

**31-12-2016**

**Com. Dilip Bhattacharjee SDE/Entally/Intl -Financial Secretary AIBSNLEA/CTD retired on 31/12/2016. He is a member of Central-II Branch. Com. Bhattacharjee will discharge his duty as FS till next conference.**

**We all members of AIBSNLEA/CTD wish him a happy, healthy & peaceful retired life.**

**31-12-2016**

**Com. Tapas Bhattacharjee SDE/Circus/Intl-Central-II Branch; Com. Goutam Munsri SDE/Bldg/Russa-South Branch; Com. Manoj Majumder SDE/Store/Baghbazar; Com. Radha Ballav Saha AOTR/North-North Branch retired due to super annuation On 31-12-2016.**

**We wish all of them a happy, healthy & peaceful retired life.**

## **29-12-2016**

On behalf of UF/CTD AIBSNLEA/CTD extends heartfelt thanks to the participants of 2 day Dharna at Telephone Bhavan on 27-28 December 2016. Despite festive season & year ending members in sizable number attended the programme to make the call successful. Leaders from the constituent associations (AIBSNLEA/AIGETOA/AITEEA) addressed the gathering proclaiming resentment to the step-motherly attitude of the Management & demand for early settlement of agreed HR issues.

Our next call **Work to Rule & Non-cooperation** will continue till settlement of long pending HR issues. We will wear Black Badges till our final call of **Dilli Chalo on 10-01-2017**. Every members are requested to ensure 100% participation.

**Glimpses of the programme:**

**24-12-2016**

ACS & CS alongwith CS/AIGETOA met DGM/HR in absence of GM/HR and discussed the following issues:

**1.Immediate posting of one JTO in different**

**Extl:** JTO/SDE immediately needed to be posted under different External Section.As for example in DE/Entally external out of 11 SDE/extl only 3 are there ,one SDE is retiring this month.If nobody is being posted some RLUs are to be closed.The same scenario is prevailing almost every division in every area.CS requested firmly that the JTOs from the newly promoted JEs is to be posted in external on priority basis in order to maintain the exchs.

DGM said that he will take the case to GM/HR for early solution.

**2.Phase 1 training of newly qualified JTOs at NSCBTTC**

**Kalyani:** Some TTAs(JE) are deputed in Pre-basic Training in Rajpura/Punjab.Out of them some are facing extreme hardship & requested to undergo Ph-1 training at NSCBTTC,Kly.We requested for this arrangement.

DGM listened to the case & informed that all 25 candidates put request letter in this regard but there are only 4 vacancies are the in NSCBTTC,Kly.He assured to think over & the most deserving candidates may be accommodated.

However,we will try to explore if a new batch(Ph-1) may be commenced at NSCBTTC,Kly.

**3.Non Release of Sri S.Suresh DE fromCTD:**We pointed out that the release order of Sri S .Suresh has not been issued while other DEs are being released.Meanwhile Sri Suresh has broken his leg and in distress.He needs to be released soon.

DGM noted the case and immediately talked to Suresh and assured to look after the case.We will pursue this case on priority basis.

**4.Payment of financial assistance to JC labours:**Some ambiguity amongst different verticals of CTD has been evolved regarding payment of FA.Some areas are paying in quarterly basis,some are paying in monthly basis.We want a clear cut instruction from GM/HR section in this regard.

DGM told that alraeady some instruction are issued & circulated in Medha.However he assured to take this case to higher authority for early settlement. Soon a meeting with the vendors will be arranged in this regard.

**5.Issue of photo I/Card to JCL:**We pointed out that our members are facing difficulties in this regard.We wanted immediate guidelines.

DGM told that orders regarding this are already uploaded in Medha on 05/04/2016,15/07/2016 & 14/09/2016. Every PE should follow those strictly.

The meeting ended in a cordial & congenial atmosphere. We thanked him for his co-operation.

23-12-2016

On 22-12-2016 CS,ACS,VP of AIBSNLEA/CTD & ACS with other OBs of AIBSNLEA/WBT met CE/Electrical to discuss some problems as under:

**1.Recent Transfer/posting:** We discussed about transfer/posting cases under CE/Elec. & requested him to discuss this matter with us for smooth implementation.

CE patiently listened to our arguments & assured to look into our request.

**2.Lift in Chittaranjan Exch.Building:** We reminded him despite previous discussion elevator in the said building still out of order.Recently CGM/CTD visited the place,we pointed out it to him also.We demanded early settlement.

CE informed us that the case has been taken on priority basis.Work has started to install a new lift there because

the old one was installed in 1984 & became beyond repairable. We can expect new lift within March 2017.

