

BRIEF MINUTES OF THE CENTRAL OFFICE BEARERS, ADVISORS AND CIRCLE SECRETARIES MEETING HELD ON 3rd & 4th August, 2013 AT NEW DELHI:

03.08.2013:

A meeting of the Central Office Bearers, Advisors and Circle Secretaries were held on 3rd & 4th August 2013 at CTO Compound, New Delhi. President of AIBSNLEA Com. P. Venugopal, presided over the meeting. President in his opening remarks requested everyone to co-operate with the dias in completing the agenda points and various important issues. In his address he informed the circumstances for calling the meeting during this period. Most of the Central Office Bearers, Advisors and Circle Secretaries actively participated in the meeting. The house prayed the almighty to get well the ACS of NE - II who had a heart attack during the convention and also Son of Com. Satish Kumar Delhi Circle Secretary who is seriously admitted in the Hospital.

Agenda circulated was unanimously approved by the house.

Two minutes silence observed in memory of the departed comrades.

After Self introduction, the agenda items were discussed and approved.

GS welcoming all has stated that he is aware of the little difficulties and discomforts faced by the members in accommodation. But the IQ is booked in order to reduce the expenditure with the larger interest of the organization. GS also stated that the invitation to the meeting was limited to the Circle Secretaries and not extended to Circle Presidents due to the accommodation constraints. He mentioned that we have tried to utilize the presence of CHQ Office Bearers, Advisors and CSs who have come to attend the National Convention organized by Forum of BSNL Unions/Associations on 3rd August, 2013 at New Delhi. He expressed that the house will appreciate the efforts of the CHQ and the inconvenience if any, caused is regretted.

G S read out the report on the activities like organizational matters, viability of BSNL, review of organizational action programmes and status of long pending HR issues during the period. The issues were discussed point by points in details.

Membership : GS stated that there is a huge difference in the number of membership report by the Circle Secretaries in the CWC and the quota paid to the CHQ. The quota remittance is not ensured by the Circle Secretaries which are assured in the CWC meeting. He stated that the remittance of quota should be cleared before the AIC and there should be no difference in the membership and paid membership. GS mentioned to maintain the

discipline in making the payment of CHQ quota based on the Constitution. A complete detailed circle-wise data with reference to total executives and members of AIBSNLEA and paid membership was analysed. GS informed that if we concentrate and put little more efforts, we can score more and be in a better position.

Membership Verification: Management has started the process of membership verification of majority association in Executive cadre and a committee has already formed to frame the guidelines and report of the committee is ready and will be available to the Association shortly. There will be only one executive association which will be approved and two will not be allowed as in the case of Non-Executives. He has explained the entire situation under which we are going to face the verification. He also stated that the performance of the association will be based on the status of the Districts and the actions and performance of the Circle / Branch Secretaries.

The strategy to be adopted for the membership verification was discussed in detail by circle by circle. GS informed that in many of the circles we are leading and few circles we are not due to the poor performance of the existing office bearers at circle level. Definitely we will be number one association after the verification. However, sincere efforts at base level are required to strengthen the organization.

GS informed that once the management formulates the method of membership verification of the Executive Association and it will be made available to our association which will be placed in the website. GS informed that after getting the minutes, we will respond according to the terms and conditions stipulated in the minutes.

We will face the referendum and will intimate the management that about our willingness.

ITS Absorption: GS explained the status of ITS absorption and the developments taken place in the legal process, deployment, recruitment under Rule 37, etc. and Management wants to divide the unity of Executives Associations by holding verification of executives Associations, which is a threat to their existence. GS also stated that under Rule 37A, the absorption process is over and already extended our solidarity and moral support.

Status of AIGETOA Agitation: GS informed that the agitation is going on for the E2 and E3 standard IDA pay scale and CPSU Cadre Hierarchy and other various issues which are common issue for our members also and we have already taken up the issue with the management.

C S Kolkata Telephone pointed out that the SNEA(I) is functioning as a state body in the W B Circle and Kolkata Telephones as against the two Circle units of AIBSNLEA. GS informed that the matter was already taken up with SR cell of BSNL CO and the SR cell has assured that before the referendum SNEA(I) will have to split into to two separate circles.

