

# ALL INDIA BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION

Central Head Quarters  
New Delhi



## Report of the General Secretary placed in the Central Working Committee Meeting of AIBSNLEA held from 17<sup>th</sup> to 18<sup>th</sup> August 2010 at Marinha Dourada Tambudki, Arpora (Baga) Bardez, GOA

**Respected President & Dear Comrades,**

We are meeting here at Goa for the third Central Working Committee meeting of AIBSNLEA, after historical 2<sup>nd</sup> All India Conference held at Jaipur (Rajasthan) from 28<sup>th</sup> to 30<sup>th</sup> August, 2008, first CWC Meet at Manali (HP) on 6<sup>th</sup> and 7<sup>th</sup> April 2009 and second CWC Meet at Chennai (Tamilnadu) on 1<sup>st</sup> and 2<sup>nd</sup> December 2009. In today's meeting, we shall have the objective assessment of the efforts that we have initiated and the result that we could achieve. We may also like to decide here the future plan of actions. In this report, effort is being made to incorporate all the issues of importance to have useful discussions.

This historical CWC meeting is being held at a very crucial juncture when BSNL is facing losses and its market share is drastically reduced. This CWC will certainly be very important meeting just before the 3<sup>rd</sup> All India Conference of AIBSNLEA being held in January 2011 at Kolkata. All the resolutions passed in Chennai CWC Meet were immediately submitted to BSNL management and DOT administration. All the issues of importance have been discussed in the formal / informal meetings with Secretary DOT/CMD BSNL and other dignitaries of DOT/BSNL. There had been several important developments after Chennai CWC meet held in Dec 2009 which needs critical analysis and scrutiny.

On the organisational side, we can have critical examination of our strength and weakness regarding actual paid membership of the Association and efforts being made to increase the membership. The proper corrective measures, wherever necessary, could be planned. Ensure regular and timely election of Branch / Circle bodies to provide transparent and democratic organisation. CWC is to take stock of the status of the issues of various executive cadres taken by AIBSNLEA during the period. The settled and unsettled issues are to be examined and strategies are to be planned to get resolved the pending issues.

CWC Goa will have detailed evaluation of the efforts to get settled the common issues of the executives of BSNL viz. implementation of BSNLMS RRs, regularisation of adhoc level STS officers in Telecom Engg / Finance & Accounts / Civil / Electrical / Arch Telecom Engg wings, filling up of all vacant Gr. A and B posts immediately, delay in settlement of the pending legitimate cases.

BSNL's survival at this stage is on threat. BSNL's market share is continuously declining. The performance of BSNL in all fronts is not good. BSNL's very existence as a strong telecom operator is one of the important issues which need thorough discussion. The dwindling market share is a matter of serious concern to all of us. The continuous decline of BSNL's profit has put it into a loss making PSU, We shall have to analyse why the growth of BSNL is not to our satisfaction. CWC

Meet should seriously discuss the ongoing situation and should come out with strong proposals to make BSNL a strong and viable organisation. Restructuring of BSNL based on BCG recommendations, implementation of CDR billing and ERP needs detailed discussions.

Confidence building measures in the customers shall have to be given priority. Strategies are to be evolved for more revenue generation and its collection. CWC may suggest reducing the operational cost and stoppage unwanted expenditures. The Govt's move to bring 30% disinvestment of BSNL through an IPO or strategic partner, VRS to one lakh employees and unbundling of BSNL's last mile copper conductor etc. need thorough debate. Delay in procurement of GSM equipment is adversely affecting the growth of BSNL. Delay in absorption of ITS officers in BSNL and non-revision of IDA pension of BSNL pensioners who retired before 01.01.2007 are also matters of serious concern to all of us. CWC should decide the definite line of action to get resolve the long pending issues and burning items related to viability of BSNL.

The HR issues mainly regularisation of adhoc STS level executives, filling up of all vacant JAG/STS/Gr. B grade posts need immediate settlement. The CWC may decide the designation change on each time bound promotion as per the EPP. The CWC may take a stand on the above issues. CWC will also discuss and decide the strategies for successful holding of 3rd All India Conference of AIBSNLEA at Kolkata in January 2011.

The historic Indefinite Strike Call given by Joint Action Committee of BSNL Executives' Associations and Non-Executives' Unions and its implementation on 20th April 2010 protesting against 30% disinvestment of BSNL, VRS to 1 lakh employees, unbundling of BSNL's last mile copper conductor, scrapping of 93 million GSM lines tender and non-finalisation of ITS officers absorption in BSNL and non-revision IDA pension of BSNL pensioners who retired before 01.01.2007. Its impact and the results achieved will have to be assessed. The present status of the demands and activities of Joint Action Committee shall certainly be reviewed.

AIBSNLEA's sincere efforts yielded result in getting released the long awaited promotion orders of 219 DGM (Engg), 269 DGM (F), 2710 DE Adhoc posts. DPCs started to fill up the vacant HAG/SAG and STS Group 'A' posts on regular / adhoc basis & Group 'B' grades on regular basis. Still sufficient vacancies in SDE/AO, DE/CAO, DGM/SE posts remain unfilled. This CWC shall be discussing and decide time bound action plan to get the issue sorted out.

As per Hon'ble MoC&IT assurance in the JAC meeting on 20.04.2010 the Cabinet Notes on ITS officers' absorption in BSNL and on IDA pension revision are yet to be sent to the Cabinet.

But even then some issues of importance are yet to be resolved i.e. regularization of STS Group "A" Executives working on Adhoc basis, change of designations on Time Bound promotions, service weightage, date of effect of implementation of all revised / upgraded pay scales we. from 01.10.2000 on notional basis, one time placement of SDE to Sr. SDE grade on 01.10.2000, revision of pay scale of AD(OL), regularization of JTO (officiating) as one time measure, removal of discrimination to Architectural wing based on qualification, regularization of CSS/CSSS executives, filling up of all vacant JAG/STS Group "A" and Group "B" posts, IDA pension revision, absorption of Group "A" officers' in BSNL, allowing deferred option from CDA to IDA pay scale and viability of BSNL, DPCs to fill up vacant STS / Gr. B grade posts, implementation of DPE OM dated 02.04.2009 regarding increase in IDA fitment benefit from 68.8% to 78.2%. The perks and allowances have not been changed on the pretext of dip in BSNL's profit.