**3. Maintenance of ACs in different RLUs:** We demanded that all the ACs in the RLUs to be maintained by Electrical section. The newly installed ACs in different places not functioning properly only due to servicing.

CE agreed in principle & informed us that the process has already been initiated. Instruction has been given to field unit for termination of AMC, if any, and ongoing repairing & mtce. work within 31/01/2017 to avoid chance of double payment. Afterward, Electrical section will take over the job.

The meeting ended in a harmonious note, we thanked CE for his co-operation.

**22-12-2016**

**GS writes to GM (SR), BSNL CO to extend the facility of deduction of monthly subscription as available under the clause 10(7) of the BSNL (REA) Rules, 2014 to AIBSNLEA. We have requested to deduct Rs. 50/- only as the monthly subscription.**

[<<<Click here for the letter >>>>>](#) [<<<Click here for the format of the declaration >>>>>](#)

## 22-12-2016

United Forum of AIBSNLEA, AIGETOA and AITEEA writes to Shri Anupam Shrivastawa, CMD BSNL requesting [to intervene in the matter and instruct the SR Cell of BSNL Corporate Office New Delhi to be fair and impartial in their approach and settle the long pending HR issues at the earliest to avoid agitation. Also requested to allow democracy to prevail by honouring the mandate of executives given during the MV to AIBSNLEA](#) [<<<Click here for the letter >>>>>](#)

## 21-12-2016

United Forum of AIBSNLEA, AIGETOA and AITEEA writes to Shri Anupam Shrivastawa, CMD BSNL regarding replacement of Intermediate Pay Scale E1A & E2A by Standard Pay Scale E2 & E3 respectively.

[<<<Click here for the letter >>>>>](#)

## 21-12-2016

Congratulation!

As per our demand placed to Dir(HR) transfer order considering WB circle as tenure circle for Accounts personnel issued today.

## 21-12-2016

On 20-12-2016 Lunch Hour Demonstration Programme in the Call of UF had been observed with full enthusiasm at Telephone Bhavan. Despite year ending a large number of executives from the three constituent associations AIBSNLEA/ AIGETOA / AITEEA gathered to demand immediate settlement of long pending HR issues & recognition of AIBSNLEA as majority association in the circles where it secured maximum vote.

CS & President of all three associations addressed the gathering & congratulated all for securing more than 54% vote in the 1st EMV. We also resolved to put forward a better gathering on 27-28th December Dharna programme in order to snatch our justified demands from the management.

Later we organised a post election GB meeting in CTO Hall at 15-00 hrs. The hall was jam-packed. Besides all the leaders of CTD CS & President of AIBSNLEA/WBT addressed the meeting. All the speakers proclaimed that agitation & movement is the only way by which we can achieve our legitimate demands. We should intensify our ongoing agitation programme to ensure our victory.

**19-12-2016**

Today UF Kolkata with CS,& OS(EAST),ACS of AIBSNLEA and CS & AGS of AIGETOA met DIRECTOR(HR) in Kolkata .We expressed our serious resentment for latest order of GM(SR) and demanded immediate cancellation of this order. We won in Kolkata TD and WB circle with a landsliding majority like 17 other circles, still we are deprived from our legitimate demand. We also informed her that we are going for agitation from 20th December 2016 and we will continue till the fulfillment of our demand. All HR issues are also pending for a long time. Madam gave a patient hearing and assured us that management will take legal opinion for extending recognition to both the associations and she is out of station for last few days and she will enquire about GM SR order. She told that everything is as per rule framed, and all associations are welcome to her for any discussion.

Afterwards few long pending cases of executives of Kolkata were also reminded to her. At last she requested us not to go for agitation but we submissively expressed our concern and apprehension of huge loss due to our struggle, also requested again to intervene and resolve these issues.

We also submitted a joint memorandum in this regard & CS/AIBSNLEA submitted letter regarding pending cases.

