

**Brief Note on Pending issues which needs immediate settlement**

- 1. Immediate withdrawal of looking after arrangements and allowing officiating Promotion till the time all vacant DE/DGM level posts are filled up on adhoc/regular basis:** BSNL Corporate Office issued letter regarding Withdrawal of the system/practice of Local Officiating Arrangement or Local Officiating Promotion in BSNL and Introduction of Look After arrangement by Executives availing higher scales of pay w.r.t. temporary shortages in the grades/posts of SDE / DE/ DGM in Circles on 22.03.2013. Looking after arrangements do not envisage implementation of SC/ST roster as well as no pay fixation in the higher grade. Also looking after executive can't exercise stature powers of the post. It is not beneficial to BSNL as well as the executives. AIBSNLEA demands immediate withdrawal of looking after arrangements and allowing officiating Promotion till the time all vacant DE/DGM level posts are filled up on adhoc/regular basis.
  
- 2. CPCs to fill up the vacant HAG/SAG/JAG, STS Group 'A' & Group 'B' Grade posts in BSNL on adhoc/ Regular basis:** A good number of PGMs/GMs/DGMs/DEs/SDEs equivalent posts are lying vacant since long. It is adversely affecting the viability of BSNL and causing stagnation in the career prospects of executives.
  
- 3. Regularization of Officiating JTOs and Removal of FR-35 pay fixation:** Against creation of super-numeric 3500 posts of JTOs to avoid reversion, a contempt notice was issued by Hon'ble Chandigarh High Court to CMD BSNL. BSNL Management has taken a stand that till the finalization of contempt case in Hon'ble Chandigarh High Court, no further action to regularize remaining officiating JTOs can be taken. We demanded for an inquiry in to suspected collusion with in BSNL, for defeating the Board decision on regularization of Officiating JTOs and also demanded for early implementation of BSNL Board Decision to give regular posting as JTOs to all qualified & trained TTAs.  
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 FR-35 for them is not correct. We requested BSNL Management to remove FR-35 and upgrade about 1800 TTA posts to JTO posts as one time measure so that officiating JTOs are given regular promotion.
  
- 4. Implementation of assured Executives Promotion Policy in BSNL:** AIBSNLEA untiring & persistent effort's yielded result in getting issued Executive Promotion Policy on 18.01.2007 for implementation of the promotion policy for the Executives in BSNL upto 31-03-2007, which was finally implemented after the clarifications were issued by BSNL Corporate Office on 30.05.2007 but still some issues remains un-resolved as under:-
  - (a) Implementation of CPSU cadre hierarchy- Change of designations on each Time Bound upgradation on functional basis:** On each upgradation to the next higher

grade, the designation and the duties/ responsibilities associated with the grade should also be allowed. BSNL Board 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 – AGM, JAG equivalent – DGM, NFSG equivalent – Jt. GM, SAG equivalent – GM / Sr. GM and HAG equivalent – PGM. But changes of designations on each Time Bound upgradation on functional basis are yet to be decided.

- (b) **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. After implementation of this order no Executive has been benefited. Whereas, as per Dr. Shahi's committee recommendations the upgraded scales for the above executives' should have been implemented w.e.f 1.10.2000 on actual basis or notional basis.
- (c) **One time placement of SDE to Sr. SDE:** 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 back drop 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. The majority of TES Group 'B' officers has been absorbed in BSNL and the BSNL Executive Promotional Policy is implemented w.e.f. 01-10-2000, the issue needs to be settled favorably. BSNL Management is continuously replying that since this issue was not in the terms and reference of absorption of Gr. 'B' Officers in BSNL, now cannot be considered after implementation of the Executive promotion policy. We have requested. To re-examine the case in view of the feedback provided by our Association, BSNL Management should honour its commitment.
- (d) **Settlement of Pay anomaly cases wherein senior Executives are drawing less pay than their juniors:** Committee headed by PGM(FP) submitted its report and denied stepping up of the pay of seniors w.r.t. their juniors as per the provision of EPP and also did not consider the advice of Hon'ble CAT Ernakulam, bench O.A. NO. 109 of 2011 with O.A. No. 110/2011 and 236/2011 judgment dated 07.12.2011 in the Seniors (SDEs promoted as adhoc DEs before getting the second TBP ) getting less pay than Juniors ( SDEs promoted as adhoc DEs after getting the second Time Bound Promotion ) case : *"The respondents are directed to step up the pay of the applicants to the level of pay of their juniors with effect from the date of arising of the anomaly of seniors drawing less*