**2.0 In the beginning of this report, we may discuss the organizational status and activities of the association, mainly covering the period since December 2009 after 2<sup>nd</sup> CWC Meet at Chennai.**

**2.1 AIBSNLEA Foundation Day on 1<sup>st</sup> May :** All India BSNL Executives Association was formally launched on 1<sup>st</sup> May 2004. The Foundation Day on 1<sup>st</sup> May is being celebrated by all the branches throughout the country. CWC Manali / Chennai decided mandatory to organise special General Body Meetings / Get Together / Cultural Programmes / Seminars etc. on the Foundation day by all the Circles / Branches.

**2.2 Membership:** The paid membership of the Association is now ..... as against ..... recorded at the time of 2<sup>nd</sup> AIC, Jaipur. After 2<sup>nd</sup> AIC at Jaipur in Aug 2008 and CWC Meets, Manali & Chennai, large numbers of Branches have not remitted the CHQ quota. Efforts should be made to clear the CHQ quota regularly on monthly payment basis. The paid membership reflects the strength of the organization and good financial position gives boost to the organizational activities. The Circle/Branch Secretaries are to give special attention on regular collection of subscription and remittance of quota. Still there is sufficient scope to increase the membership.

**2.3 Membership verification of the Executives Association in BSNL :**

(a) At Present only two Associations of the Executives enjoy the trade union facilities in BSNL. However, after verification of their membership only one Association will be recognized. The BSNL Management has constituted a Committee under the chairmanship of GM (Trg) BSNL CO to finalise the terms and conditions for verification of membership for Executives' Associations. AGM (SR) has circulated the committee report to all Executive Associations for submitting views / suggestions to finalise the terms and conditions of membership verification of the executive Associations of BSNL. AIBSNLEA submitted its views / suggestions after CWC Chennai. Some JTOs directly recruited by BSNL have formed two separate Associations for themselves. Similarly some small groups are also getting registered the Executive Associations under society act to create confusion and disunity.

(b) To have the assessment of actual paid membership of our Association and the total strength of the Executives belonging to various Executive Associations in BSNL a list of the Executives circle-wise as per HRMS package was emailed to all Circle Secretaries. Except Circle Secretary BRBRAITT no other Circle has sent the feedback to CHQ till date.

(c) As per the discussions in the CWC Chennai Meet in January 2010 and on the proposal of GS SNEA (I) for amalgamation of both the Associations i.e. AIBSNLEA and SNEA the joint meeting of CHQ Office Bearers of both the Associations was conducted on 9<sup>th</sup> March 2010 at New Delhi wherein representatives of SNEA (I) mentioned that regarding unification / amalgamation of both the Associations will be discussed in their Manali CWC Meet in April 2010. The CWC Manali of SNEA (I) decided to go for membership verification independently and communicated to us. Letter from GS SNEA (I) is enclosed at **Annexure-A**. In response to GS SNEA (I)'s letter, GS AIBSNLEA replied and asked some clarifications but the same was not replied to us. Letter from GS AIBSNLEA is enclosed at **Annexure-B**. This CWC may discuss and decide the future strategies.

**2.4 Regular election of Branch/Circle Body of AIBSNLEA :** Most of the Branches/Circles, AIBSNLEA have conducted elections to form regular body by convening Branch / Circle conferences. Some Circles Circle Conferences are overdue, CHQ has advised them to hold the Circle Conference immediately.

In case of Chennai Telecom Circle, the CS Com Jones resigned due to personal/health reasons. The CEC Meet Chennai Telecom Circle held on 22<sup>nd</sup> July 2010 accepted Com Jones resignation from the post of Circle Secretary and opted Shri Vaithyanathan as Circle Secretary.

Uttarakhand, UP (E), J&K, Bihar, JKD, OR, ALTTTC GZB, Haryana, HP, and Delhi Circles have to hold Circle Conferences for electing the new Circle office bearers since their term is completed. Concerned Organising Secretaries have been requested an early action in this regard.

**2.5 Contribution towards legal fund :** To protect the interest of the members, through the legal means, as and when required, we need to spend substantial amount to defend the legal cases that may be filed soon. A separate fund may be created by one time collection.

**2.6 Journal/Circular/Websites :** Our web site of AIBSNLEA i.e. [www.aibsnleachq.in](http://www.aibsnleachq.in) all latest information regarding meetings with DoT administration & BSNL Management and authentic information is being promptly loaded for the information of the members and others. All important communications made, office orders are also promptly displayed on the web sites. As a result, we are not issuing any monthly circulars since the information intended to be carried out in the circulars are already available in the website. The website is being regularly updated & maintained

by **Com. H.Y. Andeli CS, KTK, Bangalore, Com. R.K.Sharma, AGM Corporate Office Branch and Com. Bhagwan Singh, SDE, Jaipur TD (Rajasthan Circle)**. We appreciate their cooperation and extend our sincere thanks to them.

The consolidation of all the important events is taking place in the monthly journal of AIBSNLEA i.e. '**TELEWAVE**'. There are some complaints regarding non- receipt or short supply of TELEWAVE. These are being attended to. The problem is mainly due to non-availability of updated of the addresses. We have requested all the Circle Secretaries to send / E-mail the updated mailing list based on mailing list can be updated. The TELEWAVE printing and publishing work is being done by GS with the help of **AGS (HQ) and Com R.K.Sharma, AGM BSNL CO**.

**2.7 Publication of BSNL Executives' Diary - 2011** : AIBSNLEA printed BSNL Executives Diary for the year 2010 with improved quality and features. Com. P. Venugopal, AGS (Fin), Com. Devesh Sharma, AGS (HQ) and Com. P. C. Joshi, AFS, CHQ were involved in completing the work of proper distribution of the diary 2010 with the help of other CHQ Office bearers available at New Delhi. The publication of BSNL Executive Diary 2011 work has been initiated. All are requested to provide important technical/accounts information to upgrade the Diary 2011 at the earliest. All the Circle Secretaries are requested to ensure immediate release of payments against year 2010 diary supplied and to place order for year 2011 diary to CHQ in the month of Oct-Nov 2010 so that timely supply is ensured.

**2.8 Welfare Scheme** : As per the decision of 2<sup>nd</sup> AIC Jaipur, all the claims received from various Branches / Circles have been cleared from the General Funds of AIBSNLEA. The welfare funds from TESA / AFSOA have not been transferred to AIBSNLEA. The GS TESA/AFSOA have been requested to take necessary action for transferring the welfare fund to AIBSNLEA immediately but no response in this regard has been received.