**17-12-2016**

**All members of UF(AIBSNLEA/AIGETOA/AITEEA)/CTD are instructed to attend the**

**Massive Demonstration Programme at TB on 20-12-2016 at 13-00 hrs.As per call of CHQ, followed by A Post Election GB meeting for the victory in CTD.at CTO Hall at 15-00 hrs.**

**All leaders of Circle & Branch level are instructed to ensure 100% presence.This is the need of the hour.**

**16-12-2016**

Dear comrades,

Membership verification of Executive Association is over but against the killing of the democracy by BSNL Management wherein AIBSNLEA even after winning of 17 circles with majority votes has been declared as support association is not accepted. Against this our struggle will continue in BSNL. Already united Forum of BSNL executives Associations comprising AIBSNLEA, AIGETOA and AITEEA has served a notice for organisational action programme commencing w.e.f 20<sup>th</sup> December 2016 against the non settlement of pending HR issues pertaining to pay, promotion and pension of the executives. AIBSNLEA has secured 18377 votes during membership verification and has emerged as the second largest executive association. Hence it is the duty and responsibility of AIBSNLEA to protect the interest of these large numbers of executives. In the name of recognised association we can't allow one

association to play with the carrier of thousands of our members. We have equal rights to protect the interest of our members and management cannot ignore our strength. Hence, we are determined and committed to get resolved all important HR issues pertaining to pay, promotion and pension of the executives. Let us be united under the umbrella of United Forum of BSNL executives Association comprising AIBSNLEA, AIGETOA and AITEEA to struggle and get settled the legitimate demands. Unity is strength. Some vested interests will always try to break our unity but with our strong commitment and conviction of unity give them befitting reply by not allowing to weaken our unity.

Misleading information given by one Association after the membership verification

On 14-12-2016, in continuation to the discussion on Tower Subsidiary issue with AST/DOT, the issue of **replacement of Intermediate E1A and E2A scales by E2 and E3** was raised only by **GS, AIBSNLEA** and not by any other leader as claimed by **GS, SNEA** on his website. AST replied that he is taking up the issue for approval of E1A and E-2A from Cabinet for those executives who have been recruited in E-1A and E-2A pay scales and the JTO/JAOs recruited subsequently will get E-1 scale only.

Against this, **GS AIBSNLEA** pleaded that E-1A and E-2A scales were already approved by the DPE during 1<sup>st</sup> PRC and now E-1A and E-2A scales should immediately be replaced by E-2 and E-3 Standard Pay scales. AST mentioned that in case E-1A and E-2A scales are replaced by E-2 and E-3 scales then there is a legal right of revision of E-3 by E-4, E-4 by E-5, E-5 by E-6, E-6 by E-7, E-7 by E-8, E-8 by E-9 & E-9 by E-9A and he is fully convinced with this legal aspect. Hence, DOT will sent both the proposals first to approve E-1A and E-2A intermediate Pay scales after 2<sup>nd</sup> PRC for those JTOs/JAOs equivalent who have been recruited in E-1A scales and the second proposal as per the BSNL's proposal to replace all the pay scales to the cabinet for consideration and approval. We pleaded

that sending the proposal will delay the matter hence, DOT should settle the scales in DOT itself. AIBSNLEA strongly pleaded that since initial two scales of E1A and E2A are provisional and hence immediate replacement of E-1A & E-2A pay scales by standard pay scales of E-2 and E-3 is the necessity of the hour and all other scales can be decided subsequently. The issue was raised by the AIBSNLEA only in the said meeting with AST while the so called majority Association didn't prefer to raise the issue in that meeting. AIBSNLEA is committed for replacement of E-1A and E-2A scales by Standard E-2 and E-3 pay scales by DOT before 3<sup>rd</sup> PRC. AIBSNLEA strongly protested against the degradation of the scales with AST's proposal to give E-1 pay scales to JTOs/JAOs. It will degrade the status of JTO/JAO cadre in BSNL. We expressed our firm opinion on replacing of initial two scales leaving aside all other scales and anomalies. Those claiming to be the saviours are actually the proponents of Cascading and intentionally they are passing the buck on other associations. Even after MV, they have not come out of the MV fever and still trying to befool the executives by claiming that they are doing everything while in actuality doing nothing except raising the false propaganda. We can understand their problem. They tried to suppress the information for reasons best known to them and when we apprised members of the actual position, they are just into the cover up mode. Even a small child will not accept this claim that somebody did not posted the information as there was strike. How strike stops somebody from sharing the full information while information pertaining to Tower Subsidiary was uploaded without any delay.