*pay than their juniors in respect of each of the applicants within a period of 3 months from the date of receipt of a copy of this order. However, this order will not stand in the way of the Committee set up to deal with the issue under consideration in these O.As, giving a more beneficial recommendation for the applicants."*

BSNL CO, Pers. Cell appeal against above judgment has been dismissed by Hon'ble High Court Kerala at Ernakulam i.e. *"Hon'ble High Court of Kerala has dismissed the petitions OP CAT 1576, 1560 & 1592 of 2012 filed by BSNL against the order of Hon'ble CAT Ernakulam in OAs 109, 110, 236 & 241 of 2011 (filed by Sethumadhavan & others) which directed BSNL to fix the pay of the seniors at par with the juniors drawing more pay. The Hon'ble Court also observed the unconstitutional part of the condition incorporated in the pay fixation criteria which prohibits complaining against anomalies. Court also commented that such condition is very primitive and against the fundamental rights. As the applicants in the OAs have already filed petition for contempt of court against BSNL, the Hon'ble Kerala High Court allowed three months' time for BSNL to implement the orders passed by CAT"* but BSNL has filed SLP in the Hon'ble Supreme Court in this regard.

- (e) Amendment in BSNL MSRRs allowing Diploma holders to the promotion of EE:** 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).

- 5. Amendment in Management Trainees Recruitment Rule-2009 and DGM Recruitment:** AIBSNLEA against the provisions of age and qualification in the MTRR-2009 for internal candidates immediately challenged in the Hon'ble CAT Ernakulam and got the direction to allow existing executives provisionally as internal candidates in MT examination. Against this BSNL Management made an appeal in the Hon'ble Kerala High Court and the appeal was dismissed. Similarly, some more cases were filed in different courts throughout the country; hence BSNL Management filed case in the PB CAT New Delhi to get transferred all the cases in PB CAT, New Delhi. Hon'ble PB CAT, New Delhi allowed transferring the cases and AIBSNLEA further impleaded in the case at PB CAT, New Delhi.

Recently OA no. 777/2010 between BSNL V/s AIBSNLEA in Hon'ble PB CAT, New Delhi delivered final judgment wherein Hon'ble PB CAT directed that the ongoing MT recruitment process should be completed as per the interim direction given by the Hon'ble CAT Ernakulam (i.e.) without age and qualification restriction as per the prayer filed by

AIBSNLEA. This is a great victory for the stand taken by this Association that the restriction of age and qualification in MT RR is discriminatory and the same is now vindicated by this judgment.

Consequent upon BSNL Management has prepared a revised draft on MTRR -2009 allowing B.Sc. Ist Class and 50 years age for internal candidates and has asked the opinion and views of the Association. Presently the issues raised by AIBSNLEA have been addressed upto some extent, but still on some points our views are to be submitted on 18.2.2013 to the BSNL Management. Now, our considered opinion is that since the CPSU Cadre hierarchy for non- post based promotions upto JAG selection grade is under discussion in Committee, the MTRRs has no relevance.

**DGM Recruitment** BSNL Management has arbitrarily notified the Recruitment of 162 DGMs (Telecom Operations and Finance Wings) ignoring the existing experience and qualification of executives of BSNL. Earlier, also BSNL Management started the recruitment process of DGMs in Telecom Operation and Finance Wing to fill up 210 DGM posts but very few number of DGMs could be recruited. And again the same exercise has been re-initiated, ignoring the existing qualified & experienced BSNL executives. The fact remains that BSNL Management with indifferent and jealous attitude is not allowing the existing qualified and experienced executives to be promoted or recruited to the higher level posts.

The qualified and experienced Executives in BSNL/MTNL having 10 to 20 years of service should also get an opportunity to compete with others for the DGM posts by making appropriate, justified and rational changes in the eligibility conditions. This would mark the beginning of allowing BSNL to have a management structure of its own at DGM level which by virtue of age profile will be groomed into senior management in due course of time. This strategic move will not only meet the career growth of aspiring talented executives in BSNL but will immensely contribute towards growth and viability of BSNL.