GS TEAM Com. A.K. Kaushik had attended the meeting as a special invitee and addressed the gathering. He has informed that the Govt. pension to the MTNL employees are getting settled at par with that of BSNL that is getting Govt. pension for the employees of MTNL. The difference of pay scale between BSNL and MTNL will be equalized in the pay commission of 2017. This could happen only because of the joint efforts and struggle. He also stated that in the Joint Forum of BSNL and MTNL Unions / Associations Com. Prahlad Rai is the spokesperson for MTNL and he also mentioned that this will pay the way for merger of MTNL and BSNL in the future. He informed that it will be better if the membership verification is done after merger. At any cost TEAM will be merged with AIBSNLEA once the MTNL and BSNL is merged. He also extended his fullest support at his personal level and from the TEAM for the success of AIBSNLEA in the membership verification as much as possible.

GS AIBSNLEA briefed about the contribution of Com. Kaushik wherein the revision of pay scale of 1986-87 for JTOs was achieved under the leadership of Com. M.K. Bagchi. Com. A.K. Kaushik was the victim of the administrative action against the trade union movement and he was bold enough to come out of it. Com. Bagchi and Com. Kaushik were instrumental in stopping the formation of MTNL pension trust formula. Even though, all other non executives and other associations were in favour of forming the trust to get the pension. The reluctance of DoT was very much which was totally against the Govt. Pension to the MTNL employees and the un-tired struggle of Com. Kaushik has resulted in getting the issue resolved. He also expressed that this Govt. Pension to MTNL will pave the way to merger of both the PSUs for the larger interest of the organization with PAN India presence.

GS AIBSNLEA informed that there was joint forum of BSNL and MTNL with the Executives and non executives which was also instrumental to help the MTNL employees to get settled the issue of Govt. pension which otherwise the DoT was of the opinion that BSNL unions and Associations are not in favour of paying Govt. Pension to the MTNL employees. The joint struggle has resulted in the favorable decision and definitely TEAM will extend its' full support for the membership verification of BSNL at 01.30 AM on 04.08.2013.

04.08.2013

GS briefed about the working of UP (West), J&K, Jharkhand, Bihar and Uttarakhand and the need of holding the Circle conferences which is due. J&K has already fixed the date of Circle Conference. Com. G R Sharma will pursue with C.S. Bihar to hold the Circle Conference within 15 days. At UP (W) Com. Deveshkumar and Com. G R Sharma will co-ordinate with the circle representatives and form the New Circle Body within 15 days.

Legal Fund : Towards legal fund A P circle has paid ` 25000/- and Kolkata Telephones has paid ` 1,00,000/-. The legal fund received from Circles was analyzed circle by circle. All the Circle Secretaries were requested to remit the amount assured by them towards the legal fund which is very much essential to continue the battle of various court cases.

Journal/Circular/Websites: The new design of CHQ website was re-designed by Com. M.K. Morodia, Circle Secretary of Rajasthan Circle and the efforts taken by both Com. Morodia for new design and Com. Bhagwan Singh, AGS(HQ) for timely updation of all the relevant details, news items and orders.

Printing of Telewave: The continuance of hard copy of the TELEWAVE was discussed in detail and decided to continue with minimum required copies till next AIC.

Printing of Diary: Printing of diary will be decided after the management takes a decision regarding supply of diaries to the Executives.

Welfare Fund: The committee constituted for studying and proposing the scheme will submit its report in the AIC and based on the recommendation of AIC, a decision will be taken.

HR issues:

CPSU Cadre Hierarchy: The proposal given by the BSNL management was discussed in detail. It was decided that all the Circle Secretaries will submit the detailed report within one week based on which CHQ will submit its suggestions to BSNL Management.

Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE: GS briefed the status of the case with complete details and also about the discussions taken place with the management and views of the management in this regard. He also stated that decision on CPC in Civil and Electrical Wing is pending with management and a decision is awaited very shortly.

MTRR: It was decided to request the management that Hon'ble PB CAT New Delhi judgment should be implemented in true sense in case the MT recruitment takes place inspite of our objections to allow the internal candidates from Accounts discipline to appear the exam if the candidate is having the qualification which is required for the outside candidates without any minimum service condition.