The issue to release of recently held JE Examination was raised by the leaders of non-executive unions wherein AST expressed his ignorance but assured to look in to the matter

# 16-12-2016

**United Forum of Executives Association Comprising AIBSNLEA, AIGETOA & AITEEA serves upon Notice upon Shri Anupam Shrivastava, CMD, BSNL for organizational actions against the delay in settlement of Burning HR issues and non-extension of Majority status to AIBSNLEA in the circles & SSAs where AIBSNLEA has secured majority with following charter of demand:**

- 1. Recognition to AIBSNLEA as 2nd majority association at all India level with facilities at par with first majority association and as a 1st majority association in all those Circles/SSAs where it has secured majority.**
- 2. Extension of 22,820 as initial basic to the executive's recruited post 01.01.2007.**
- 3. Replacement of intermediate Pay Scales E1A, E2A by Standard Pay Scales of E2-E3 for JTO and SDE equivalent executives.**
- 4. Extension of 30% Superannuation Benefit to the BSNL recruited employees**
- 5. Implementation of CPSU Hierarchy in line with the recommendations of the Khan Committee.**
- 6. Issuance of Posting Orders for LDCE-2015 qualified candidates and notification of SDE RRs.**
- 7. Immediate conduction of various CPCs in all the disciplines to fill up the vacant group-A and Group B equivalent posts in a time bound manner**
- 8. 1<sup>st</sup> Time bound upgradation in four years**
- 9. Resolution of pending Rule-8 cases and clearance of waiting list from the JTOs qualified through LICE.**
- 10. Scrapping of MT RRs/DGM RRs,**

**11. Notional Pay fixation of all upgraded pay scales w.e.f. 01.10.2000 of JTO/SDE (C/E/Arch/TF) Engg. Wings and PA cadre.**

**12. Extension of one increment to LDCE-2012 passed candidates**

**13. Diversion of 50 Percent MT quota CAO Posts to the seniority quota.**

**14. Extension of E1+5 increments to JTO SRD, JAO 2010, 2013 and 2015 batches.**

**15. Removal of Pay anomaly of JTOs Promoted from TTAs of outside quota.**

### **Protest action Program:**

**1. 20<sup>nd</sup> December 2016: Massive Demonstration at SSA/circle/BSNL CO during Lunch / Closing Hrs.**

**2. 27<sup>th</sup> and 28<sup>th</sup> December 2016: 2 Days Dharna at SSA/Circle and BSNL CO level.**

**3. Work According to Rules and Complete Non-Cooperation with effect from 27<sup>th</sup> December 2016.**

**4. “Dilli Chalo” w.e.f. 10<sup>th</sup> January 2017 for Indefinite Dharna at BSNL Corporate Office New Delhi till resolution of the issues.**

**[<<<Click here for the Notice >>>>](#)      [Notice of CTD](#)**

**All the CHQ Office Bearers, Circle/District Secretaries are requested to make the above program a grand success.**

**16-12-2016**

On 15-12-16 in the call of FORUM our members observed One Day Strike actively in CTD against the decision of formation of Subsidiary Tower Company. We took part in in the programme at every work spot as a part of FORUM/CTD. In TB our President addressed the gathering stating the ill effects of such step by DoT.

**13-12-2016**

**CONGRATULATION!**

**ON BEHALF OF UNITED FORUM  
(AIBSNLEA/AIGETOA/AITEEA)**

**AIBSNLEA/CTD**

**WHOLEHEARTEDLY CONVEY OUR SINCERE  
THANKS TO ALL EXECUTIVES OF CTD FOR  
ELECTING US THEIR REPRESENTATIVE  
WITH A MAJORITY OF MORE THAN 50%.**