**2.9 Central Working Committee Meeting** : The first Central Working Committee Meeting after 2<sup>nd</sup> All India Conference held at Jaipur in Aug 2008 was held at Manali (HP) in April 2009. The second CWC Meet held at Chennai (Tamilnadu) in Dec 2009 and the third CWC Meet is being held here at Goa on the invitation of Maharashtra Circle Comrades in second CWC Meet at Chennai. On the occasion, open session is also being organized which will be attended by CMD BSNL, ED (Fin), CGMT Maharashtra, GM (Estt) and GM (Pers), BSNL CO along with other senior officers.

**2.10 Central Office Bearers Meeting at New Delhi on 8<sup>th</sup> and 9<sup>th</sup> March 2010** : A meeting of the CHQ office bearers of AIBSNLEA was held on 8.3.2010 at Andhra Association Bhavan, Lodhi Industrial Area, New Delhi. The meeting was convened mainly to discussed about membership verification, discussions about the trade union action programmes for the settlement of pending HR issues and to hold Joint CHQ Office Bearers Meeting of AIBSNLEA and SNEA (I) at New Delhi on 09.03.2010. In the CHQ Office Bearers Meeting on 08.03.2010 the organisational activities, mainly membership verification of majority Executive Association in BSNL, status of pending HR issues, organisational action programmes under the banner of United Forum and other organisational activities including viability of BSNL were discussed. On 09.03.2010, the Joint CHQ Office Bearers Meeting was held wherein 20 members from AIBSNLEA and 16 members from SNEA (I) were present. The brief of the discussions is enclosed at **Annexure-C**.

### **3.0 STATUS OF HR ISSUES :**

#### **3.1 Implementation of Joint Committee recommendations on MTRRs / Gr. A RRs :**

(a) A Joint Committee of the BSNL Management and the representatives of United Forum was constituted in Nov 2007 to discuss i.e. (i) Impact of the induction of Management Trainees on the promotional aspects of Executives (ii) Implementation of CPSU cadre hierarchy in BSNL (iii) Regularization of all the existing adhoc STS officers and filling up of existing STS vacancies on regular basis and (iv) Pending issues related to Promotion Policy like Service weightage etc.

(b) Joint Committee of BSNL Officers and the representatives of Executives' Associations after marathon discussions submitted its recommendations on MTRR induction at STS Level and inter-

se-seniority at JAG level and other issues related to Executives Promotion Policy. It is a great breakthrough in the career prospectus of Group 'B' Level officers of BSNL i.e. inter-se-seniority between MTs and departmental candidates is shifted from STS level to JAG Level. Now, STS vacancies will be available for regularization of group 'B' Officers. The Group B level officers have been ensured to be promoted against 50% of the JAG posts through seniority-cum-fitness and 25% of the JAG posts through departmental competitive Exam. The salient features of recommendations of the committee are given below :

(i) Change of pay scale on non functional basis will be accompanied by change of designation i.e. on each financial upgradation; there will be change of designation, as is prevailing in other CPSUs. Change of designation will take place on functional promotion also. Thus, the designation of an executive shall indicate his functional as well as non functional status. This is a step aimed at introducing CPSU cadre hierarchy.

(ii) 50% of total STS posts will be filled up by TES Gr. B & equivalent on regular basis through seniority cum fitness, and the remaining STS posts will be filled up on adhoc basis by eligible TES Gr. B & equivalent. Existing adhoc STS Officers will be, immediately after promulgation of new RRs, regularized in STS to become eligible for regular promotion to JAG. Necessary relaxation of requisite qualifying service to regular STS to enable them to become eligible for promotion to regular JAG will be duly considered. The posts of JAG remaining unfilled, after filling up JAG vacancies on a year to year basis in accordance to the provisions of about to be promulgated RRs, shall be filled up by regular/adhoc STS, as the case may be.

(iii) Integration between regular STS (seniority cum fitness quota) and MTs (through internal competitive examination and outside recruitment in equal proportion) shall take place in JAG in the ratio of 1:1 i.e. fixation of inter se seniority between regular STS (seniority cum fitness) and MTs (50% through internal competitive examination and 50% through outside recruitment) shall take place in JAG in the ratio of 1:1 i.e. 50% regular STS from seniority cum fitness quota, 25% MTs from internal competitive examination and 25% MTs from outside recruitment.

This means that JTOs/TES Gr. B and equivalent shall henceforth occupy 75% JAG vacancies on a year to year basis, in sharp contrast to not a single vacancy of JAG being occupied by promotees on regular basis as of now. In addition, about 3400 STS posts( i.e. 50 % of 6800 STS posts of all disciplines) shall be occupied by Group 'B' on regular basis, not a single STS post is being presently occupied by TES Gr. B on regular basis.

(iv) The issues of service weightage, one time upgradation of JTOs/SDEs and granting of first financial upgradation after four years to those not reaching the minimum of next scale etc. shall be considered separately in future as an when additional/fresh inputs on these issues are given to the management.

(v) Two affiliates of the united forum i.e. NTEA and AIGETOA recorded their disagreement over the recommendations.

### **3.2 Notification of BSNL Management Service Recruitment Rules-2009**

"BSNL Management Service" Recruitment Rules, 2009 (Group 'A' RRs) were notified with the consistent efforts of this Association. There is a breakthrough in the career prospects of BSNL Executives. It has paved the way for regular promotions to the STS/JAG/SAG/HAG and Executive Director level posts in BSNL. But the BSNL Management Service RRs-2009 were not full in tone of the Joint Committee of Representatives from BSNL Management and the representatives of BSNL Executives Associations' recommendations wherein a path breaking methodology for the career progression of the Gr. B Executives was evolved.

The Committee headed by Shri S.R.Kapoor, Sr. DDG (T&C) had several meetings to discuss the issues. In the initial few meetings, the members expressed their views on the demands and various solutions were explored and discussed. Thereafter, the discussions started taking concrete shape and based upon views emerged in these discussions the recommendations were finalised and were submitted on 14.05.2008 to BSNL Management for consideration. Accordingly BSNL

Management prepared Gr. A RRs and processed for finalisation. Finally Gr. A RRs (BSNL Management Service RRs-2009) have been notified on 14.07.2009.

These rules shall be effective from 11<sup>th</sup> June 2009 instead of 1<sup>st</sup> October 2000 as is in the case of Executive Promotion Policy. The Executives promoted to adhoc Group 'A' post before or after 01.10.2000, their adhoc service will not be counted as regular service for the purpose of future promotions. The Group 'A' Executives absorbed in BSNL belonging to IDA Pay Scale of 13000-350-18700 & 14500-350-18700 will be upgraded to IDA Pay Scale of 14500-350-18700, 16000-400-20800 & 17500-400-22300 as per attendant conditions circulated under letter No. 400-61/2004-Pers-I dated 18.01.2007 under Time Bound Promotions corresponding to next grade within a period of 4 to 6 years. These absorbed Gr. A officers will get Time Bound Promotion w.e.f. 11.06.2009 instead of 01.10.2000.

