

**29-06-2020**

**2nd Membership Verification of Executives Association  
on 18.08.2020**

**Vote & Support AIBSNLEA**

**to save BSNL and its Executives**

**Dear Comrades!**

August 18<sup>th</sup> is the most crucial day for BSNL Executives' career because this day decides who will represent the Executives of BSNL before Management, this day decides who will negotiate with the Management on behalf all Executives, this day will decide who can take care of BSNL future/ Survival in view of the present Financial crunch of BSNL/Covid-19...etc., etc.... So friends, time/ opportunity to take crucial decisions will not come again and again..... So everybody must vote on 18<sup>th</sup> August 2020 without fail as the Vote is the most powerful weapon in Democracy..... So now you are going to vote ... To whom you have to vote? You have to vote AIBSNLEA to make BSNL number one.

For the last three and half years, you had given us an opportunity to serve you as the Supporting Association. In the BSNL History, last two years was the most crucial and challenging period for the Association as well BSNL. After becoming the Support Association, Vision and Positive approach of AIBSNLEA benefited

thousands of Executives by Promotion through CPCs, which is a Major breakthrough and Achievement of AIBSNLEA About 14,000 Executives have been promoted in June-July, 2018 and Nov, 2018 which has given a great relief and Morale booster to the Executives who were waiting for their promotions years together. It is a Mile Stone in the History of DOT as well as BSNL. AIBSNLEA able to settle certain issues and made headway in some other issues. We all know that these are happened when BSNL is facing severe financial crunch and try to regain its Original Pristine Glory. During this period, under the banner of AUAB, we have conducted many struggles demanding Pay Revision, Allocation of 4G Spectrum, Financial Support from Government, Pension Contribution as per FR 116 on actual Basic Pay etc.,

Friends! AIBSNLEA always works with utmost sincerity on the issues. We never have heart burn if our youngsters are getting any benefit. It is a natural process that those coming late in Department always benefit and if anybody is having heart burn for that then it is a serious question mark on working of the Association...

We request all the Executives not to be misguided by such Malice/ Mischievous Propaganda/ Campaigns. We request all to analyze the facts, quick action of AIBSNLEA , approach of AIBSNLEA on the issues and then decide....

Friends...We, (AIBSNLEA) always believe on doing work on ground level. We always believe that actions speak louder than the words...We work for the whole Fraternity. It is our utmost priority that none of the Executive is at loss.

For those who are singing the tunes of themselves being the saviours of Youngsters and spreading the mischievous campaign.. ....

We request the whole BSNL Executive Fraternity to think, introspect and decide....

AIBSNLEA is putting Maximum efforts for the protection of the entire Executive Community. As the results are not in the hands of Leaders, it is in the hands of every Executive who are the soldiers and how they support their Leaders. Hence cast your vote in favour of AIBSNLEA so that the future of Executives is secured and BSNL is saved...

In order to protect the interests of Executives in the years to come, it is the need of the hour to cast Your Votes in favour the AIBSNLEA and make it a No.1 Association.

**Friends! Finally I can tell 100 reasons why you must vote for AIBSNLEA ....**

1. If You want full 30% SAB i.e. 12 Percent Superannuation Contribution as realistic contribution... **Vote for AIBSNLEA.**

2. If You want... No MT recruitment in BSNL, Vote for AIBSNLEA..
3. If You want... No DGM recruitment in BSNL, Vote for AIBSNLEA..
4. If You want... Your Career Progression up to the level of GM/ CGM/ Director, Vote for AIBSNLEA.
5. If You want... implementation of left out issues of 2<sup>nd</sup> PRC, Vote for AIBSNLEA.
6. If You want... 3<sup>rd</sup> PRC, Vote for AIBSNLEA.
7. If You want... Vibrant future for BSNL, Vote for AIBSNLEA.
8. If You want... BSNL Executives future for coming 3 years in safer hands, Vote for AIBSNLEA.
9. If you want Regular Promotions in all Streams/ Cadres- Vote for AIBSNLEA.
10. If You want... Strong and Vibrant Skills of Negotiation with Management, Vote for AIBSNLEA.