CPC to fill up the vacant posts in various grades on regular / adhoc basis: In the LDCE quota for the JTO to SDE Diploma and Degree holders are allowed to appear for the exam but at the same time B Tech (Mechanical) degree holders are not allowed. The matter is thoroughly discussed and will be taken up with management.

Cancellation of transfer orders based on the spouse category should be uniformly applied to all the executives irrespective of their transfer to nearby circle or tenure circle, as the family is equal for everybody at the same time the spouse cases are to be considered at Circle level. The same will be taken up with management.

As regards the outstation transfer of JTO to SDE promotion and SDE to DE promotion, as per the policy decision the posting is done based on marks acquired based on the pro-rata basis. The spouse cases from one circle to another circle, except tenure station the request to retain has already considered by the management.

SDE to DE promotion cases, GS informed that Management decided even the spouse cases are also not considered by the management. The number of lady officers is more in number and any concession to female officer will largely suffer the male officers. However, as the lady officers were transferred to far of circles like Orissa, Kolkata, Punjab, etc. the matter was taken up and the lady officers were re-allotted to nearby circles as much as possible.

Other issues like delay in VC of CAO/SDE regular CPC, Transfer of A.Os, Delay in AO CPCs to filling up of vacant posts in various cadres, posting substitute for relieving the transferred officers, filling the vacant posts to by recruitment to cover up the shortage rather than transferring officers from one place to other, as the transfer and filling the vacancy is not a permanent solution to fill up the shortage, etc. were discussed in details, adoption of uniform policy in transferring the officers after the age of 57 years.

GS explained about the court case of JAO to AO DPC.

4th AIC AT NASIK: Circle Secretary, Maharashtra Circle informed that, the AIC will be held during 9.11.2013 to 12.11.2013 at NASIK. Pre-AIC CWC will be held in the afternoon of 9.11.2013. Open Session will be held accordingly on the availability of the officers and

invitees during 10.11.2013 to 12.11.2013. He also explained about the venue, its facilities nearby locations for site seeing, temples, etc and assured all the members to provide better facilities and comfort for which he has solicited from everyone by way of supporting in getting the advertisement for the souvenir.

Com. K.P. Nair, AGS (GD) who is the Chairman of the Souvenir Committee solicited the co-operation and help in getting the advertisement for souvenir. He informed that 20% commission is extended to the individual member or Circles against the collection of advertisement amount to meet the expenditure towards the conveyance in collecting the advertisement for Souvenir.

An amount of Rs.1200/- per delegate was fixed as delegation fee per delegate for the AIC.

Status of Accounts: The accounts for the year 1.1.2011 to 31.12.2011 and 1.1.2012 to 31.12.2012 along with Diary Accounts were distributed for information. Com. Keshava Rao, Advisor who was authorized to completely check the Accounts have presented his report and the mistakes in the accounting method and requested the house that while passing the accounts sufficient time should be given to the members and members should thoroughly check the accounts before it is passed by the house. The house has put on record the appreciation for the efforts put by Com. Keshava Rao in checking and comprising the accounts and presenting it in the house.

It was decided to nominate Com. R.B. Athani, AGS (Engg) to check and set right the accounts along with Com. Ravindranath, F.S. and thereafter the account will be audited by Com. Jairam Auditor. The accounts will be subsequently get audited by the Chartered Account before it is submitted in the AIC at Nasik. If required Com. Athani can take the help of any expert from the Accounts wing.

Withdrawal of the system / practice of local officiating arrangement or local officiating promotion: The item was discussed in detail and the views of the BSNL CO were intimated to the house by the GS.

Implementation of E-2 and E-3 standard pay scales to JTO and SDE equivalent executives in BSNL: GS informed that the issue is under already in the agenda for Joint Forum and is under persuasion.

Restructuring of AD (OL) cadre: GS informed that Committee has already finalized it's report and the same is being submitted to management for its approval. The committee has

recommended the revised pay scale from ` 9850-250-14500 to ` 11875-300-17275. It is expected to get clearance within 2 months from the management.

