

Nov 25th & 26th



2022

AIGETOA CHQ RESOLUTIONS

AIGETOA CHQ CEC Meeting conducted from 25th Nov 2022 to 26th Nov 2022 at Dehradun, Uttarakhand and discussed various agenda points.

The Deliberations, Decisions and resolutions taken in the meeting

HR ISSUES

BSNL SUSTAINABILITY ISSUES

ORGANIZATIONAL ISSUES PERTAINING TO BSNL

ORGANIZATIONAL MATTERS RELATED TO AIGETOA



AIGETOA CHQ CEC meeting has been conducted from 25-11-2022 to 26-11-2022 at Dehradun, Uttarakhand and discussed various agenda points.

The Deliberations, Decisions and resolutions taken in the meeting is as stated below:

1] HR Issues:

Discussion on roadmap to achieve the Standard Pay Scale E2-E3, E1+5 and Pay Loss Issue:

The status of the Pay Scale and Pay Loss was discussed in detail. It was resolved that the existing Pay Scale Committee will also coordinate the E1+5 issue through legal recourse additionally and explore all possible ways to find solution for E1+5 advance increment for JTOs/JAOs recruited at E1 Scale. It was informed that double bench has been constituted and association will take all efforts to ensure that the case filed by AIGETOA at Chandigarh is decided without any further delay. In Parallel, the issue of standard pay scales is also in pursuance at DoT and association will take all efforts to ensure a positive outcome at DoT.

It was also resolved to hire one senior advocate for Pay Loss Case of 22820 at PCAT Delhi if early hearing doesn't happen and to get the desired result. Previous communications on Pay Loss issue with management will be further expedited by the association side.

The status shall be reviewed after three months and based on the status, association shall decide further course of action.

SAB quantum enhancement and formation of PRMB Trust for BSNL recruited executives etc:

Management shall be pressed hard for extending full 30% SAB and creation of PRMB trust for BSNL recruits. Association will take all necessary actions to ensure the same.

Implementation of 3rd PRC wef 01.01.2017 for the working Executives of BSNL:

The matter for extending 3rd PRC to BSNL employees shall be taken up by AIGETOA. Other Unions and Associations shall also be approached for ensuring the same.

Promotion in all Grades and Streams i.e. SDE/AO, AGM/CAO and DGM Equivalent Grades:

Association will take all necessary action to ensure promotions in all grade. Association will take up the matter with CMD BSNL and shall press hard for ensuring the promotion orders for all the executives who have completed their residency period including JAO to AO, AO to CAO, SDE to AGM and DE/CAO to DGM grade etc. It was decided that with regard to AGM promotions for the next lot in Telecom Stream, association shall immediately take up the matter with management to ensure the promotions of all eligible SDEs in line with the method followed in JTO to SDE promotions and by creating some more posts by virtue of merger of BBNL. Further association will also press for

incorporation of stagnation criteria. It was decided that under any circumstances, association is duty bound to ensure promotion of all eligible executives in all cadres.

SDE Seniority Revision Issue as per DoPT Guidelines and assessment of ongoing legal cases:

Association shall pursue with the management to implement the direction of the Hon'ble CAT Kolkata to revise the seniority as per DoPT OM dated 13.08.2021 by implementation of VY ROTA QUOTA method for the finalization of SDE Seniority from List 9 to 13.

The SDE Seniority list 9 to 13 is already challenged in the Hon'ble CAT Kolkata and direction issued, it is also decided that the association will raise the matter with BSNL Management to revise the seniority list 9-13 as per the direction of the Court before issuing any further promotions for any executives of these lists. Else management shall be asked to promote all eligible SDEs to AGM grade to address the discrepancy in the SDE seniority as done in 2018 by the same BSNL Management to avoid any further litigation.

All efforts shall be taken by association to ensure the restoration of Seniority List based on VY basis.

The association will once raise the matter of excess promotion carried out in 2018 by the management by creating the AGM Posts.

SDE Reversal settlement of LDCE 2007 Executives as one time measure and extending PWD quota in all promotions:

Association shall strongly take up the issue of settling LDCE 2007 reversal issue immediately as per the earlier assurance given by management. Association shall also take up the issue of implementation of PWD quota in promotions and for filling up the back log vacancies at the earliest.