**AS BEFORE WE WILL SERVE AS VANGUARD  
FOR PROTECTION OF EXECUTIVES'  
INTEREST AS WELL AS BSNL.**

Results of 1st membership verification for electing majority Associations of Executives held on 7th Dec, 2016															
S. No.	Circle	Total Voters	votes polled	In-valid votes	Valid votes Polled	Details of valid votes polled in favour of participating Associations									
						AIBSNLEA	AIBSNLOA	AITEEA	ABLE	MA	BROA	BASE(I)	SNLOA	SWEA	TSOA
1	AMM	101	84	4	80	1	2	1	4	1	4	7	8	9	10
2	ALTYC	92	84	0	84	49	1	0	0	0	2	2	1	29	0
3	AP	2172	2117	8	2109	940	1	1	5	5	1	20	15	1118	3
4	ASSAM	879	778	0	778	333	3	1	3	0	0	1	1	436	0
5	BIHAR	896	832	0	826	488	2	0	18	3	7	0	1	302	5
6	BIRBHAR	54	51	1	50	28	0	0	3	0	0	0	0	19	0
7	BENICO	921	783	14	771	387	77	2	31	31	34	6	2	206	3
8	CHC	467	438	7	436	245	4	1	0	3	2	3	2	177	1
9	CHEKNAI TD	1201	1138	6	1132	565	55	6	5	0	2	9	3	453	34
10	CJ	2520	2345	16	2329	1085	0	5	0	5	19	14	10	1179	3
11	H.P.	685	659	2	657	322	4	0	4	1	0	7	2	317	0
12	HARYANA	1025	960	0	960	372	0	0	0	7	138	6	7	430	0
13	J&K	463	432	0	432	154	1	1	8	4	3	2	1	259	0
14	JHARKHAND	482	440	0	440	279	0	0	17	13	0	0	0	134	2
15	Kol TD	1172	1110	4	1106	640	91	1	2	5	1	2	3	359	2
16	KERALA	3182	3087	41	3046	1181	9	2	26	2	27	4	5	1783	7
17	KARNATAKA	3627	3403	43	3360	1439	8	4	37	4	7	244	13	1597	7
18	MI	4707	4438	10	4428	1489	6	7	85	241	19	15	17	2531	18
19	MP	2056	1932	0	1932	789	5	1	43	6	17	3	4	1062	2
20	NE-I	370	370	1	319	72	1	0	2	0	0	5	1	238	0
21	NE-II	331	305	2	303	202	0	1	1	0	0	1	1	97	0
22	NTR	488	450	10	440	277	1	0	5	58	20	2	8	69	0
23	ORISSA	1074	1032	11	1021	519	14	0	13	30	0	2	1	440	2
24	PUNJAB	2366	2266	11	2255	726	3	1	18	55	70	13	5	1361	3
25	RAJ	1259	1838	8	1830	978	51	2	35	11	93	1	17	637	5
26	TN	2466	2352	11	2341	1192	206	1	10	29	16	42	7	1718	120
27	TELANGANA	2441	2324	15	2309	1216	4	1	12	0	5	69	45	956	1
28	UP-E	1870	1775	8	1767	838	28	1	11	15	18	3	15	833	5
29	UP-W	1262	1186	6	1180	446	153	2	5	19	5	2	35	513	0
30	UTTARAKHAND	430	410	0	410	217	0	0	0	0	6	1	2	183	1
31	WB	1733	1636	11	1625	934	23	3	5	1	3	3	3	650	1
Total		44413	43007	281	41726	18438	760	44	389	845	816	483	228	20128	225
%age w.r.t. total no. of votes		94.88	0.87	94.03	41.52	1.71	0.1	0.88	1.23	1.16	1.09	0.51	45.32	0.81	

9th December, 2016

*Adhir Singh*  
(Adhir Singh)  
Chief Returning Officer

05-12-2016

CONGRATULATION !

AITEEA extends its All out support to AIBSNLEA in the First MV to be held on 7.12.2016

All My dear Friends & Fraternity;

As all of you are well aware that AITEEA is pursuing hard the Pay Parity Issue (initial basic 22820 from DOA) of All Post 2007 Executives with respect to second PRC from the Ministry of Communication to the highest corridors of top Management. Since the inception of this association, we have not spared a

single moment as a team & put all out efforts to raise this genuine demand of our pay loss at every avenue of Policy makers & before main stream associations. Now as membership verification is coming nearer & nearer, it seems as if All main stream association are willing to take our issue as their core agenda & in turn they need our support. This is among appreciable achievements of AITEEA as it has been successful in making it as the issue of All associations. Now we have to evaluate to whom we have to rely on & to whom we have to shed off. After major discussion with top leaders of All Main stream Associations & after thoroughly evaluating all pros and con's , it is decided by Our CHQ with consensus that AIBSNEA is the most Earnest who is willing to take up and resolve our issue genuinely before implementation of 3rd PRC. Therefore AITEEA extends its All out support to AIBSNLEA & request All its members specially to post 2007 Executive Fraternity & well-wishers to support AIBSNLEA in this membership verification. Now it is our duty to try our best to make AIBSNLEA no.1 association by casting our valuable vote at ballot no.1 for the sake of fastest resolution of our Pay Loss Issue. All our Circle/District Office bearers are requested to take it as Do or Die situation for the thumping majority of AIBSNLEA. -

GS-AITEEA

**AIBSNLEA extends its sincere thanks and gratitude to AITEEA CHQ leadership & their entire membership thought-out the country for extending their valuable support and making AIBSNLEA No.1 Executive Associations by casting their vote to AIBSNLEA on**

**07.12.2016. AIBSNLEA ensures the settlement of their pay loss of JTO 2007 & 2008 batches and to bring them in IDA pay Rs. 22820/-. AIBSNLEA will not leave any stone unturned for the resolution of this issue. AIBSNLEA will always stand with AITEE to safeguard the interest of executives in BSNL and to save BSNL.**

**05-12-2016**

## **Membership Verification vis-à-vis the Role of AIGETOA**

Rightly Said by one of the mainstream associations, the bargaining power depends on the majority of the recognized Association and that in turn decides the acceleration in settling the issues.