Regularization of officiating JTOs: GS informed that upon receipt of the certified copy of the judgment from the Chandigarh court, action will be initiated to regularize these JTOs and same will be pursued by the Association.

Regularization of Postal JAOs: GS informed that the matter is finalized by the management and necessary orders are issued.

Allowing to exercise option to Deptt. JTOs/JAOs on their promotion: Internal candidates recruited through DR JTO quota their option for pay fixation case is not yet settled. They have been promoted along with DR JTOs of 2007 & 2008 batch. 2007 batch was appointed on or before 7.5.2010, but they have been refused option. The case is being taken up by our association and is being pursued.

Promotee stream of JAOs appointed on or after 7.5.2010, their option case not yet considered. Whereas junior JAOs of promote stream got 5 advance increments. Hence option to be extended to those JAOs who have crossed ` 19020/- and drawing less than ` 22820/- as on the date of promotion.

JAOs who are drawing more ` 21620/- has not been benefited either by grant of 5 increments or by exercising option. Their pay anomaly cases comparing to their juniors who are continue to work as non-executives to be settled. The matter will be taken up with management.

Promotee stream of JAOs who are at present on training should be granted ` 19020/- as their minimum scale. Case will be taken up.

Implementation of DPE order for payment of 78.2% IDA fitment for the pensioners: It is decided that AIBSNLEA will request the convener Forum of BSNL Unions/Associations to take up the issue for pre-2007 pensioners with DoT and Post – 2007 pensioners with BSNL. A resolution to this effect will be sent to the Convener JAC. AIBSNLEA on its own also pursue both the issues with respective departments.

Grievances of PA / Stenographers' cadre: Creation of PPS post: In the case of creation of PPS post for the field units the required documents have already been given to the management and the case is under process.

Introduction of Promotion Policy for the Stenos (Dying Cadre): The case of promotion policy for the stenographers' who are drawing pay scales of ` 9850-250-14500 & 11875-300-

17275 under the ACP scheme, as these stenographers' are either covered by non - executive promotion policy or executive promotion policy. The case is under process by the committee.

Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f.

1.10.2000: BSNL management has granted benefit of residency period w.e.f. 1.10.2000 to the Executives i.e. JTO/SDE (Civil/Electrical/Arch./TF) Engineering wings, CSSs, PAs/PSs, JAOs etc. for whom the RRs were notified after 1.10.2000 and accordingly the pay scales were upgraded. Now BSNL Corporate Office has issued order of notional pay fixation for JAOs w.e.f. 01.10.2000, we should immediately demand similar benefit to other upgraded cadres also.

Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than

their juniors: BSNL CO, Pers. Cell has filed SLP against Hon'ble High Court, Kerala judgment in The Hon'ble Supreme Court of India, wherein AIBSNLEA has been impleaded.

DGM Recruitment: It is decided to oppose lateral entry at DGM level from out side.

Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by

Executives: Association should continue its effort for withdrawal of looking after arrangement and allow Local Officiating Arrangement or Local Officiating Promotion in BSNL w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles.

Serious anomalies in the TES Gr. 'B' officers' seniority lists: Association demanded that there should one rule for recasting of TES Group - 'B' officers seniority i.e. one on rule-1966 and another on para rule-206 basis. Also associations will continuing to oppose retrospective seniority in TES Group-'B'.

Antedating of pay - anomaly due to accrual of increment of Junior earlier than the senior after fixation of pay in revised pay scale implementation of 2nd PRC: Association will continue its demand to restore the original order dated 23.09.2009 wherein provision for ante-dating the increment of the senior to that of the junior was envisaged.

Two weeks of training to executives whose pay is upgraded and on every promotion under EPP:

AIBSNLEA's consistent efforts yielded result in getting released for relaxation in mandatory Training under Executive Promotion Policy for officers, who are of 55 years and above age on the date of their respective upgradation order, these officers will have the option of undergoing one week Refresher Course as a part of the mandatory training under

EPP followed by appearing in online exam at the respective Training Centre but our efforts will continue to withdraw the Mandatory Training.

