

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

CHQ, NEW Delhi-110001

No. CHQ/UF/2016-17/01

Dated 17.08.2016

To

1. Shri J.S. Deepak ,
Secretary, DoT,
Sanchar Bhawan,
New Delhi-110001

2. Shri Anupam Shrivastava,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited
Janpath, New Delhi-110001

Subject: Notice for organizational actions protesting against the inordinate delay in implementation of a) standard pay scales of E2 and E3 for JTO, SDE and equivalent cadres, b) 30% superannuation benefit for BSNL Recruited Employees and c) implementation of CPSU Cadre Hierarchy and first TBP reg:

Ref: DoT Letter No: 61-2/2016-SU dated 09.08.2016.

Respected Sir,

We regret to mention that most of the HR issues related to the basic issues of BSNL Executives like pay scales, promotions, pension and terminal benefits are pending for resolution for years together. For the last so many years, Associations have been consistently urging upon BSNL Management to address the legitimate and genuine HR issues of Executives like a) finalization of pay scales of JTO/JAO, SDE/AO etc w.e.f 01.01.2007 by replacing the intermediary pay scales of E1A and E2A which was repeatedly rejected by DoT and DPE with standard IDA pay scales of E2 and E3, b) 30% superannuation benefits to BSNL recruits as per DPE guidelines and c) CPSU Cadre Hierarchy and first TBP despite the assurances given in the informal and formal meetings. Management has been ignoring resolution of these issues leading to simmering unrest and inevitable demotivation. **Even the BSNL proposal of standard pay scales of E2 and E3, replacing the intermediary pay scales of E1A and E2A w.e.f 01.01.2007 is rejected by DoT without any valid grounds. The Administrative approval for BSNL proposal of superannuation benefit to BSNL recruited employees, in lines with Union Cabinet decision and DPE guidelines also pending with DoT. No promotion is happening in any of the cadres for the last two years.**

Despite our repeated requests and persuasion at various levels in BSNL and DoT and the assurances given for the settlement of the long pending and legitimate HR issues of BSNL Executives from the highest level in BSNL, none of the issues have been resolved due to the indifferent and biased attitude of BSNL and DoT.

The United Forum of BSNL Executive Associations comprising SNEA, AIBSNLEA and AIGETOA compelled to resort to the following Trade Union programmes, strongly protesting against the continuous negligence towards settlement of the long pending and legitimate HR issues of BSNL executives.

Demands:

1. Immediate replacement of intermediary pay scales of E1-A and E2-A by standard pay scales of E2 and E3 for JTO and SDE equivalent cadres w.e.f 01.01.2007 as per the recommendation of the Joint Committee.
2. Extending 30% Superannuation benefit to BSNL recruited Employees as per the recommendation of 2nd PRC.
3. Implementation of CPSU Cadre Hierarchy and first Time Bound Promotion as per the recommendation of Joint committee.

Organizational actions and schedule:

- "Lunch/Closing Hour Demonstrations" at BSNLCO/Circle/SSA Headquarters and other major Centres on 23rd August, 2016.
- Full day Dharna at BSNL CO/Circle/SSA Headquarters on 06th & 07th September, 2016.
- "Day Long Hunger Fast" at BSNL CO/Circle/SSA headquarters on 27th, 28th and 29th September, 2016.
- Further Trade Union programs will be announced in case issues are not settled.

United Forum of AIBSNLEA, AIGETOA and SNEA sincerely believes that this company cannot grow by neglecting the genuine HR issues of Executives as Human resource is the key to the growth of the company. Demotivation of the Executives especially the younger generation, will hamper the turnaround of BSNL and slow down its progress. We also believe that present management is more concerned towards survival of BSNL hence will recognize the resentment of Executives and not force us to further intensify the organizational action programs **We reiterate our keen and firm resolve to maintain industrial peace provided Management is keen, serious and honest to address the issues.**



(K. Sebastin)

General Secretary
SNEA

Mob: 9868266200

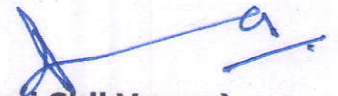
Thanking You,
Yours Sincerely,



(Prahlad Rai)

General Secretary
AIBSNLEA

Mob: 9868278222



(Ravi Shil Verma)
General Secretary
AIGETOA

Mob: 8373967633

Copy to:

1. Shri Manoj Sinha, Hon MoSC(IC), Govt. of India.
 2. Member (Finance), Telecom Commission, New Delhi.
 3. Member (Services), Telecom Commission, New Delhi.
 4. Shri N. Sivasailam, Addl Secretary, DoT, Govt. of India.
 5. Smt Sujata Ray, Director (HR), BSNL Board, New Delhi-110001
- 6-9. All BSNL Board of Directors, New Delhi-110001
10-13: GM (SR/Estt/Pers/Admin), BSNL CO, New Delhi-110001