2012-13.
4. Intra circle transfer issues and execution of longest stay in respect of executives. Timely operation of request transfer cases in view of commencement of educational session of children of executives.

5. Action taken on complaints made by this association against wrongful act by GMTD Jabalpur and TDE Panna in respect of transfer and relieving of direct recruit executives.
6. Various Transfer & Posting in the cadre of JTO/SDE has been issued by the C.O. Bhopal but that is not being operated/ relieved by the field units.

Some of the issues mentioned above are very critical in nature adversely affecting the survival of executives and their social securities. Non-resolution of these issues before the end of the financial year may create further complication hence we are quite hopeful that considering the seriousness of the issues, your good self will spare some of your valuable time at the earliest for the said agenda meeting.

Thanking You,



(S K Gupta)

Circle Secretary, AIGETOA MP

Copy to:

1. The Sr. GM (Admin/HR), MP Telecom Circle
2. The GM (Finance) MP Telecom Circle.
3. General Secretary, CHQ AIGETOA with request for persuasion in BSNL CO New Delhi



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AIGETOA/MP/13-14/48

Date: 07/03/2014

To,

Shri N K Yadav
Chief General Manager
M.P. Telecom Circle, Bhopal



Subject: Memorandum against vindictive action and adverse comment by your goodself against AIGETOA leadership in the development meeting held at Indore on dated 06/03/2014.

Respected Sir,

It is highly disappointing and provoking to learn that being the Circle Head of M.P. Telecom Circle your goodself is involved in vindictive actions against the members of this association with the reason best known to you. You have personally taken interest in salary cut of members of this association violating all the rules and guidelines. It is also learnt that you have instructed all the SSA heads not to implement any orders like online transfer of EPF Account, revising the EPS contribution etc. issued by corporate office which is in the interest of direct recruits of this company. Now it is highly disappointing to know about your adverse comment against AIGETOA leadership in the development meeting held at Indore on dated 06/03/2014 which is not at all expected from Circle head and not at all tolerable to this association. Some of the parts of your comments before our members in open meeting where executives from other association were also present are as follow.

1. "Your CHQ leadership doesn't know anything and is a complete failure. You must immediately change them and appoint some retired employees if you want your welfare".
2. "No circle will give privilege to any AIGETOA leaders and your association will be finished very shortly".
3. "Even god cannot give pensionary benefit to direct recruit of BSNL etc".

Apart from various vindictive actions, your remark against one particular association, forcing members to change leadership and favoring other associations is not at all acceptable to this association. Being Circle head, you are not supposed to do marketing and de-marketing of leaders/associations. Moreover, you are not supposed to be biased in implementation of orders issued by the BSNL CO.

Considering the facts submitted above you are kindly requested:

1. To issue written apology on your adverse comment against our CHQ leaders and put it on the intranet portal to compensate the damage incurred to this association.
2. To fix the responsibility for lowering the basic pay of members without the approval of competent authority and without following rules.
3. To fix the responsibility for not implementing the corporate order in respect of online EPF transfer and revision of EPS option.
4. To initiate disciplinary action against the responsible person for point 2 and 3 above.
5. To issue the order for immediate refund of salary which is deducted without following the basic rules/ guidelines and without the approval of competent authority?
6. To fix the responsibility for not asking agitation report conducted by SNEA on 06/03/2014 despite clear order from corporate office.

We hope your goodself will appreciate our concern and predict the situation likely to be created due to unrest among members of this association.

Your's faithfully,



(S K Gupta)

Circle Secretary, AIGETOA MP

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