The Management's vision on the ensuing Referendum is quite clear. The reply which they have submitted to AIGETOA states the purpose without any ambiguity. It is stated that Management wants to hold referendum as they want to take the view of the majority association on issues like Restructuring of BSNL, Rationalization of Posts, Recruitment of Management Services, cadres etc. Therefore, prime purpose of the referendum process is to recruit Management Trainees, DGMs in the middle management and curtailment in the number of Posts. Now we can understand the desperation level of those who were asking for referendum to happen. However, now when it is happening, it is duty of each and every executive that the right association should come forward.

As far as the status of AIGETOA is concerned, we have been pursuing for separate representation status for BSNL Recruited Executives. Our case for separate recognition is being heard in Kolkata High Court and Court has stated that the current referendum is subject to outcome of

the case. The case is listed for arguments next week. We hope for a positive outcome from the Hon'ble court. We are also thankful to AIBSNLEA for supporting the stand of AIGETOA and conveying to management that separate recognition for association of BSNL recruits should be ensured. Similarly, our circle bodies are pursuing their cases at Different Courts. We sincerely hope that a positive outcome will be there. Those who are saying that AIGETOA will not survive, are simply running into fools paradise, these are their day dreams or atmost some identity crisis syndrome. AIGETOA was, is and will remain as the custodian of the DR's Right and anybody claiming beyond that is a simple prejudice and nothing else. People are smart enough to realize and if anybody thinks that DRs can be forced to follow a cult syndrome, then that is again their day dream.

As we are aware that after the ensuing membership verification, there will be only two Associations in the BSNL and the policy matters and HR issues will be discussed and negotiated only with the majority Association. Therefore in the membership contest, it is very important that the number one association comes with a thumping majority so that the second association cannot become a hurdle in policy making. **Therefore it becomes the duty of Electoral College to ensure that the scenario post referendum gives a clear mandate to the majority association so that the issues can be carried forward without any hitch and glitches.** Accordingly, AIGETOA appeals to all the executives to ensure that votes remains in favor of the association which can carry the issues and aspirations of the whole executive fraternity. Accordingly, it is expected from each and every executive that they should cast their vote in favor of association which can carry their aspirations and issues effectively before management and does not become the tool for carrying forward the agenda of Management. Any vote which is not polled in favor is equivalent to voting against your own issues. So votes should positively be casted by every eligible executive and they should ensure the their vote should not go waste.

Now the question that comes in the mind that whom should the executives vote for. It is expected from each and every executive that he should be aware of his rights and his issues. He should remain aware of what is good for us and what is bad. Who can carry our aspirations and who can kill our future career.

AIGETOA has always stood firm for the rights of the executives especially for the issues pertaining to the BSNL recruits. The burning issues vis-à-vis the stand of AIGETOA is as below:

**Pay** - We once again emphasize that AIGETOA is for replacement of initial two scales only. All other options can be explored later on when E1A and E2A are replaced by E2 and E3.

We have suggested merging of Sr. SDE scales and SDE scales which would entail the youngsters to reach E4 scale in 10 years of service instead of 15 years. Alternatively we gave a proposal to replace the initial two scales and that everything else can be taken care of later on once the standard pay scales are in place. We are against keeping an executive in E3 scale for 10 years. If any body needs five promotions assured, they may ask management to extend it to E7. This will give a great boost to the careers of the youngsters and assured time bound Promotions upto E7 level will end the stagnation in E6 level for seniors also. We are thankful to AIBSNLEA for carrying for supporting our cause. We are also thankful to them that they have clarified that if management comes with a proposal where initial two scales are replaced, the same will be acceptable to them.

The Promotion is given as per EPP in every five years without keeping an executive in E3 scale for 10 years which can be discussed after the implementation of initial two scales, the same was acceptable to United Forum earlier also and same is acceptable to United Forum now also. Further, the talks of Financial implication of this proposal is also very less.