Notification of SDE RR and promotion of left out 2K8 JTOs and LDCE notification:

Association shall immediately take up the issue of promotions of Left Out JTOs of 2K8 batch and notification of SDE RRs. Further now with AGM promotions happening, association shall take all efforts to ensure to implement the promotions of Left out JTOs. Association will also strongly take up with management for LDCE notification and promotion of next lot of JTOs thereafter.

Revision of MS RR with stagnation clause and Fast Track Mechanism and scrapping of MT RR and withdrawal of the MR Recruitment process and review of associated legal cases:

A committee of representatives of AIGETOA under the chairmanship of Shri Abhishek Chaudhary has been constituted. The committee is consisting of suitable representation from all the stake holders and they will study the clauses, analyze and submit their recommendations after taking feedback from all the stake holders, CS, CP and CHQ Members. Thereafter CHQ shall study the recommendations and submit the feedback to Management. It was categorically decided that without stagnation criteria and till the eligibility and residency clauses are modified in the best interest of all stake holders, association will not give concurrence to any draft from management and implementation of any one sided and biased policy shall be strongly opposed by this association. Management efforts to make SDE/AO level as parking lot for all executives shall be strongly opposed by AIGETOA. It was considerate opinion of all that all executives must be allowed to reach to the level of AGM/CAO/Equivalent level at least.

Stand of association on Foot Note 02:

Association to strongly press for abolishment of Foot-Note 2 from MS RR regarding relaxation in qualification and also press hard with management for consideration of diploma plus 10 years of experience as equivalent qualification to BE/B Tech.

Association interaction in AO to CAO court case at Chandigarh:

Association to pursue for settlement of the court case and explore an out of court settlement so that all AOs who have and are completing their required residency period in AO grade can be promoted to CAO grade.

Stand of Online attendance:

Association to oppose this irrational system and will press for abolishment of the same. All circle secretaries shall also be asked to submit the details of practical difficulties being faced at field level to their CGMs with copy to GS AIGETOA for taking it up with BSNL Management at BSNL CO.

Judgment of Higher pension, implementation in BSNL:

Association to strongly follow for implementation of the option and immediate calling of options by BSNL management from employees of BSNL.

Correction of Roster:

AIGETOA to strongly take up with management for ensuring correction in circulated roster by incorporating the correction in date of joining as date of entry into the cadre i.e. date of promotions.

2] BSNL sustainability issues:

Discussion on the BSNL sustainability including delay in roll out of 4G services, roadmap of 5G, various Service related issues and impact of 2nd revival package for sustained growth of BSNL.

The house observed that inordinate delays in the roll out of the 4G services are hitting BSNL most and any revival package will not rescue if we failed to provide the market driven services to the customers. Hence it is resolved that the association will reach out to the CMD BSNL and the Government for immediate roll out of the 4G services and start of the testing for 5G services and clear roadmap of the sustainability of the BSNL. It is also resolved that the association will form a committee for study the various revival measures being taken in organization vis-à-vis the benefits that is being or that shall be reaped out in future. AIGETOA will also demand the technical audit of the various projects being carried out in BSNL

4G Saturation Project difficulties:

It was highlighted that the persons handling the Saturation Project are facing extreme difficulties due to difficult geographical conditions, lack of transportation etc. It was resolved to pursue with management to extend at least soft tenure facilities to all such executives who are dealing the 4G saturation project at such difficult and remote terrains.

Temporary Advance:

It was highlighted that again there is huge pendency for Temporary Advance in field units. It was decided to immediately pursue for the same by association.

Infra Issues:

It was decided to pursue for all Infra related issues by association on urgent basis. All circle secretaries shall also be asked to submit the details of problem faced to their CGMs with copy to GS AIGETOA for taking it up with BSNL Management at BSNL CO.

3] Organizational Issues Pertaining to BSNL

Review of Man Power Planning and increase of sanctioned strength in various grades in view of merger of BBNL and new projects under 2nd Revival Package:

As resolved in earlier AGM, the Association to pursue for revision in Man power planning and increase in sanctioned strength by exploring all means including the ways for exploring legal and organizational means.

MTNL merger, Committee on HR Issues and Role of Recognized Association in the process:

As resolved in earlier AGM, the Association will not accept and oppose the merger of MTNL if the Standard Pay Scale E2 for JTO/JAO equivalent grade is not decided in favor of BSNL Executives. Without Settlement of Standard Pay scale issue and Inter-Se-Seniority issues, AIGETOA will firmly oppose this merger.