As per these BSNLMS RRs, the existing JTOs/SDEs (C/E/Arch) Engineering wings having diploma qualification were not eligible to be promoted to the grade of Assistant General Manager EE/Arch. In addition to this, in the Architecture discipline, having valid registration as Architect with the council of the Architects is made compulsory, which is gross injustice to the absorbed Executives of Civil/Electrical/Arch Engineering wings in BSNL and against the DoP&T guidelines and CPWD RRs wherein Diploma holders are also allowed to be promoted to the grade of EE (C/E/Arch). AIBSNLEA strongly protested against this discrimination and finally BSNL Management issued amendment on BSNLMS RRs allowing Diploma holder SDEs (C/E/Arch) to the post of EE as per 1994 DOT RRs. We have again pleaded to remove discrimination on the pretext of degree/diploma qualification to the promotion of EE from SDE (C/E/Arch) and parity with the JTO (T) / SDE (T).

Hence, BSNL management should implement the "BSNL Management Service" RRs w.e.f. 01.10.2000 instead of 11.06.2009 to avoid the discrimination and to protect the adhoc service of Executive's rendered in Group 'A' grade after 01.10.2000. BSNL Management should also implement the decisions of Joint Committee in its true spirit so that Executives do not feel discontented.

**3.3 DGM Recruitment** : BSNL Management conducted exam and interview for DGM recruitment and now the 41 qualified candidates are being sent to trainings. The stay order granted by Hon'ble Hyderabad CAT against declaration of result is also vacated.

**3.4 Regularisation of adhoc DEs** : The undisputed TES Gr. B Seniority lists No. 1 and 2 have been operated. Lists No. 3, 4, 5 of DEs adhoc could not be operated in view of Hon'ble Supreme Court's stay order and DOT's directions. AIBSNLEA has impleaded in Hon'ble Supreme Court to get clarification in this regard. After the clarification received from DOT and case for early hearing filed by some Executives in the Hon'ble Supreme Court was also dismissed. Now BSNL Management has started DPC process to regularise about 2650 adhoc DEs. Regular promotion order is expected shortly.

**3.5 Regularisation of adhoc CAOs** : About 630 adhoc CAOs regularisation process was completed.

**3.6 Promotion to DGM (Engg) and DGM (Fin)** : On our continuous efforts 219 DEs regular were promoted to DGM posts and 269 CAOs regular were promoted to DGM (Fin) posts. Efforts are being made to get filled up all vacant DGM posts and SEs after regularisation of adhoc EEs (C/E/Arch).

**3.7 Implementation of Hon'ble Ernakulam CAT interim order** : The interim order issued by Hon'ble Ernakulam CAT in the case filed by AIBSNLEA has been implemented and the date of submitting application for MT exam was extended up to 23.10.2009. The exam date is yet to be notified.

**3.8 First and subsequent up gradation to the next higher grade on completion of 4 years of service in all cases** : In the revised pay scales the JTO/JAO equivalent Executives from E-1A

(18850-40500) to E2A (22800-46500) pay scale will be reaching within 4 years e.g. 9850 equivalent scale is 21620 and with 3% increment every year, they will reach 24340 (i.e. 22270, 22940, 23630, 24340). Hence reduction in Time Bound Promotion from 6 to 4 years has become irrelevant but the Executives may be benefitted in the pre-revised pay scale.

**3.9 Attendant condition for promotion :** The attendant conditions decided in the Promotion Policy based on the grading is harsher than the marks based system. Now, Executives having outstanding ACRs will have no weightage. First Promotion from JTO to SDE is allowed on four average entries and one good entry, but for SDE to Sr. SDE, Sr. SDE to DE, DE to DGM and DGM to SG- JAG grades, the recruitment is three good & two / one average entries which are harsher than the earlier marks based assessment. In BSNL MS RRs, the attendant conditions have been made harder i.e. STS to DGM promotion 4-Very Good and 1-Good entries are required. The BSNL Management is clarifying that with the present attendant conditions the droppings are below 4%.

**3.10 Change of designations on each Time Bound upgradation and post based promotions :** On each upgradation to the next higher grade, the designation and the duties / responsibilities associated with the grade should also be allowed but BSNL Management is yet to decide the designations. BSNL Board has decided to change the designations in BSNL C.O. i.e. JTO equivalent – Asst. Manager, SDE equivalent – Dy. Manager, Sr. SDE equivalent – Manager, DE equivalent – Asst. General Manager, JAG equivalent – DGM, SAG equivalent – GM and HAG equivalent – PGM. The change of the designations in field units is yet to be decided.

**3.11 Date of effect of Implementation of revised IDA Pay Scales for the Executives w.e.f. 1-10-2000 :** Date of effect of Implementation of revised IDA Pay Scales for JTOs/SDEs of Civil/Electrical/Architecture/TFs and Assistants, SOs of CSS, PA/PS (Field Units) and JAOs etc. of finance wing of BSNL, including the proposed revised IDA pay scale of the Official Language officers shall be 01.10.2000 with actual benefit. Director (HR) mentioned that BSNL Board has taken a decision to give the benefit of counting of residency period for first financial up gradation only consciously hence cannot be re-opened. We explained that counting of residency period is not benefiting the senior JTOs/SDEs (C/E/Arch) in the Executive Promotion policy.

**3.12 One time placement of SDE to Sr. SDE grade :** As per DoT agreement and commitment of BSNL at the time of absorption of Group B officers in BSNL on 01.10.2000, the SDEs who completed 5 years of regular service would be provided one time placement in the Sr. SDE grade. A proposal to give relief to the stagnating SDEs for their placement in the Sr. SDEs grade through Cadre Review Concept, on the backdrop of the demand of the Association to reduce the eligibility criteria from 12 years to 5 years (as approved by Telecom Commission in 1994) for placement in the existing scheme, was approved by DoT and discussed in the GoM. This was subsequently remitted to BSNL. It was assured by Hon'ble MoC&IT in the meeting held on 22.10.2001 with the Association that BSNL has agreed to the proposal in principle and a board memo was under preparation. We further understand that the memo was also finalized, but was not placed in the BSNL board meeting. Now the majority of TES Group B officers have been absorbed in BSNL and the BSNL Executives' Promotion Policy is implemented with effect from 01.10.2000, and thereby re-assure us that neither DoT nor BSNL would like to disown their commitment.

