

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**  
**COMPRISING (AIBSNLEA, AIGETOA & AITEEA)**  
**CHQ, New Delhi**

No: UF/CMD/16-17/

Dated the 15<sup>th</sup> December 2016.

To,

**Shri Anupam Shrivastava Ji**  
**Chairman and Managing Director**  
**Bharat Sanchar Nigam Limited**  
Janpath, New Delhi.

**Subject: Notice for organizational actions against the delay in settlement of Burning HR issues and non-extension of Majority status to AIBSNLEA in the circles & SSAs where AIBSNLEA has secured majority.**

**Reference:**

1. EMV Rules BSNL/3I-2ISR/2009 dated 06.01 .2014
2. BSNL/S-I/SR/201 6 dated 13.12.2016.
3. BSNL/5-1/SR/201 6 dated 09.12.2016.

**Respected Sir,**

We regret to mention that various important and long pending HR issues which has been sent on back burner and have been ignored beyond time on the pretext of Membership Verification. It was stated that due to membership verification, the status of issues have not been communicated and HR cell is on the job continuously. However, from the perusal of the issues, it is learnt that none of the issues have taken a definitive shape and HR section is lagging far behind in giving the issues its resolution.

Further, SR cell has issued letter No. BSNL/S-I/SR/201 6 dated 13.12.2016 wherein they have granted majority status to Sanchar Nigam Executive Association at BSNL CO, Circle and SSA level despite the fact that SNEA has failed to get the votes of the majority and could not cross the 50 Percent Mark. As per the precedence, AIBSNEA should have also been recognized as 2<sup>nd</sup> majority association at all India level with facilities at par with first majority association and as a 1<sup>st</sup> majority association in all those Circles/SSAs wherever it has secured majority.

**However, SR cell of BSNL CO has issued letter dated 13.12.2016 which is in contravention to the existing practice and basically is an infringement in the democratic rights of the executives to choose its representatives. We understand it to be a deliberate attempt to kill the democracy and to suppress the legitimate voice against no settlement of pending HR issues**

**However, as a responsible association and representative of the voice of the majority executives in majority of the circles, we cannot remain mute spectator to this practice. We hereby seek your kind attention to the non-settlement of the pending grievances.**

Accordingly, we hereby serve the following organizational action program to protest against the unjustified act of management to kill the democracy and non-settlement of Pending HR issues pertaining to Pay, Promotion and Pension of the executives:

**Demands:**

1. Recognition to AIBSNLEA as 2nd majority association at all India level with facilities at par with first majority association and as a 1<sup>st</sup> majority association in all those Circles/SSAs wherever it has secured majority.
2. Extension of Rs. 22,820/- as initial basic to the executives' recruited post 01.01.2007.
3. Replacement of intermediate Pay Scale E1A, E2A by Standard Pay Scales E2, E3 respectively for JTO and SDE equivalent Executives.

4. Extension of 30% Superannuation Benefit to the BSNL recruited employees.
5. Immediate implementation of CPSU Hierarchy in line with the recommendations of the Khan Committee.
6. Issuance of Posting Orders for LDCE-2015 qualified candidates and notification of modified SDE RRs.
7. Immediate conduction oi various CPCs in all the disciplines to fill up the vacant group-A and Group B equivalent posts in a time bound manner
8. 1<sup>st</sup> Time bound upgradation in four years for all Executives.
9. Resolution of pending Rule-8 cases and clearance of waiting list from the JTOs qualified through LICE.
10. Scrapping of MT RRs/DGM RRs,
11. Notional Pay fixation of all upgraded pay scales w.e.f. 01.10.2000 of JTO/SDE (C/E/Arch/TF) Engg. Wings and PA cadre
12. Extension of one increment to LDCE-2012 passed candidates
13. Diversion of 50 Percent MT quota CAO Posts to the seniority quota.
14. Extension of E1+5 increments to JTO SRD, JAO 2013 and 2015 batches.
15. Removal of Pay anomaly of JTOs Promoted from TTAs of outside quota.

**Protest action Program:**

1. 20<sup>nd</sup> December 2016: Massive Demonstration at SSA/circle/BSNL CO during Lunch / Closing Hrs.
2. 27<sup>th</sup> and 28<sup>th</sup> December 2016: 2 Days Dharna at SSA/Circle and BSNL CO level.
3. "Work According to Rules" and Complete Non-Cooperation with effect from 27<sup>th</sup> December 2016.
4. "Dilli Chalo" w.e.f. 10<sup>th</sup> January 2017 for Indefinite Dharna at BSNL Corporate Office New Delhi, till resolution of the issues.

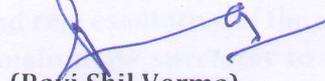
In view of the above, still at this belated stage, we feel that management will take cognizance of the seriousness and sentiments of the people associated with the issue and will take necessary action for the settlement of the above mentioned issues. In case, management do not take cognizance of the issues, responsibility of the industrial unrest shall lie on Management.

With Kind Regards

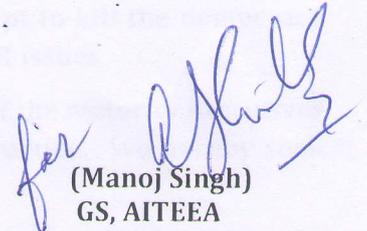


(PRAHLAD RAI)  
GS, AIBSNLEA  
9868278222

Yours Sincerely



(Ravi Shil Verma)  
GS, AIGETOA  
8373967633



(Manoj Singh)  
GS, AITEEA  
9412739350

Copy to:

1. Shri J.S. Deepak, Secretary (T), DoT, Govt. of India, New Delhi-110001
2. Smt. Sujata.T. Ray, Director (HR), BSNL Board, New Delhi-110001
3. Shri N.K. Gupta, Director (CFA), BSNL Board, New Delhi-110001
4. Shri N.K. Mehta, Director (Enterprise), BSNL Board, New Delhi-110001
5. Shri R.K. Mittal, Director (CM), BSNL Board, New Delhi-110001
6. Shri Dev Chakraborty, Sr. GM (Pers), BSNL CO, New Delhi-110001
7. Shri A.M. Gupta, GM (SR), BSNL CO, New Delhi-110001
8. Shri S.K. Sinha, GM (Admin), BSNL CO, New Delhi-110001