EPF Statement of BSNL recruited Employees: Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter and we should continue our effort to resolve EPF issue for BSNL recruited JTOs.

Superannuation benefits to directly recruited employees as per DPE guidelines: We should impress upon BSNL to contribute 12% as Superannuation Benefits in respect of Direct Recruits, to fulfill the limit of 30% contribution and the effective date of implementation of Superannuation benefits of BSNL Recruited Employees must be 01.01.2007. We suggest that the employee contribution in this respect should not be taken mandatory.

Meetings of Staff welfare Board / Sports & Cultural Board BSNL: BSNL Corporate Office issued instructions to Circles to nominate representative from AIBSNLEA at Circle level also.

Payment of pension contribution of the IDA pay scales: Pension contribution in respect of absorbed BSNL employees are to be recovered as per the previous methodology as stipulated vide DoT letter no. 7-45/2008/TA-I/409-433 dated 25.02.2010.

Establishment of Association office and permanent assets: At present the Association Office is being run from BSNL's accommodation. We should continue with the present arrangement till the time assets are transferred from constituents associations.

Winding-up of all constituent Associations: All the General Secretaries of constituent Associations have been requested again and again to take necessary steps to wind-up the constituent Associations and transferring their movable/ immovable properties/ assets to AIBSNLEA. But no constituent Association has taken necessary steps in this regard. As per the decision of 3rd AIC Kolkata a Committee has been constituted headed by Sh. P. Venugopal, President, Sh. Amit Gupta, OS(East), Sh. Jogi Ram, CWC Member Haryana, Sh. C. M. Saste, OS(W) and Sh. Sai Baba CS AP Circle to suggest the mean and manner to resolve the issue.

Committee Members contacted further the General Secretaries of constituent Associations for immediate transferring the movable/immovable assets to AIBSNLEA but no breakthrough took place. and in case they do not transfer it is decided that AIBSNLEA should start legal course of actions.

Organisational Action programmes: The Organizational Action programmes deferred on 30th April,2013 and status of long pending HR issues were discussed in detail and decided

that Association should continue its efforts for the settlement of HR issues on the basis of assurances given in the Formal meeting held on 29th and 30th April,2013 for that the minutes were issued. In case the issues are not settled within two months time Association may resume deferred organizational actions programmes.

The Organizational Action programmes being organized under the banner of United Forum of BSNL Executives' Associations and Forum of BSNL Unions/Associations with the consent of our CHQ should be implemented successfully.

Functioning of United Forum of BSNL Executives Associations: AIBSNLEA, SNEA(I) and AIGETOA under the banner of United Forum of BSNL Executives Associations are taking up the common issues mainly holding of CPCs to fill up vacant JAG / STS grade posts on regular and adhoc basis, CPSU Cadre hierarchy, Implementation of E-2, E-3 standard IDA Pay scales, transfer policy, amendment in EPP, MTRR, BSNL MSRRs, DGM RR etc similarly on the issues related to viability of BSNL. Association should continue its efforts for the settlement of the above issues and should try to strengthen the United Forum.

Forum of BSNL Unions & Associations organized National Convention of BSNL Employees on 3rd August 2013 at New Delhi on Viability of BSNL: National Convention of BSNL Employees held on 3rd August 2013 at Mavlankar Hall, New Delhi successfully conducted by the active participation of more than 1000 BSNL employees throughout the country. About 150 delegates of AIBSNLEA throughout the country participated.

All the resolutions passed in the National Convention on Viability of BSNL were discussed in detail and all the Circle Secretaries were requested to make sincere efforts for providing the quality service to our Comrades to retain them and to grow the revenue for BSNL. BSNL's survival is the survival of all employees.

A resolution proposed by Com. R.B. Athani, AGS(Engg.) and which is seconded by Com. B S Reddy, OS(S) that this meeting appreciated the Circle body of Delhi for excellent arrangement of boarding and lodging etc.

The house extended vote of thanks to the Delhi Circle for hosting the meeting and arrangements.

Com. Devesh Kumar, OS (N), CHQ extended vote of thanks to one and all.

Com. P. Venugopal, President CHQ declared closer of the meeting at 19.30 hours.