We are also thankful to AIBSNLEA for agreeing to carry forward the demand of Pay Parity of Executives recruited after 1.1.2007 with those

recruited before 1.1.2007 i.e. Rs. 22820/- as initial basic. We are grateful that they have delinked initial basic of Rs. 22820/- with proposal of standard pay scales and are pursuing it as a separate demand so that the younger executives can at least overcome the burden of Pay Loss. AIGETOA is determined for the Resolution of Pay Anomaly though in different way i.e. E2 + 3 increments. However now that AIBSNLEA has agreed to carry forward this demand, AIGETOA will ensure that they don't deviate from it post referendum. AIGETOA is also determined that mandatory provisions of second PRC recommendations is ensured before extending the third PRC Benefits. We are determined to go to any extent for that including legal means. **The Pre-condition to put the Executives in E3 scale for 10 years was the prime reason for management offering the proposal of upgrading all scales as management was also not convinced on this unreasonable demand. Now this is for people to decide who wanted cascading and who did not.**

**Promotion** - AIGETOA is for securing the careers of thousands and thousands of the BSNL recruited executives. AIGETOA is for a career path where each and every executive who enters the department should have the path to reach the level of CMD. AIGETOA supports a stand where there is no limit of posts at AGM Level, there is no capping on AGM posts. AIGETOA supports a hierarchy where the promotions are not being talked up to the level of Sr. SDE. AIGETOA is in favor of a stand where there is no lateral recruitment above the level of JTO/JAO/Equivalent. AIGETOA wants a promotion mechanism where BSNL is free of words like MT, DGM recruitment. AIGETOA is for a promotional scheme which does not differentiate the selected 150 to reach upper scales and leaving all other executives in lurch. AIGETOA is in favor of implementing Khan Committee report in its true spirit not twisting and tweaking. AIGETOA wants to streamline the Rota amongst the executives in line with the quota from beginning. **AIGETOA wants time bound functional promotion upto E7 becomes a**

reality for all executives. AIGETOA knows the difference between LDCE and that of LATERAL RECRUITMENT. AIGETOA Knows the difference between creating a new Cadre (MT) and giving promotions through LDCE. AIGETOA agrees, accepts and states that there is huge talent pool available in BSNL and hence we don't want middle management through Parachute Landing. Dream of AIGETOA is that one amongst us reaches to the esteemed post of CMD BSNL. AIGETOA is against bringing back the DoT legacy in BSNL where the group B officers were forced to retire without reaching STS level. AIGETOA cannot forget the talent of those who rendered services in BSNL for so many years. AIGETOA feels the blood of Executives is Fresh enough to take over the responsibilities of Middle and Higher Management in BSNL. AIGETOA is thankful to AIBSNLEA for extending its helping hands in carrying forward the agenda of AIGETOA. It was because of AIGETOA's struggle that MT has not been allowed in department till date. It is AIGETOA which stopped entry of MT in year 2008 and 2009 and together with AIBSNLEA in the year 2015-16. It is because we stopped MT, that so many seniors are now regular DGMs else that replication of old DoT era was not very far when Group B officers were forced to retire as PoTA DE.

AIGETOA is for parity between Executives getting promotion through LDCE and DPC. Hence AIGETOA wants that SDE RRs should be passed at the earliest. AIGETOA wants that executives waiting for their promotions for so many years should be promoted immediately without any further wait. AIGETOA wants that corrected seniority list should be submitted to court immediately so that promotions through DPC may be held smoothly. AIGETOA wants that promotion orders of the LDCE passed candidates be issued immediately and those trying to delay it and linking it through CPSU should be taught a lesson.

AIGETOA is extremely thankful to AIBSNLEA for pursuing the agenda of Executives and sincerely hopes that long pending dispute of Rota in Quota shall be applied to executives promoted through all vacancy

years.

AIGETOA really appreciates them who went in the meeting with agitation withdrawal letter in their pocket in United Forum Struggle 2012. It was AIGETOA which took a firm stand that a committee should be constituted for examining the CPSU and Pay Scales Proposal else people were willing to withdraw just over a cup of tea with management and now claiming credit for constitution of Khan Committee. It was our vision that now the scales proposal and CPSU proposal is captured in black & white with positive recommendation. AIGETOA is for extending one increment to all the executives whose promotion orders have been delayed by Management. We are thankful to AIBSNLEA for assuring that one increment shall be extended to all whose promotion orders have been delayed due to administrative reasons.

AIGETOA is for the welfare of DR fraternity and hence welcomes the support of AIBSNLEA as they have carried forward our agenda without any ambiguity and without any preconditions like executives should be forced to stay for 10 years in E3, Middle Management should have parachute landing in BSNL, one assured promotion in CPSU etc. etc. They are firm that executives should not be forced to stay in E3 for 10 years just like us, They are dead against recruitment of MT/DGM just like us, They want promotion channel with a path to reach the apex level just like us. We thank AIBSNLEA for the efforts they took to protect the interests of BSNL recruited Executives.