- 6. Implementation of E-2, E-3 standard IDA Pay scales to JTO and SDE equivalent executives in BSNL:** DPE vide its O.M. No. 2(12)/2009-DPE (WC) Dated: 24th December 2012 clarified that *"The undersigned is directed to refer to Annex-I of DPE O.M. dated 26.11.2008, which inter provided different grades and corresponding pay scales in 2007 pay revision. It has come to the notice of this Department that in violation of DPE O.Ms. dated 26.11.2008 and 02.04.2009 some CPSEs have adopted higher or different pay scales than those prescribed under 2007 pay revision, for their executives at below Board level.*
- 2.** *It is clarified that below board level executives of CPSEs have necessarily to be in the Specified grades of E0 to E9 in a CPSE depending upon the schedule of their CPSE. CPSEs are free to recruit executives for each grade as per their functional requirement and as per the rules framed therefor. However, each CPSE can only adopt and recruit executives to the 10 grades (E0 to E9) provided in the DPE guidelines. For example, in case if it is 'E0 Grade', the corresponding pay Scale must be Rs. 12,600 -32,500/- and in case it is 'E6 Grade', it has to be Rs. 36,600- 62,000/-. The grade and corresponding scale of pay cannot be altered by the CPSEs. Appropriate nomenclature for these Grades as per the standard practice of the CPSEs may be followed.*
- 3.** *Further, no intermediary scales have been permitted under DPE O.Ms. dated 26.11.2008 and 2.4.2009. Generally, promotion has to be from one 'Grade' to next higher 'Grade' with it corresponding scale as per the promotion policy of respective CPSEs. A CPSE cannot have more than one pay scale in a grade (say DGM & GM in E8 pay scale) to promote its executives within the same grade".*

Ignoring the DPE OMs (as mentioned above) on implementation of 2<sup>nd</sup> PRC recommendation for standard pay scales E-2 & E-3 for JTO/SDE equivalent executives,

BSNL Management is continuing efforts to implement E1A & E2A intermediate IDA pay scales in BSNL for JTO/SDE equivalent executives, which is not at all justified. In view of the above, standard IDA pay scales E-2 & E-3 as recommended by 2<sup>nd</sup> PRC are to be implemented in BSNL for JTO and SDE equivalent executives to provide justice.

- 7. Arbitrary reduction of JAG and STS posts by 30% under the garb of Remuneration Committee even without conducting elementary work study – unwarranted and motivated attack on bare minimum promotional avenues available to 35,000 Executives:** The Remuneration Committee of BSNL Board has been conducting meetings to discuss HR functions in BSNL and under the grab of this committee BSNL Management and DOT administration is trying to arbitrarily reduce the JAG and STS level posts even without conducting the elementary work study. It is unwarranted and calculated attack on the dwindling promotional avenues of existing 35000 executives. The Executives in the Cadres of JTO/SDE are facing acute stagnation in their career prospects i.e. one JTO, the basic cadre is awaiting his first functional promotion for the Post of SDE for the last 17-18 years and one SDE promoted in the year 1994 DPC and have completed 18 years service is waiting for his second promotion of DE. Hence, one directly recruited JTO cannot inspire even two regular promotions in his whole service career of 35-37 years. Hence, in this situation DOT/BSNL move to reduce the DGMs/DEs posts will further stagnate these executives and will simply de-motivate them. We are to strongly oppose such unwarranted arbitrary move of DOT/BSNL to safeguard the interest of BSNL and its executives.
- 8. 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 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. But the case is still pending in Hon'ble Supreme Court. It seems that no follow up action is being taken by BSNL Pers. cell for early settlement.