Director (HR) mentioned that BSNL Executive Promotion Policy has been implemented taking all the issues into consideration, hence separate treatment is not possible at this stage. However the cases of Sr. SDEs drawing less salary than the juniors on implementation of EPP and revised pay scales can be examined and necessary action may be taken but still remains un-settled.

**3.13 Continuous deprivation of senior executives of Telecom Engineering wing :** We apprised about the continuous deprivation of senior executives of Telecom Engineering wing who were promoted to SDE cadre in 1990 DPC and are drawing less salary than juniors who promoted in 1993 and 1994 DPCs, which still remains unresolved. BSNL CO is fully aware that out of the entire executive community a small group of about 800 executives have not and will not get any benefit from the time bound executive policy. We requested for granting the second time bound

promotion after 4 years instead of 5 years for the executives who got one time bound promotion before 01.10.2004 to avoid the anomaly.

### **3.14 DPCs to fill up the vacant STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc / Regular basis :**

**(a) DPC from SDE (T) to DE (Adhoc) :** On our continuous and untiring efforts in a historical achievement BSNL issued promotion order of 1679 DE adhoc on 30.06.2010 and 1031 DE adhoc on 30.07.2010 (total 2710). After the dismissal of the court case in the Hon'ble J&K High Court against stay order to DE adhoc promotions filed by J&K SC/ST Welfare Association. Hon'ble Chandigarh CAT and Bangalore CAT did not grant stay order in this regard to the applicants.

**(b) JTO to SDE (T) DPC against seniority cum fitness quota :** BSNL Pers Section has circulated provisional list of TES Gr. B seniority for necessary corrections, if any. After receiving objections / corrections BSNL Pers Cell will notify JTO seniority list shortly. Thereafter only the DPC from JTO (T) to SDE (T) to fill up about 3000 SDEs (T) posts will be initiated.

**(c) TES Gr. 'B' LDCE quota :** BSNL CO notified LDCE to fill up about 4500 vacant TES Gr. B posts of LDCE quota but due to various court cases on eligibility were filed and various judgments delivered. BSNL Management under the prevailing situation, cancelled the examination. The next date for examination will be notified shortly.

**(d) DPC from Sr. AO to CAO (Adhoc) :** Sincere efforts are being made to initiate the DPC from AO to CAO adhoc to fill up the vacant posts of CAOs.

**(e) JAO to AO DPC :** Promotion order of 244 AOs were issued. We are again making sincere efforts to get initiated the DPC from JAO to AO.

**(f) DPC from SDE (C/E) to EE (C/E) and JTO (C/E) to SDE (C/E) :** The DPCs to fill up all vacant EE (C/E) posts and to regularise adhoc EE (C/E) posts and to fill up vacant SDE (C/E) posts on regular basis are under process after issuance of modified BSNLMS RRs.

**(g) Issue of promotion order from JTOs (TF) to SDEs (TF) on regular basis and SDE (TF) to DE/AGM (TF) :** The DPC process from JTOs (TF) to SDEs (TF) on regular basis and SDE (TF) to DE/AGM (TF) is under process and promotion orders are expected soon.

**(h) 1999 JAO Batch DPC :** We demanded to hold DPC of 1999 JAO batch on retrospective date i.e. 01.10.2003 when they were eligible to be promoted as AAO and the BSNL declared AAO as wasting cadre in 2004 without holding their DPC. Meanwhile some affected AAOs filed court case and lost. It has created problem but we are making effort to convince the Management for reconsideration.

**(i) Posting on promotion of SDEs (Civil) LDCE quota :** Our consistent efforts yielded result in getting released promotion order from JTO (C) to 63 SDE (C) of LDCE quota.

**(j) Promotion orders from Assistants to Section officers and personal Assistant to Private Secretaries in the erstwhile CSS and CSSS :** These Executives are posted mainly in the BSNL Corporate Office. The promotion order for them has been issued on regular basis and some SOs have been promoted as AGMs.

**3.15 Serious anomalies in the TES Gr. B officers' seniority lists :** The seniority of TES Gr. 'B' officers in DoT were revised based on the Hon'ble Supreme Court Judgments wherein prior to 1993 the seniority of TES Gr. 'B' officers was based on according to the year of recruitment (Rule-1966) but in 1993 as per Hon'ble Allahabad High Court judgment upheld by Hon'ble Supreme Court the seniority of TES Gr. 'B' officers was re-casted that those who qualify in the Deptt. exam earlier were entitled to be promoted prior to those who qualified later irrespective of the year of initial recruitment. It was held that para rule 206 of the P&T manual was not in conflict with either the rules of 1966 or 1981 but was supplemental to those rules. Relief was accordingly granted to petitioners based on para 206 of P&T manual.

Later on Hon'ble Supreme Court CA No. 4339 of 1995 dated 13.02.1997 and CA No. 4339 of 1995 dated 26.04.2000 judgment stated that one statutory RRs have come into force the earlier administrative instructions contained in para 206 cannot be adhered to. The view of the Allahabad

High Court has reached its finality, because of the dismissal of SLP No. 338486 of 1986 on 08.04.1986 on merit. It was made clear that the persons who have already got the benefit like P.N.Lal and Brij Mohan by virtue of the judgment in their favour, they will not suffer and their promotion already made will not be affected by this judgment.

Again Hon'ble Supreme Court CA No. 4339 of 1995 dated 28.09.2006 and CP civil No. 248 of 2007 in CA No. 4339 of 1995 dated 25.03.2008 in the judgment directed the respondent that they shall rearrange the seniority in terms of the principals laid down in P.N.Lal's case restoring their earlier position and shall not put any employee over and above the present petitioners on the basis of the seniority in the service in the entry year.

While implementing the above judgment DoT has re-casted the seniority of 45 TES Gr. 'B' officers only whereas, thousands of TES Gr. 'B' officers are to be provided similar benefit. Now TES Gr. 'B' officers promotions to DE is being issued on the basis of two seniority lists i.e. one on rule-1966 and another on para rule-206 basis. It has caused serious anomaly and heart burn to the TES Gr. 'B' officers in BSNL.

Similarly BSNL CO P-II section has circulated revised seniority list of competitive quota officers in the court case O.P. No. 21656/2001 and 37134/2001 titled UOI v/s George Paul and K.C.Jose, wherein the final seniority list of 147 competitive quota officers who have passed the competitive exam held in the year 2000/2003. The list is subject to final outcome of writ petition No. 21578/2007, writ petition No. 9256/2007, writ petition No. 17448/2008 and writ petition No. 17449/2007 and other writ petitions in the matter in different high courts.