**AIBSNLEA ZINDABAD !**

**MAKE AIBSNLEA No. 1 Association !!**

**29-06-2020**

Window opened for exercising option to change for Associations' subscription from 16.06.2020 to 15.07.2020

**Dear Comrades!**

AIBSNLEA was formally launched on 1st May' 2004 by merging 10 separate Associations representing different disciplines of Group 'B' and Group 'A' promoted officers.

AIBSNLEA is the only Association actually represents all the Streams/ Cadres (Telecom/Finance/Civil/Electrical/Arch/TF/PA/PS/OL/CSS etc.) in BSNL and taken up the issues pertaining to the Executives of all the Streams since last 16 years without any biased manner.

AIBSNLEA is committed with its core strength for the development of the BSNL as well as to protect the Service Benefits and Legitimate Rights of their Members.

Don't be confuse by misleading messages and propaganda in Social Media by the vested interest groups.

AIBSNLEA is always working for safe guarding the interest of its Members/Executives.

AIBSNLEA very strongly and very quickly taken up the burning issues relating to the Executives including our Young BR/DR Comrades for early settlement through letters and continuous dialogue with the Management.

All the Circle Secretaries/ District Secretaries are advised to conduct meetings through Video Conferences,

wherever necessary, and motivate the Activists to collect and submit the membership forms to the concerned DDO before 15th July' 2020 duly filled in by the new members in each Circle/SSA/Branch etc.,

All the CHQ/CWC Members/Circle/SSA/Branch Office bearers, activists and members are requested to interact with each and every Executive, explaining the Achievements, Progress and Status of the issues taken up by AIBSNLEA CHQ/Circle as listed below:

### Achievements of AIBSNLEA as a Supporting Association after 1st Membership Verification

**1. Mega Promotions-** Mile Stone created in the History of DoT & BSNL- AIBSNLEA Vision and Positive approach benefited thousands of Executives by Promotion through CPCs, which is a Major breakthrough and Achievement of AIBSNLEA: Due to consistent untiring and dedicated efforts of AIBSNLEA, CPCs were conducted in all disciplines to fill up all the vacancies in almost all Cadres resulting about 14,000 Executives have been promoted in June-July, 2018 and Nov,2018 which has given a great relief and Morale booster to the Executives who were waiting for their promotions years together. It is a mile stone in the History of DOT and BSNL.

On the pretext of various pending Court cases, BSNL Management is not conducting CPCs. AIBSNLEA has written to the Management for the immediate filling up all

the vacant JAG, STS Group 'A' & Group 'B' Grade posts in all disciplines in BSNL on Regular basis through CPCs before the implementation of the proposed VR Scheme and before any Notification of CPSU Cadre Hierarchy on the prospective date to avoid humiliation among the Sr. Executives.

AIBSNLEA is only Association persuaded and convinced the Management that CPCs in BSNL can also be conducted on the similar lines on which the other Departments are conducting the CPCs on the basis of Hon'ble Supreme Court's Judgment in the case of Nagaraj on SC/ST roster implementation: BSNL Management considered our request and decided in the BSNL MC to initiate CPCs in all disciplines on the same line of other Departments. Meanwhile Hon'ble Supreme Court also delivered the Judgment allowing SC/ST roster implementation in promotions which was also endorsed by DoPT. This further smoothens the way for conducting CPCs in BSNL. In the SDE(T) Promotions all the vacancies could not filled up due to the Court cases at Ernakulum and Chennai. Only 5237 JTOs were promoted as SDE in 2018.