9. **Restructuring of AD (O/L) cadre:** The Committee headed by Addl. GM (Estt.) has not submitted its recommendations for restructuring of the AD (O/L) Cadre for the last one year and sincere efforts should be made to resolve the issue at the earliest.
10. **Regularization of Postal JAOs:** Due to pending court case the regularization process is delayed. However, efforts are being made to get early hearing of court case.
11. **Withdrawal of 19.02.2010 order treating the promotion of AAO/Sr. AO/Sr. SDE as time bound promotion instead of post based promotion:** AIBSNLEA demands to withdraw order dated 19.02.2010 treating the promotion of AAO/Sr. AO/Sr. SDE as time bound promotion instead of post based promotion immediately.
12. **Allowing to exercise option to Deptt. JAOs on their promotion who got promoted on or after 07.05.2010:** The pay anomaly case of departmental JAOs was processed by PAT Cell. A committee formed headed by PGM(SR), Sr. GM(Pers.), GM(Estt.), GM(EF) and GM(FP) and the said committee finalized the report and submitted to competent authority for approval. The said Committee recommended five additional increment benefits to Deptt. JTOs/JAOs at par with direct recruit JTOs/JAOs and accordingly implemented. But allowing option to Departmental JAOs in the executives cadre is yet to be considered. We further request to allow Deptt. JAOs to exercise option in pay fixation on their promotion.
13. **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:** We further requested to restore the original order dated 23.09.2009 wherein provision for antedating the increment of the senior to that of the junior was envisaged. Alternatively, management can think of any other solution that will address the issue of anomaly wherein the junior does not draw more pay than the senior and also the senior does not face any drop in his basic pay which he/she will be drawing by virtue of the 3% annual increment provided in the rule. The Committee constituted to examine the case is yet to submit its report to the Competent Authority. AIBSNLEA demand immediate settlement of the issue.
14. **Special drive for recruitment of JTO's/JAO's as Circle cadre to meet the requirement of Tenure Circles:** Amendments in the recruitment procedure is needed to fulfill the requirement of JTO's/ JAO's for the tenure circles by recruiting JTO's/JAO's on Circle basis as per earlier DoT process.

- 15. Implementation of DoT Order no. 17-38/2009-VM.I dated 21.02.2013 for Inter Circle transfers of BSNL Executives' based on ODI/agreed lists:** Recently DOT vide letter no. 17-38/2009-VM.I dated 21.02.2013 issued instructions to CMD, BSNL that instructions issued vide letter of even no. dated 04.02.2010 & dated 12.01.2011 has been considered/reviewed as under
- (i) An officer in agreed/ODI lists should be transferred to another post which must not either be a sensitive post or an allowance post.
  - (ii) In case of a report from the CBI or the concerned Vigilance Cell about undue interference by such an officer in the due process, he may be posted outside the Circle (in case of an officer having all India transfer liability) or shifted from his post within the Circle/SSA (in case of an officer having transfer liability within the Circle/SSA). AIBSNLEA demands to implement this order at an earliest.
- 16. Two weeks of training to executives whose pay is upgraded and on every promotion under EPP on the basis of offline examination process in Training Centers:** BSNL issued letter no. 32-27/2004-Trg[Vol. VII] Dated: 18/02/2013 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. AIBSNLEA demands to withdraw the mandatory training or conduct offline examination in the respective training centres.
- 17. Grievances of PA/ Stenographers' cadre :**
- (a) **Post based promotions for P./P.S to PPS/Sr. PPS:** With restructuring and declaring the cadre of stenographers as 'dying cadre', the entry cadre is now Personal Assistants (Executive) with only one promotional avenue available as P.S., as against executives of other streams viz. JTO / JAO having promotional avenue upto the level of G.M. and above. In order to reach at least at the level of SG JAG (E-6) before retirement, we suggested the following post based promotion for the Personal Assistants:-  
All the posts of Stenographers, Personal Assistants and Personal Secretaries may be pooled together and placed in the ratio of 40% (E-1) PA, 40%(E2) P.S. and 20 %(E3) PPS.  
As per the recommendations of the H.K. Gupta Committee, all the HAG level officers may be provided with secretarial assistance at the level of E-4.  
All Officers (PA/PS/PPS) who are in E-4 scale for a period of 5 years or have completed 23 years of service from the date of entry in the cadre may be promoted to E-5.  
All officers who have been promoted to E-5 and have completed a minimum period of 3 years may be placed in E-6.
  - (b) **Common Recruitment Rules & Nomenclature in BSNL:** 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.
  - (c) **Introduction of Promotion Policy for Stenos (Dying cadre):** There are about **251** Stenographers working throughout the country in the field units of BSNL. Out of these **251**, majority of the stenographers have completed more than 12 years and is placed in the pre-revised executive pay scale of 9850 & 11875 as the case may be at par with PA/PS. The Stenographers who have been granted ACP in the executive pay scale

ceased to be non-executives as per BSNL HQ order No. 1-22/2009-PAT (BSNL) dated 30.04.2009, yet the status attached to the pay scale has not been accorded to them.

