

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS
Central Head Quarters
NEW DELHI

Dated 13.08.2009

No. UF/CHQ/CMD/2009

To,
Shri Kuldeep Goyal
Chairman cum Managing Director BSNL
NEW DELHI-110001

Sub:- Serious consequences if the terms of career settlement of BSNL executives with this forum are diluted by BSNL Management in any manner.

Respected Sir,

The Executives of United forum of BSNL have been totally involved in the process of construction and reconstruction of our beloved Company BSNL for the last several months. Similarly we have fully endorsed the 100 days' programme launched by the CMD BSNL, advocating its cause on the various vast forums and platforms. We have been also making extensive contributions, not only in the form of constructive actions, but also creative and innovative ideas and suggestions for strengthening this Company, without rebuking or humiliating this Management. Our efforts in this direction are manifold and manifest apart from being eloquent and visible. **However some present day developments ignites genuine doubts within us that the BSNL Management prefers rebukes and insults over such creative thoughts and actions.** Although we have more than enough strength for such acts, our culture does not suit this. But we do not believe that the Management needs any reminders on the strength and militancy of the executives of the United forum. The fact that we have survived the threats, intimidations and arrogance of the British and then the erstwhile Department and grown to a more than 45,000 strong force covering many remarkable milestones on its way does not require reiteration for any sound mind.

Yes, if for the moment we are playing down so many genuine requirements of ours including the implementation of DPE O.M. dated 02.04.2009 for 78.2% IDA fitment, perks on revised pay scales etc. it is not because of our weakness but because of our immense strength, both moral and physical. Yes, it takes great Associations to convince its members to put the interest of this Company before their own interests, genuine, though they be. Even the flimsiest and weakest organizations can raise issues saying that we need this and we need that. **The man in the street can abuse anyone however great. It is in this context that we have genuine reasons for doubting whether such strengths are being considered as weakness by the BSNL Management. We also doubt whether this Management really fears a few people who threatens them with street language. We do not have any problem with all these. But we have to remind the Management that if it likes to take these Associations for a ride just because we are concerned with the survival and growth of our Company even at the cost of our own cadre interest, then it is sadly mistaken. That is why at this point of time we would like to take a look at certain issues that we have taken up and pursued with all earnestness:**

1. E2, E 3, pay scale for the Executives:

This was one of the basic demands raised by United forum even before the absorption process with all justifications pointing out the case of NTPC and other similar PSUs. Finally duly recognizing the justification raised by us, this was accepted in the case of MTNL and a new mid scale was approved for BSNL as E1 A , E2 A etc (as a compromise in spite of our disagreement about the deviation from the standard pay scales.). Once again consequent on pay revision in the CPSUs based on the recommendations of the 2nd PRC, we demanded E2 and E3 pay scales, inviting the attention of the Management by a notice for agitational programmes. However again the Management pointed out the growing decline in the profit share and once again against our own interests we were compelled to come to terms with the mid scales at least for the time being. We have stated our stand umpteen times with the Management and we believe that the Management is not attempting to befool us.

2. Absorption of ITS.

This was a long time demand of not only the United forum but also the entire BSNL employee community, which even went on a strike under the banner of the Joint Forum. Only some miniscule associations stayed away from it. The Management entered into an agreement with the Forum. We

hope that the Management has not forgotten this. The pending absorption of ITS Officers in BSNL is adversely affecting the viability of BSNL.

3. Recruitment of management Trainees from out side.

The stand of the united forum was abundantly stated on the issue on all available forums. This again was another issue on which we gave notice for agitation. The Management again had its compromised stand discussed with us. We again hope the Management remembers. **We do not believe that this Management is so feeble or crazy to take convenient stands at different moments.**

4. EPF issue of BSNL recruitees.

This again is another issue on which we had made our focused attention and covered a lot of ground. This is still under discussion with us particularly issues like full pension option. We hope that the Management will hold further discussions with us and settle this pending issues without further delay.

5. Recruitment of DGMs.

We agreed for the recruitment of DGMs considering the delay in ITS absorption and for inducting fresh blood into the organization to revitalize BSNL from its present morbid condition. We have amply stated our views on the need to consider qualified and experienced internal candidates for such recruitment. **At the same time we would also like to reiterate our agreed demand that 50% posts in JAG cadre should be available for internal promotion and at any point of time the number of regular JAGs should never be less than 50% for internal promotees, right from the time of new lateral inductions in JAG cadre i.e. from 30th Sep 09 onwards.** As such process for regular JAG promotions from the internal candidates may be initiated immediately.

6. Reduction of pay for JTOs, who joined after 01.01. 2007.

The pay packets of the same batch of JTOs who joined the Company after 01.01.07 and those who joined before 01.01.07 vary widely even though many of the former are senior to many of the latter. This has already been taken up by us even earlier. Therefore we request the Management to settle the anomaly at the earliest in consultation and discussion with us.

7. Modification in BSNLMS RRs for the executives of civil/electrical/Arch and other services.

The executives of civil/Electrical/Arch and other services have been debarred from the promotions to EEs (STS level) posts based on qualifications after their absorption in BSNL. These executives recruited by DOT and absorbed in BSNL were getting promotions invariably to the level of STS posts in DOT. It is betrayal on the part of BSNL Management to these executives. Hence the BSNLMS RRs needs immediate modification wherein these executives are required to be given parity with JTO(T)/JAO and SDE(T)/AO.

As we have pointed out earlier, these and many more issues are still pending solution. We have amply made it clear to the Management that our members are seriously frustrated and agitated due to non settlement of the above pressing issues and will not tolerate any dilution/sabotage of their career prospects under any circumstances. If the Management construes this as a weakness we wish to warn it that the 45,000 members of the United forum shall not stand mute witnesses to any appeasing tactics by the Management when the crisis calls for crisis Management and not appeasement. We hope the Management listens and listens well enough.

With kind regards,

Yours sincerely,



(PRAHLAD RAI)

GENERAL SECRETARY, AIBSNLEA



(G L JOGI)

GENERAL SECRETARY, SNEA(I)

Copy to: Shri Gopal Das, Director (HR), BSNL, New Delhi. .

Shri Shakeel Ahmed, GM (SR), BSNL, New Delhi.