

**All India Graduate Engineers & Telecom Officers Association****Punjab Telecom Circle****(The Recognised Representative Association of BSNL)****Circle President****Vikas Gupta**

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No. AIGETOA/Punjab/CS/2020-21/77

Dated: 20/10/2022

To,
The CGMT
Punjab Telecom Circle
Chandigarh

Subject: Victimization & Harassment of AIGETOA members in Ludhiana since long time and now Transfer of District Secretary leading to distressful working environment in Ludhiana BA - Reg.

Ref: 1) AIGETOA/Punjab/CS/2020-21/46 dated 03/12/2021

2) GS/AIGETOA/2022/64 letter dated 05.07.2022

R/Sir,

Your kind attention is highly solicited towards the above cited subject regarding victimization and harassment of AIGETOA members in Ludhiana BA which leads to distressful environment and huge unrest among executives. Earlier also, similar case regarding bulk transfer and posting in a pick and choose manner by Ludhiana administration without following any Rules/BSNL Transfer Policy and again the same thing is being repeated by putting all rules & regulations at stake due to adamant behavior of GMTD Ludhiana.

Ludhiana administration is using every tactic to harass AIGETOA members by subjecting them to victimization through mental pressure in the form of unfair treatment, frequent transfers of subordinate staffs from their sections, assigning unrealistic IPMS targets, etc. Some of the following cases are listed below reflecting the biased attitude of Ludhiana administration -

- 1) Transfer of District Secretary, AIGETOA Ludhiana from BA HQ to other SDCA in a pick & choose manner vide PBLDH-11/20/13/2021 O/o GM-LDH_PB dated 18-10-2022 and immediate relieving on 19-10-2022 which clearly shows the discriminatory attitude of BSNL Ludhiana administration. This will lead to lack of communication and widen the gap between management and association which will badly hamper the functioning/working of association.
- 2) Harassment of Smt. Seema Gupta Sr. SDE (ADS AIGETOA, Ludhiana) since she joined AIGETOA from last year, presently working as in-charge of main CSC at

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Bharat Nagar exchange. She is being harassed by creating various hurdles in normal functioning of CSC through controlling officer or higher ups

- Transferring staff posted at CSC without substitute to burden her at the cost of BSNL revenue.
 - Overburdening by shifting MNP work from Sale/Marketing section without any additional staff.
 - assigning unrealistic IPMS targets beyond scope.
- 3) Frequent change of sections of Miss. Baljeet Kaur SDE within a short period without any reason.
- 4) Similarly, out of turn transfer case of our member Sh. Rakesh Kumar JTO in a pick a choose manner PBLDH-11/20/6/2022-O/O GM-LDH_PB dated 28.09.2022 without following any guidelines.

It is very much evident from the above-mentioned cases that AIGETOA members are under constant stress, being victimized and harassed by Ludhiana administration which is ready to defy all rules/regulations and every wisdom of natural justice. Such type of attitude by GMTD Ludhiana is highly demotivating for employees who are working day and night for the pristine glory of BSNL and will ultimately hamper the productivity as well as efficiency of employees.

It is therefore requested to kindly intervene immediately since there is huge unrest among executives to stop such injustice and biased attitude of management in one of the BAs of Punjab circles which is always known to achieve the best possible results in complete north zone under your able leadership.

[YOGESH CHHABRA]**Circle Secretary**

Copy to: - (1) The GS/AIP AIGETOA CHQ for further taking up the matter at Headquarter pls.