AIBSNLEA got impleaded in the Hon'ble Supreme Court against the case of 270 SDEs delivered by Hon'ble Madras High Court. Similarly filed SLP in Principal Bench CAT, New Delhi / CAT Ernakulam against 147 SDEs seniority case given on retrospective date.

Regarding implementation of Rule-206 or Rule-1966, BSNL Management has filed case in Hon'ble Supreme Court for clarification. AIBSNLEA is going to implead or to file Writ Petition in the Hon'ble Supreme Court shortly.

### **3.16 1966 SDEs reversion case :**

(a) The CAT, Bangalore ordered cancellation of DOT's order creating 1966 posts of SDE's (By upgradation) after the last revision of TES Group 'B' recruitment rules (mainly abolishing the qualifying examination), which were added with the vacancies available prior to revision of the above stated Recruitment Rules to hold the October 98 DPC for promotion from JTOs to TES Group 'B'. The CAT also ordered to revert those from Karnataka Circle who were promoted in excess of the vacancies available in that circle. The second part of the judgment got implication on the entire DPC. In accordance with the court judgment DOT issued revised seniority list of TES Group 'B' officers. AIBSNLEA filed case in Delhi High Court against reversion and accordingly Delhi high Court granted stay order against posting reversion.

(b) After the Hon'ble Delhi High Court judgment we pursued for implementation of the court judgment in its true spirit and finally BSNL Management implemented Hon'ble court judgment by giving 1966 SDEs their original seniority by creating 1369 supernumerary posts. Case settled favourably but again some affected SDEs have filed Contempt of Court in Bangalore high Court which has sub-judiced the matter.

### **3.17 Implementation DPE OM dated 02.04.2009 for increasing IDA fitment benefit from 68.8% to 78.2% and revision of perks specially transport allowance and other allowances :**

We are vigorously pursuing for implementation of DPE OM dated 02.04.2009 for increasing IDA fitment benefit from 68.8% to 78.2% and revision of perks specially transport allowance and other allowances. CMD BSNL / Dir (HR) mentioned that these issues can be resolved only when BSNL profit increases. However regarding DPE OM dated 02.04.2009 for increasing IDA fitment benefit from 68.8% to 78.2%, BSNL Management Committee has recommended to BSNL Board for consideration. We may expect decision on this issue in the next BSNL Board meeting.

**3.18 Pay anomaly of JTO 2005 batch :** Our consistent efforts yielded result in getting resolved the pay anomaly case of JTO 2005 batch wherein the JTOs 2005 batch who joined duty prior to 01.01.2007 were drawing more salary than the JTOs 2005 batch who joined after 01.01.2007.

**3.19 Finalisation of E1A, E2A, E9A and E9B IDA pay scales :** BSNL Board has approved the in between pay scales for JTO, SDE, CGM and ED and sent to DOT for approval. Internal Finance Cell of DOT has not cleared the proposal and not sent to DPE for approval.

**3.20 Absorption of ITS Group 'A' Officers in BSNL :** AIC Demanded immediate absorption of ITS Officers in BSNL and non-filling up of BSNL posts by deputationists on Adhoc / Regular Basis. Duality in absorption issue should not continue, otherwise all absorbed Executives' should also be repatriated to DoT. As assured by Hon'ble MoC&IT to JAC leaders on 20<sup>th</sup> April 2010, on the day of Indefinite Strike Agitation Call, a Cabinet Note on this issue will be sent to Cabinet for approval within a period of 3 months and now the Cabinet Note is yet to be finalised by DOT, thereafter it will be sent to Nodal Ministries for clearance and then to Cabinet for approval. It seems that DOT administration is accepting prospective date of absorption and continuation in CDA pay scale till the next promotion / superannuation as demanded by ITSA.

### **3.21 Grievances of Stenographers' cadre :**

**(a) Upgradation of Stenographers to Personal Assistant Grade :** The Stenographers cadre was restructured with effect from 01.01.2004 and the cadre was declared as "dying cadre" with a view to improve the promotional avenues and pay structure and also to increase the productivity and quality of service. Because of non-creation of posts justified as per the restructuring scheme, the stenographers are still waiting for their promotion to the grade of PA which could have been done long back. As such, all the Stenographers should be upgraded as PA as one-time measure without insisting them to appear for LICE keeping in view the fact that these Stenographers was recruited through competitive examination/speed test but the BSNL Management is yet to agree in this issue.

**(b) Creation of posts of PPS :** With the restructuring, there remains only two grades i.e. PA and PS. In the restructuring order it was specifically clarified that the Private Secretaries who were already promoted as Sr. Private Secretary shall continue to hold the designation in the field units till further orders. It was agreed by the then Director (HRD) that the posts of PPS in CDA pay scale of Rs. 10000-325-15200 will be created and attached with Heads of Circles. We request that all CGMs/PGMs (HAG level) may be provided with PPS.

**(c) Common Recruitment Rules & Nomenclature :** Different Recruitment Rules for PA and PS have been issued by Corporate Office for field units and Corporate Office. This method does not exist in any of the PSUs. Common RRs for field units' stenographers and corporate office stenographers should be there.

**3.22 Deducting the benefit of deferred option in CDA Pay Scale at the time of superannuation :** AIBSNLEA vide letter no. AIBSNLEA/CHQ/2007-08/252 dated 24-05-2007 took up the case with Secy (Telecom) that on absorption of Group "B" Officers in BSNL and during their pay fixation to IDA pay scale, option was granted to the executives for continuation in CDA pay scale till next promotion. A large number of officers have exercised such option and got their pay fixed to IDA pay scale after getting promotion to CDA promotion scale. DoT Cell disallowed such fixation of BSNL executives after their superannuation. GM (Estt) informed that on representation of AIBSNLEA the matter was taken up with DPE and it was clarified that the pay fixation to IDA pay scale, option cannot be granted to the executives for continuation in CDA pay scale till next promotion. DPE has not given the approval and returned the case to DoT. We further took up the case with Secy (T) to settle the issue in DOT itself since it was allowed in the Presidential Directive of absorbed Executives in BSNL. In the recent meeting, Secy (T) informed that the matter has already been discussed with Member (F) and he advised her to settle the matter in DOT itself. Member (F) asked the number of Executives exercised deferred option and the financial implications from BSNL. BSNL Management after receiving the required information from various

Circles, sent the same to DOT but DOT did not take any decision on this issue. Then we requested our KTD comrades to file a case in Kolkata CAT. DOT is drafting reply to Hon'ble Court on this issue but it seems that DOT is not interested to give the justified benefit of deferred option.

