

ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION



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No: CHQ/AIGETOA/ 316

Dated: 17th Feb 2011

To

Sh Gopal Das,
CMD/BSNL,
New Delhi.

Sub: Organizational Action against the biased attitude of BSNL Management towards the Direct Recruited executives of BSNL and failure to resolve the issues of Direct Recruits.

Ref: 1. Our letter no: CHQ/AIGETOA/315 Dated 14th Feb., 11
2. Our Letter No. CHQ/AIGETOA/305 Dated: 14th Dec 2010
3. BSNL CO letter no: 1-11/2009-PAT (BSNL) Dated 15th Feb., 11

Agitational Program :

- 1. Countrywide lunch/closing hour demonstration on 24th February 2011.**
- 2. Working with wearing black Badges from 24th February 2011 onwards.**
- 3. Full day Dharna at BSNL HQ/Circle HQ/SSA Hqs on 04th March 2011.**

Respected Sir,

This is in reference to the resolutions of the CWC submitted to your good self vide letter under reference 1 above and also letter under reference 2 where in we have enlisted the burning issues of our cadre for the kind consideration of your good self and we have expressed our desire to get the issues solved amicably through mutual discussions and wanted to shun the course of agitation action in view of the current situation of the company **but it seems that perhaps management have taken our commitment to the organisation as our weakness and that of lack of strength.** The letter issued by

Establishment Cell as mentioned at reference 3 is another proof of Management's Biased and Partisan Attitude towards the Direct Recruits.

The recently issued clarification in regard to the Pay Anomaly of 2007 and 2008 Batch JTOs is a burning example of management's Lax, Biased and casual approach to the resolution of issues of Direct recruits. The speed and sincerity with which committee formed for the purpose of resolution of Pay Anomaly of 2007 and 2008 batch is working is for everyone to see and realize that still after three months of formation of the committee, the report and resolution of the issue is yet to see the light of the day. The clarification letter issued is itself strange because it mentions that personnel pay is applicable only to JTOs appointed before 05.03.2009 and the salary of JTOs joined after that should be fixed at the minimum of E1 scale i.e. 16400/- till finalization of revised E1A scales. Personal pay is applicable to those who's pay has become less after pay revision without degrading their original pre revised scale but what about them who are getting less pay not because of pay revision but due to degradation of scale by the grate BSNL HR managers

In this regard we demand answer to our some simple questions:

1. Whether Management has any right to degrade the pay of particular bunch of employees?
2. On what basis BSNL management is creating the division between executives of same batch just on the basis of mere date of joining?
3. Whether our grate HR managers are still thinking of finalization of E1A scale even after refusal from DoT and DPE.
4. Why establishment cell has issued a Hasty clarification when the committee formed the purpose of resolution of Pay Anomaly is yet to submit its report.
5. Why BSNL management is taking such long time to resolve a simple anomaly even PRC has not taken such long time to submit their report of pay revision on pan India basis?
6. Why other Issues of Direct Recruits are being neglected like anything even after repeated persuasions.

We demand an immediate withdrawal of the said clarification and immediate settlement of the following issues without waiting for any more time pending which we shall be forced to resort to the organization action as mentioned above which is the last thing which we want to do at this critical juncture for the company:

- 1. Process should immediately be started for finalization of fixing standard pay scale for executives i.e. E2 for JTO/JAO and E3 for SDE/AO as per the DPE guidelines. Pay should immediately be protected with respect to the pre-revised scale in respect of executives recruited after 2006 till the finalization of standard pay scales. Nothing Less than these Scales is acceptable to us.**
- 2. Immediate implementation of DoPT guidelines in regard to the Fixation of Seniority of JTOs and promotion to TES Group-B.**
- 3. Immediate implementation of uniform period of 4 years for first time bound up-gradation.**
- 4. Immediate resolution of EPF issues and process of centralization of EPF Accounts.**
- 5. Immediate implementation of 30% Superannuation Benefits in respect of BSNL recruitees.**
- 6. Immediate processing of Pending Rule-8 , tenure and request transfers cases.**
- 7. Immediate implementation of child care leave in BSNL.**

This association has had tried its level best to resolve the issues through mutual discussion and management has also given us the opportunity to be listened but commitment to resolve the issues is lacking from management side. There is clear cut lack of commitment from the HR managers of the company because of whom the final resolution is still to see the light of the day. On one side BSNL is striving to come out of RED and on the other side, the most important bunch of the HR capital of BSNL who will play the key role in its revival i.e. the directly recruited executives are feeling themselves a neglected lot due to continuous denial of their genuine demands. Resolutions of these issues will go a long way in boosting the morale of the young executives which in turn will give rise to more profitability and productivity from them as they will be able to concentrate more towards their work.

Although this association still believes in the resolution of the issues through mutual discussion in amicable atmosphere by maintaining good employee-employer relationship but any further ignorance and delay in resolution of the issues mentioned above will force us to initiate associational activities even with more intensity as mentioned in this notice which we reiterate once again that it is the last thing we want to do at this crucial juncture of the company.

Thanking You

Yours truly,



(R. P. Shahu)

Copy to :

1. Sh. K.C.G.K. Pillai, PGM (FP) BSNL CO New Delhi for kind information and n/a please.
2. Sh D. P. De, Sr. GM (Estt) BSNL CO New Delhi for kind information and n/a please.
3. Sh A. K. Jain, Sr. GM (Pers) for BSNL CO New Delhi for kind information and n/a please.
4. Sh N. K. Narang, Sr GM (SR) BSNL CO New Delhi for kind information and n/a please.