Start of BSNL Benevolent Fund as assistance to the family of deceased BSNL employee, Reintroduction of without vouchers outdoor Medical Claim for working employees, Medical Health Insurance Policy, Opening of Deputation and Sabbatical Leave, OTP waiting list etc:

As resolved in earlier AGM, the Issue is under persuasion and there is assurance from management wrt to Sabbatical Leave. For other issues AIGETOA will strongly raise the issues and take all necessary efforts to ensure the resolution of these issues.

Laptop reimbursement scheme for all executives, revision in mobile handset reimbursement, revision of TA/DA and review of other schemes existing on old rate since more than a decade:

As resolved in earlier AGM, the association will pursue with BSNL Management for the revision all due facilities and allowances which has not been revised since decades especially for JTO/JAO to AGM/CAO equivalent Executives. It was also resolved to demand for laptop upto JTO level for the office works.

Introduction of IPMS associated difficulties to achieve target in absence of proper resources, introduction of online attendance system and associated problems of field units.

It was decided to raise the matter of IPMS system which has created serious problems in the offices and field units. When the resources are not available in the organisation, the services are being managed by somehow inter cooperation. But bringing a draconian system to measure the performance through IPMS in absence of any resources and facilities is nothing but a vindictive action on the employees. We demand that first provide all support, resources, facilities and our legitimate dues and rights before measuring our performance through IPMS. The KPI should be reviewed and streamlined as per the factual positions of the field. The earlier resolution taken in AGM will be strongly followed.

Posting of Regular Unit Head at BA HQ not at Circle Office:

It was highlighted that many BA heads are running the BAs from Circle offices by taking additional posts at circles. Association to pursue for shifting the headquarters of all such officers to the concerned BA instead of sitting these officers at Circle Headquarters.

4] Organizational Matters related to AIGETOA

Complaints against President AIGETOA:

Complaints against President AIGETOA by 5 CHQ members citing the charges that his actions are unbecoming as president: As informed by President, 5 complaints against him were received from governing body members. President Shri Veerabhadra Rao announced that since doubts have been

raised against his actions, he will first seek confidence before the house and only if majority votes of CHQ members are in his favor to continue as president, he will prefer to continue else he will resign. The governing body unanimously dropped the point raised by few CHQ members against AIP through voting.

Resignation of General Secretary Shri Wasi Ahmad:

Detailed deliberations took place of prevailed resentment and various internal conflicts within the cadre. After deliberations Shri Wasi Ahmad submitted his resignation from the post of General Secretary citing his failure in fulfilling the aspirations of members, executives and cadre. The resignation was accepted by the house and Shri Pavan Akhand was given the charge of General Secretary for all purposes and persuasion of HR issues along with other BSNL related issues. It was further decided that Shri Wasi Ahmad, the outgoing GS shall continue as signatory only for the societal compliances and operating the bank account on interim basis till a permanent arrangement is made for the post of General Secretary in the Next AGM.

New immunity rule notified weakening the rights of representatives, completing of organizational elections at Circle/BA/OA level to strengthen the structure as per the provisions of constitution and REA Rule-2014. Discussion for strengthening AIGETOA and moving forward with cohesiveness to achieve the resolution of all outstanding issues:

It is decided to ensure that all circles complete their organizational elections well in time. Further any disintegration amongst the rank and file of AIGETOA shall strongly dealt with and all efforts shall be taken to ensure that all work in unison and with single voice.

Roles and responsibilities of all Joint Secretaries:

In addition to responsibilities assigned in bye laws, it was decided that Joint Secretary shall act as bridge between the Circle and CHQ team and all Circle Secretaries shall be asked to ensure that Joint Secretary of their zone remains updated about the various aspects and developments/problems in their circle. The Circle Secretaries shall also be asked to ensure that the Joint Secretaries must remain involved/present in all discussions and meetings where intervention/presence of CHQ members is required.

Discipline in Official Whatsapp group of AIGETOA:

No personal comments and indiscipline in official whatsapp groups of AIGETOA shall be allowed herein onwards. Any indiscipline in all official whatsapp groups of Association will be strictly observed. Office bearer are advised to restrain themselves from all such acts. Any person indulging in any such activity shall be expelled from the official whatsapp groups of AIGETOA for one month.

Validation of Collegium Members on transfer etc.:

Circle Secretaries/District Secretaries to ensure the updating of collegium in next AGM of that particular level to which the concerned Circle Secretary/District Secretary belongs. All vacancies arising out of transfer, resignation, permanent separation from BSNL etc shall be filled by the concerned secretary in next AGM mandatorily. Similarly GS to ensure the same for Central Collegium in next AGM.