**3.23 Revision of pay scale of Assistant Directors (OL) :** The AD (OL) in BSNL are drawing pay scale Rs. 9850 – 250 – 14600 whereas, in the other Ministries the AD (OL) are drawing the pay scale Rs. 13000 – 350 – 18250 as per 6<sup>th</sup> CPC recommendations. AIBSNLEA has been demanding to remove the discrimination. GM (Pers) informed that the matter is under consideration but BSNL Management has not taken any decision in this regard. We requested for early revision of the pay scale of AD OL.

**3.24 Removal of FR-35 for officiating JTOs and one time measure for upgrading TTA posts to JTO posts :** As per the Recruitment Rules, officiating JTOs have fulfilled all the eligible conditions for JTO posts i.e. service condition, educational qualification, qualifying in the examination and JTO Phase-I Training. Invoking of FR35 for them is not correct. If completion of Phase-II Training is essential to get the JTO Pay scale, the candidates are ready to undergo the same. We requested BSNL Management to remove FR35 and upgrade about 2200 TTA posts to JTO posts as ONE TIME MEASURE so that officiating JTOs are given regular promotion. GM (Estt) mentioned that Kerala Telecom Circle has given fixation under FR 22 (I) (a) (i) to officiating JTOs as per Ernakulam Court judgment instead of challenging the judgment in the higher court. This has caused the problem. We strongly protested against this and requested to give FR 22 (I) (a) (i) pay fixation to all JTOs offg all over the country and to regularise them as one time measure.

**3.25 Posting on promotions and tenure transfers :**

(a) Posting on promotions from JTO to SDE equivalent grades and SDE to DE equivalent grades in all disciplines are being issued in the same circles wherever the vacancies are available. The excess executives are posted to nearby circles. In the posting orders on promotion wherever the injustice was made, medical ground cases and lady executives transfer orders were modified. In the posting order on promotion to DE adhoc, AO and CAO many executives have been transferred to distant circles. We strongly opposed and got modified some transfer orders and pursuing for more modifications/cancellations.

(b) The executives posted to tenure circles are being regularly transferred to their choice circles on completion of the tenure. Some executives transferred from J&K circle to their choice circles on completion of tenure period are not being relieved even after 6 months are over. We have requested CMD and Dir (HRD) BSNL for kind intervention so that officers already transferred from J&K circle are immediately relieved.

(c) On our continuous persuasion BSNL Management declared 1 year tenure stations i.e. Srinagar, Leh, Dimapur (Nagaland) etc.

**3.26 Consideration of request transfers :** Most of the request transfer applications of SDEs/DEs were considered. We requested for immediate relieving of executives who completed tenure at hard tenure Circles viz. J&K, North East and A&N Circles.

**3.27 Excess transfers of DEs (T) on promotion from CHTD, STR / NTR, STP, TN, KTK, UP (E), Assam Telecom Circles etc. due to non-availability of vacant DEs posts :** We requested for modification / cancelation of posting order on promotion to DE adhoc of the Executives of CHTD, STR / STP, NTR, TN, KTK, UP (E), Assam Telecom Circles etc. due to non-availability of vacant DEs posts and by diverting the posts. After receiving the vacancy position from Circles in DE cadre, BSNL CO has modified / cancelled such posting order on promotion to DE adhoc.

**3.28 Withdrawal of ACP benefit of JTOs/ SDEs(C/E) & PAs/PSs irrespective of recruitment rule framed later on :**

(a) Withdrawal of ACP granted after 1.10.2004, we requested that ACP benefit granted before issue of BSNL Promotion Policy in January 2007 (effective from 1.10.2004) should not be

withdrawn as the same was granted as per Govt. Scheme. The officers should be allowed to give option to get the benefit of ACP up to 1.10.2006 since in most of the cases; financial up gradation was eligible only from 1.10.06. On the request of the Association, to review the ACP withdrawal order a committee, under the chairmanship of Shri Pradeep Nagpal, GM (SP) BSNL CO was constituted. We immediately provided our feedback to the members of the committee to cancel the ACP withdrawal order. GS, President also attended the personal hearing with CMD BSNL granted to the applicants of Kerala High Court.

(b) After CMD's personal hearing to the applicants as per Hon'ble Kerala High Court the withdrawal of ACP benefit of PAs/PSSs was settled favourably. We demanded similar benefit to other cadres also. Based on Shri Pradeep Nagpal, GM (SP) recommendations the ACP withdrawal case has been settled favourably.

**3.29 Recruitment of JTOs/JAOs :** BSNL Management has recruited about 2000 new JTOs (T), 200 JTOs (C) and 200 JTOs (E). BSNL also notified recruitment of 1000 JAOs from outsider quota and about 2500 JAOs from departmental quota.

**3.30 Regarding pension revision on IDA scale and merger of 50% IDA with basic pension w.e. from 01.01.2007 for BSNL pensioners retired from 01.10.2000 to 31.12.2006 :** As assured by Hon'ble MoC&IT to JAC leaders on 20<sup>th</sup> April 2010, the Cabinet Note on IDA pension revision has been prepared and after the approval of Hon'ble MoC&IT has been sent to Nodal Ministries for clearance and then it will be sent to Cabinet for approval.

**3.31 BSNL MRS Scheme :** BSNL Management constituted a Committee headed by GM (Admn) BSNL CO to review the existing BSNL MRS Scheme. We nominated our CHQ FS to present the views of the Association in the Committee. The committee recommendations were submitted to the Management and finally approved.

**3.32 Payment of PLI :** The PLI for the year 2008-09 was given @ Rs. 5000/- to Executives and @ Rs. 3500/- to Non-Executives as per DPE guidelines. This year the PRP will be introduced instead of PLI.

**3.33 Meetings of Staff welfare Board / Sports & Cultural Board BSNL :** The Meeting of BSNL Staff welfare Board & Sports & Cultural Board BSNL is being regularly attended by GS as special invitee. The CWC may suggest the items, if any, for taking up in the next meetings.

**3.34 Sanction of Group B and A Level posts in New Services :** GM (Restr) processed the case for abolition of about 25000 Gr. B level posts. Against this we strongly protested. The staffing norms for restructuring and for creation of posts in new services are yet to be finalised.