**Pension** - AIGETOA is against any Hypocrisy in this most important demand of BSNL recruits which pertains to the social security of them after retirement. AIGETOA wants full 30 percent SAB and any dilution in that is not acceptable. Those who are asking for 30 Percent Superannuation Benefit.. and keeping 6 Percent demand in their manifesto should at least make their calculations correct. AIGETOA is against anybody calling the demand of 12 Percent unrealistic. AIGETOA is against anybody not attending the meeting and saying

others surrendered. There was a call for everybody in the meeting... General Secretary AIBSNLEA was also not in the station on that day but their AGS attended the meeting. AGS and President AIGETOA attended the meeting. President NFTE also attended the meeting. Those who did not even bother to send their representative in the meeting for reasons best known are now calling that they would have ensured more. Perhaps they were aware what is going to happen and wanted to wash their hands away from it and hence missed the meeting...That meeting paved the way for creation of Superannuation Trust for BSNL recruits.. That meeting Paved the way for revision of quantum of Superannuation Contribution after actuarial analysis...that meeting paved the way for revision in date of implementation ...and it is that meeting that Management is agreeing for increasing the quantum now. We are against this Hypocrisy of doing nothing when given a chance and then singing the song. We are thankful to AIBSNLEA for helping us towards resolution of the issues. We are thankful to them for actually working and not just singing the songs. ..We want that who so ever comes first should carry forward the agenda of resolution of burning issues pertaining to all BSNL recruits. Accordingly we want the one who supports Merger of Sr. SDE and SDE cadres and extending Promotions as Per EPP. This will open the gates of E7 for seniors also. We want that somebody who comes first should defeat the designs of Management to recruit MTs and DGMs in the middle. We want somebody who sincerely and whole heartedly works for Pay Parity of the executives recruited after 01.01.2007. We want somebody who says demand of 12 Percent Superannuation is realistic, somebody who works for getting 30 Percent Superannuation Benefit on ground. We sincerely hope that all the executives will understand what is good for them and request them to be on the side where the resolution of the issue lies. We sincerely hope and believe that AIBSNLEA will come out with a thumping majority from the sample survey taken and we feel that our issues are in safe hands. With regard

to the future of AIGETOA after referendum, our case for granting separate recognition to association for BSNL recruited Executives is under persuasion at Hon'ble Kolkata High Court by AIGETOA CHQ, Hon'ble Allahabad High Court by representatives of UP West and UP East Circle and at Hon'ble High Court at Cuttack by representatives of Odisha Circle. As you are aware that Hon'ble High Court admits the case only when there is merit in the case and accordingly we believe that Hon'ble Court of Law will consider our representation. On that front also, AIBSNLEA has supported us by writing to management for the separate representative status to association for BSNL recruited executives. Therefore, in the event of judgement coming in our favor, it becomes all the way necessary that both the representative association works in synch with each other for resolution of the issues. Further, the name of AIGETOA is associated with the fight for right...Till that fighting spirit is there inside us, any referendum, any recognition, any management can not stop us from fighting for our rights.

**We find that AIBSNLEA is in our side on the issues and hence we appeal all the executives to be on AIBSNLEA side in referendum to be held on 7th December 2016 and vote for them.**

**(FROM WEBSITE of AIGETOA)**

**04-12-2016**

**Control room has been set up for election by AIBSNLEA. It will operate from 8-00 AM to 6-00 PM on 07-2016. In case of any assistance organisers or members can contact in the following numbers:**

**033-2243-7474      &      033-2243-7485**

[Click here for Voter list list of Booth](#)

[Click for](#)

**03-12-2016**

**BEWARE FRIENDS FROM PSEUDO SYMPATHIZERS!**

Com.CS,President,ACS & OS met CGM/CTD on 01-12-2016 & protested strongly about the way & language of letters issued to CAOs under his signature.We conveyed our resentment & explained that they could not be held responsible solely for collection of revenue.

Friends we are determined to protect our member at any cost .With your support & strength you all know that we are capable of that.So,stay away from any rumour & and give them a befitting reply who are out to catch fish in troubled water.

**Vote for AIBSNLEA in SI No.1 on 07-12-2016.**

**01-12-2016**

Com.Prasenjit Mitra SDE,Plg/Alp,Com.Debasis Chakraborty AO/Rkt & Com.Amit Saha SDE/Ent retired due to super annuation on 30-11-2016.Our Comrades & Branch leaders met them & bade them farewell with flower bouquet & sweets.All of them were staunch follower & bonafide members of AIBSNLEA from day one. On behalf of AIBSNLEA/CTD Circle we wish them happy & healthy retired life.