Review of Accommodation at Circle and SSA:

CHQ to call for details from all CSs and DSs and JS to pursue for with circles.

Formation of Various Committees for Organizational Smoothing:

The governing body formed various committees like Legal Committee, CHQ Advisory Committee for smooth functioning of organization.

Legal Committee:

The following Legal Committee was constituted:

1. Shri Ajit Kumar – Chairman
2. Shri Chandar Singh Negi
3. Shri Ajit Singh
4. Shri Ansal Mohammad
5. Shri Vaibhav Goyal
6. Shri Narinder Kumar
7. Shri Deepak Sahoo
8. Shri R N Mishra
9. Shri Bhupendra Kumar
10. Shri Prashant Jain
11. Shri Vivek Kumar Singh
12. Shri Sunil Gautam

The legal committee will decide the nodal persons for pursuing the cases and shall recommend on the cases to be pursued and new cases to be filed along with approval of the expenditure for a particular case herein onwards.

CHQ Resolved to form the following advisory committee. The roles and responsibilities shall be decided by CHQ governing body and AIC, VC and Conveyor through mutual discussions.

Advisory Committee:

1. Earlier CHQ members from preceding body shall be co-opted in advisory council with their concurrence.
2. Shri Sailash Kumar – Chief Advisor (CHQ)
3. Shri Abhishek Chaudhary – National Coordinator

Central Zone:

1. Shri Vinit Sinha - MP
2. Shri Pawan Kumar Singh - UP (East)
3. Shri Dharmendra Kumar - UP (East)
4. Shri Vaibhav Goyal - UP (West)
5. Shri Himanshu Mohan - UP (west)
6. Shri Sachin Swarnkar - (Chhattishgarh)
7. Shri Rahul Mastakar - MP
8. Shri Shubhendu Kumar - UP (East)
9. One Person to be nominated from LICE batch

West Zone:

1. Shri Pankaj Bhavsar – MH
2. Shri Praveen Kamble- MH
3. Shri Prashant Bhavishkar - MH
4. Shri D K Singh - GJ
5. Shri Pankaj Vashisth - GJ
6. Shri Nimesh C Modi - GJ
7. Shri Vikas Badaya - Rajasthan
8. Shri Ajit Kumar - Rajasthan
9. Shri Vijay Kumar - Rajasthan
10. Shri Prakash Pancholi - Rajasthan

North Zone:

1. Shri Vishal Sangal - HP
2. Shri Rishi Negi - UK
3. Shri Narendra Gangwar-UK
4. Shri Gaurav Garg - HR
5. Shri Mayank Rastogi - PB
6. Shri Jaspreet Singh - PB
7. Shri Surjan Chopra - PB
8. To be nominated by CS J&K
9. Shri Ankur Pandey - NTR Delhi
10. Shri Harjinder Singh - BSNL CO
11. Dr. Yogesh Chauhan - BSNL CO
12. To be nominated by CS BSNL CO
13. To be nominated by CS BSNL CO
14. Shri Rajat Kapoor - NTR Delhi

East Zone

1. Shri Saikat Das – Kolkata TD
2. Shri Manish Sood – Kolkata TD
3. Shri Abhishek Singh - WB
4. Shri Prashant Gaurav - Bihar
5. Shri Prabhat Kumar Sahu- Odisha
6. To be nominated by CS Jharkhand
7. Shri Arindam Das - Assam
8. To be nominated by CS NE1 & NE2
9. Shri R Venkataiah - (A&N)
10. Shri Prabhash Mishra - Kolkata

South Zone:

1. Shri Ansal Mohammad - KRL
2. To be nominated by CS Kerala
3. To be nominated by CS Kerala
4. Shri Senthil Kumar - Chennai
5. Shri R Karunakar - TS
6. Shri D.V. Ramanjeyulu - TS
7. Shri N V N Rathore - TS
8. Shri Thrinath Nagalla -TS
9. Shri P Nagaraju - TS
10. Shri Dogga Srinivas - AP
11. Shri Kumar S - AP
12. Shri Laxman Nayak - AP
13. Shri Ravi Kumar - AP
14. Shri Ajay Kumar – KTK
15. Shri Sundar Raju - KTK
16. Shri Kunal Kumar - KTK
17. Shri Nithya Jerald - TN
18. Shri Manikumar B - TN
19. Shri T Senthil Kumar - TN
20. Shri Vijay Vardhan - AP