

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS**  
**Comprising of**  
**(AIBSNLEA and AIGETOA)**  
**CHQ NEW Delhi-11001**

No. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/5

Dated 02.12.2015

To,  
The CMD  
Bharat Sanchar Nigam Limited  
1, H.C. Mathur Lane, Janpath  
New Delhi-110001

**Subject:** Revised Notice for resuming the deferred organizational actions to protest against the arbitrary recruitment of Management Trainees and non-settlement of long pending HR issues in BSNL-reg.

**References:** 1. CHQ/UF/Exe.Ass./AIBSNLEA-AIGETOA/1 dated 03.09.2014  
2. CHQ/UF/Exe.Ass./AIBSNLEA-AIGETOA/ dated 30.04.2015  
3. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/ 3 dated 12.05.2015  
4. CHQ/UF/Exe.Asso./AIBSNLEA-AIGETOA/ dated 07.07.2015  
5. BSNL/7-3ISRt2015 (1 &2) dated 07.07.2015

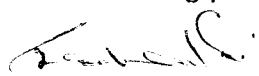
**Respected Sir,**

We regret to mention that in spite of BSNL Management's firm assurance vide SR letter under reference 5 above. BSNL has moved ahead with the proposed MT recruitment by notifying the special recruitment for PWD candidates. It goes beyond our understanding that when the main recruitment has not taken place yet, how can BSNL go ahead with SRD recruitment for filling up the back log vacancies. This is nothing but a deliberate attempt by the management to induct MTs through backdoor.

The Notification of MT recruitment reflects the prejudiced mindset of BSNL management not to implement the CPSU cadre hierarchy. The implementation of CPSU cadre Hierarchy was assured to the executive associations during their agitation program deferment in February 2012 and the recommendation for the same by the committee constituted for the purpose has already been submitted months back. Instead of implementing that BSNL is once again going ahead with the MT recruitment through SRD. Nowhere in the recommendations for the CPSU hierarchy, MT recruitment is mentioned and perhaps management has thought fit to ignore the recommendations of the committee for the reasons beyond our understanding

The United Forum of BSNL Executive Associations (AIBSNLEA and AIGETOA) strongly protests the arbitrary notification of MT Recruitment in any form which includes SRD also and non-settlement of the long pending HR issues. We hereby serve the notice for resuming the deferred organization action programs on following demands:

1. Immediate withdrawal of the MT recruitment notification (SRD) dated 05.11.2015, scrapping of the MT, DGM RRs altogether and implementation of the recommendation of the committee headed by ED(NB) on CPSU Cadre Hierarchy in BSNL and standard E2 & E3 scales for JTO, SDE Equivalent executives.
2. Resolution of various other long pending HR issues like extending 30% Superannuation Benefits to Direct recruits, Rule-8 transfer cases, Pay loss to JTOs/JAOs recruited after 01.01.2007 and fixation of pay in respect of departmental outsider (TTA) appointed as JTOs, conduction of various CPCs in a time bound manner, first time bound upgradation in four years, declaration of LDCE results, notional pay fixation of all upgraded pay-scales w.e.f. 01.10.2000, post based promotions to PS to PPS/Sr. PPS, settlement of Pay Anomaly cases where junior executives are drawing more pay than senior executives, special recruitment drive for hard tenure/shortfall circles, restructuring of AD (OL) cadres, finalization of new SDE RR 2014 in line with association suggestions and other long pending HR issues submitted earlier.




Protest activity and schedule:


- “Lunch/Closing Hour Demonstrations” at BSNL CO/Circle/SSA headquarters on 4<sup>th</sup> Dec 2015.
- Three days “Hunger Fast” at BSNL CO/Circle/SSA headquarters on 28<sup>th</sup> , 29<sup>th</sup> and 30<sup>th</sup> December 2015.
- “Work According to Rules” with effect from 28<sup>th</sup> December 2015 till the settlement of demands.
- 5<sup>th</sup> January 2016 onwards – “Delhi Chalo” for Indefinite Dharna at BSNL CO. The executives throughout the country will gather at BSNL CO, New Delhi till withdrawal of the MT Notification and settlement of various HR issues. During this period, there will be complete non-cooperation with management.

Forum of AIBSNLEA and AIGETOA sincerely believes that this company cannot grow by giving preferential treatment to outsiders and ignoring in-house talent. 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. In case, BSNL management do not take note of the resentment of the executives, responsibility of industrial unrest shall lie on BSNL management.

Thanking You

Yours Sincerely,

  
(Prahlad Rai)  
General Secretary  
AIBSNLEA  
Mob 9868278222

  
(Amit Roy)  
For: General Secretary  
AIGETOA  
Mob 9953967217

Copy to:

1. Shri Rakesh Garg, Chairman TC & Secretary (T), DoT, Govt. of India
2. Smt Sujata 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 Shameem Akhtar, Sr. GM (SR), BSNL CO, New Delhi-110001
7. Shri D. Chakravarty, GM (Pers), BSNL CO, New Delhi-110001