Promotion policy for non-executives has also been notified now. The only cadre which has been kept outside the purview of both the promotion policies is the Stenographers (dying cadre). Neither Executive Promotion Policy nor Non-Executive Promotion policy has been made applicable to this small group of **Stenos drawing executive pay scale**.

If no promotion policy is implemented, there is no scope of any Time Bound Promotion in future and have to retire from the present position when others may enjoy the benefits. This discrimination is against natural justice.

- 18. Stream lining of EPF Statement of BSNL recruited Employees:** Yearly EPF statement is being supplied to BSNL recruited Executives in response to our detailed letter and we are continuously monitoring the same. We requested Director (HR/EB) to resolve EPF issue for BSNL recruited JTOs. Director (HR/EB) informed that the said issue will be discussed in the Committee Meeting on 15<sup>th</sup> March'2013 and assured for early settlement of the issue. Issue needs immediate settlement.
- 19. Superannuation benefits to directly recruited employees as per DPE guidelines:** We requested Director (HR/EB) to resolve superannuation benefits to directly recruited employees as per DPE guidelines. We requested that BSNL has to deposit only 2% share and rest 8% share will be deposited by BSNL employees and this will help the directly recruited employees on superannuation.
- 20. Implementation of DPE order for payment of 78.2% IDA fitment benefit w.e.from 01.01.2007 in BSNL:** DPE issued order vide OM No. 2(70)/08-DPE(WC) GL-VII/09 dated 02nd April'2009 for implementation a uniform fitment benefit @30% on basic pay plus @78.2% as on 01.01.2007 to be provided to all executives. The BSNL Management and the Forum of BSNL Unions and Associations reached an agreement on 12.06.2012 to implement above referred DPE letter on the issue of 78.2% IDA Fixation w.r.t. BSNL Employees. Accordingly, BSNL Board has taken decision with regard to enhancement of DA from existing 68.8% to 78.2% and sent the proposal to DoT for approval and issuance of Presidential directive in the month of Feb'2012. Meanwhile, DoT asked some queries from BSNL on this issue and BSNL has replied all the queries to DOT on 15.11.2012. More than one and half month has passed but the Presidential Directive has not been issued till date. The delay in issuance of Presidential Directive is causing serious concern and unrest amongst the BSNL serving as well as retired employees as the pension of the retired employees are to be modified.
- 21. Extension of LTC facility to retiring employees after August'2013:** AIBSNLEA demands to extend LTC facility to retiring employees after August'2013 also.
- 22. Executives are being harassed and terrorized by contract labour in KTD and WB Circles-protest against:** In Kolkata Telephone Circle & WB Telecom Circle, there are about 8000 Contract labors, who are harassing and terrorizing to executives by ghrrao etc. It is mainly happening because of abnormal delay in their salary payment due to non-grant of sufficient funds to Circles in Mtce. & Operation side expenditure. The principal employer status has been delegated to DEs/SDEs, hence they are responsible for their salary payment.



The situation is alarming as the payment of salary of job contract labor and security guards are made by diverting funds from other Heads. As a result, Mtce. and operation work is suffering. BSNL Corporate Office while granting funds to Circles for wage/salary payment to BSNL employees, the payment amount of Contract labor and security guard is not included. To meet out the problem BSNL Board has to sanction extra fund otherwise it is very difficult to pay the salary to job contract labors and security guards in time since the funds allotted to Circles in Mtce. & Operation head are insufficient.

Due to non-availability of funds the salary payment of job contract labor is being delayed every month for the last three years and these contract labors are doing ghero to executives, harassing and terrorizing them by not allowing them to leave their office till late nights. They are also getting local political parties support.

In view of the above, we have requested to CMD, BSNL for his kind intervention in the matter so that BSNL Board sanction extra fund for timely payment of salary to Job Contract labor and Security guards to ensure their timely salary payment. Also, requested that principal employer status should not be delegated below the rank of DGM. But the issue remains un-resolved till date.