**3.35 HR integration in BSNL :** HR integration in BSNL has been implemented in BSNL CO. In Circles also will be implemented in true sense.

**3.36 Improvement in the revised policy for service GSM, RSTC & Broadband to Executives :**

(a) Enhancement of 200 free calls limit per month on RSTC, & enhancement of free call limit on GSM Telephone connection to STS level officer from 500 calls to 800 calls.

(b) Rent free Broadband service connection to all Executives with BSNL 750 plan

(c) All the BSNL executives should be provided GSM Handsets of the cost of Rs.3000/- Rs. 4000/- & Rs 5000/- to the JTO/SDE/DE level executives instead of Rs, 1500/- , Rs 2500/- Rs 3500/- respectively.

(d) All Executives' should be allowed CUG facility on RSTC at circle level

(e) 3G Mobile service to all Executives : All the issues have been taken up with Dir (CFA) for necessary action.

**3.37 Special drive for recruitment of JAO's/JTO's for tenure circles :** As a onetime measure a special drive for recruitment of JAO's/JTO's for the tenure circles should be taken up with relaxed conditions. BSNL Management Committee is yet to accept the proposal.

**3.38 EPF Statement :** Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter.

**3.39 Leave Encashment Fund created :** On our persistent efforts BSNL has created leave encashment fund of Rs. 4800 crores and deposited to LIC.

**4.0 Organisational Action Programmes :** During the period under review the organisational action programmes calls given by JAC were successfully implemented by our members, mainly the Indefinite Strike Call on 20<sup>th</sup> April 2010 and prior to this Demonstration and Dharna programmes.

#### **5.0 Other Organizational Activities :**

**(a) Amendments to Rules and byelaws of the Association :** The amendments in the constitution passed in the 2<sup>nd</sup> AIC Jaipur have been submitted to the BSNL Management and Registrar of Societies for information but the same are not confirmed.

**(b) Establishment of Association office and permanent assets :** At present the Association Office is being run from BSNL's accommodation.

**(c) Winding-up 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.

**(d) Venue for 3<sup>rd</sup> All India Conference :** Chennai CWC meet decided the venue for 3<sup>rd</sup> All India Conference to be Kolkata in January 2011. Our CSs KTD and WB Circle will shortly fix up and decide Boarding and lodging arrangements. This CWC may discuss strategies for successful holding of 3<sup>rd</sup> AIC at Kolkata.

**6.0 Merger of BSNL & MTNL :** Govt. has not taken any decision in this regard. Under the banner of Coordination Committee of BSNL/MTNL Executives Associations we have been demanding the merger of BSNL and MTNL but on the pretext of different pay scales, pension rule and non-disinvestment of BSNL the issue remains unsettled.

**7.0 Functioning of United Forum of BSNL Executives Associations :** AIBSNLEA and SNEA under the banner of United Forum of BSNL Executives Associations are taking up the common issues mainly holding of DPCs to fill up vacant JAG / STS grade posts on regular and adhoc basis. Similarly on the issues related to viability of BSNL.

**8.0 Organizational tours :** The details of the Organizational tours of CHQ Office bearers are being placed regularly on the website for information.

**9.0. Viability of BSNL & Joint Action Committee :** AIBSNLEA along with all BSNL Unions / Associations on the common issues concerning BSNL's viability is actively participating in the several meetings and actions under the banner of Joint Action Committee. AIBSNLEA is actively participating in the Trade Union Action Programmes decided by JAC on various occasions to fight against the wrong policies of the Government. We are more concerned for the settlement of HR issues of Executives in BSNL but equally concerned for the viability of BSNL also. We are submitting valuable suggestions to the BSNL Management for the growth of Telecom Services. This CWC should discuss and decide strategies for the growth of BSNL and for making it profitable.

To protest against the wrong policies of the Govt. i.e. 30% disinvestment of BSNL, VRS to 1 lakh employees, unbundling of BSNL's last mile conductor, scrapping of 93 million GSM line tender, non-absorption of ITS officers in BSNL, non-revision of IDA pension of BSNL pensioners retired before 01.01.2007 and non-implementation of DPE OM dated 02.04.2009 regarding fitment benefit of pay 78.2% instead of 68.8% etc., JAC decided protest actions i.e. Demonstrations / Dharna programmes in the month of March / April 2010 and implemented Indefinite Strike on 20.04.2010. The Indefinite Strike was called off after the intervention of Hon'ble MoC&IT and his assurances given to JAC in writing. Record of discussions is enclosed at **Annexure-D**.

JAC reviewed the developments and found that DOT administration is not taking time bound actions to settle the issues as assured by Hon'ble MoC&IT and decided to launch further trade union actions and accordingly the Dharna programme was organised on 16.06.2010. JAC decided to organise National Convention at New Delhi and State level Conventions throughout the country to mobilize the BSNL workers and to apprise the public / media about the wrong policies of the Govt. which are not only affecting adversely the viability of BSNL but also against the nation's interest. State level Conventions have been successfully organised at Hyderabad, Bangalore, Chennai, Trissur, Kolkata, Guwahati. The National Convention was organised at New Delhi on 19.07.2010 and decided 3 day Strike from 19<sup>th</sup> to 21<sup>st</sup> October 2010 demanding –


- To abandon the retrograde recommendations of the Pitroda Committee on 30% disinvestment and VRS.
- To give freedom to BSNL Management to procure the required equipment.
- To mandate all Central, State Government departments and PSUs to take services from BSNL in the larger interest of National Security.
- To refund Rs. 18,500 Crores collected from BSNL towards Spectrum Charges.
- To fully exempt BSNL from payment of License fee, as committed at the time of Corporatization.
- To resolve the absorption of ITS officers.
- To strictly adhere to the commitment of payment and revision of pension, given at the time of corporatization.

**Conclusion** : This is a report having reported the important developments & activities of the Association after 2<sup>nd</sup> All India Conference at Jaipur on 28-30 Aug 2008, 1<sup>st</sup> CWC Manali in April 09 and 2<sup>nd</sup> CWC Meet Chennai in Dec 09 mainly to have quick catch-up of the major developments that took place during the period. So that the deliberations, on the various items, on agenda of CWC meeting become easier. Most of the issues related to the members of AIBSNLEA are available in the report. We are extremely thankful to the comrades of Maharashtra Circle for holding this CWC meeting at Goa.

**Thanking you, it is concluded.**

**AIBSNLEA – UNITY – ZINDABAD ! AIBSNLEA ZINDABAD ! BSNL ZINDABAD !**

Comradely yours,



**(Prahlad Rai)**  
**General Secretary**