**2. 30% Superannuation benefits to directly recruited employees as per DPE guidelines:** AIBSNLEA requested CMD BSNL, Director (HR/EB) and ED (Finance) to resolve superannuation benefits to directly recruited employees as per DPE guidelines and BSNL should contribute 12% as Superannuation Benefits in respect of Direct Recruits to fulfill the limit of 30% contribution. The remuneration

committee of BSNL Board recommended to start a Superannuation benefit Trust to directly recruited BSNL employees with a contribution of 3% initially and further it can be reviewed on the basis of financial health of the Company. DoT issued the Presidential Directives in this regard and BSNL Management created a Trust and other formalities in this regard. On our persuasion BSNL Board has increased the contribution from 3% to 5% but we are continuously demanding 12% contribution. CMD BSNL assured to increase further 2% in the contributions to the Superannuation benefits by March, 2019 but remain pending due to Financial Crunch in BSNL. AIBSNLEA will continue its efforts in this regard.

**3. JAO 2010 Batch option case:** Due to hard and continuous persuasion with deep commitment and understanding of the issue results in getting released the order allowing JAO 2010 Batch (Departmental 40% Quota) to exercise their option for fixation of pay in the revised pay from the date of promotion in the grade of JAO, as one time dispensation.

**4. Group Term Insurance for the BSNL Executives:** It is our major achievement and relief for all the Young Comrades AIBSNLEA attended all the meetings with the Committee members constituted to discuss the methodology for induction of Group Term Insurance (GTI) for its executives. Implementation of GTI Scheme for BSNL Executives has been finalized & MoU between LIC & BSNL is finalized & signed between LIC & BSNL on

27.12.2019. The Scheme has already been implemented w.e.f. 01.03.2019 with annual Premium of Rs.9440/- for a coverage of Rs.50 lakh for all the Executives up to 50 years of age.

#### 5. Reversion of 2001 Recruited JTOs Passed LDCE

**2007:** Due to AIBSNLEA continuous persuasion with the Management a Committee has been formed and Committee Report is likely to be placed before the Management. We will continue our efforts in this regard.

**6. Rs.22820/- Pay Fixation case of JTOs/JAOs post recruited 2007:** AIBSNLEA along with AITEEA requested CMD BSNL for the removal of pay anomaly in this regard. Accepting our request CMD, BSNL constituted a Committee headed by PGM (PF) Smt. A. Panda to examine the issue and submit the report. We also gave presentation to the Committee and the Committee has submitted its report to the competent authority for consideration. We are pursuing with Director (HR) and CMD BSNL for the resolution of the issue. We have explained that already some Pay Anomaly Cases of JTOs 2005 batch, JAO 2010 batch and Asstt. of CSS cadre have been settled by BSNL Management. In the same line this issue also needs settlement but case remains pending.

#### 7. Management Trainees Recruitment Rule-

**2009:** AIBSNLEA consistent efforts yielded results in getting deferred MT Exam - 2015 but some Executives Associations and Non-Executives Unions are continuously

making efforts for MT recruitment. Our considered opinion is that since young and talented executives having B Tech/M Tech, CA/ICWA, MBA qualifications at the level of JTO / SDE are available in BSNL, hence there should not be any lateral induction above JTO cadre. The lateral induction above the JTO cadre will block the career progression of these young talented executives available in BSNL. But the BSNL Management has further notified MT Recruitment from Internal Quota by conducted the exams on 17th March, 2019. Against this AIBSNELA has protested. Management has to scrap the MTRRs to provide smooth career progression to the existing executives of BSNL.

**8. E1+ 5 increments benefit to JTOs/JAOs:** Management Committee of the BSNL approved E1+5 increments benefits to JTOs/JAOs but it is pending for BSNL Board Approval, our efforts are continue.

**9. Due to consistent efforts of AIBSNLEA, the FR22(1)(a)(i) benefits extended to the Ex. Officiating JTOs w.e.f. 1.1..2007.**

**10. Withdrawal of Additional Increment in the same scale on functional promotion under EPP: DoT vide its letter dated 05.07.2017 withdraw additional Increment in the same scale on functional promotion under EPP. Against this, AIBSNLEA immediately filed an OA in the Hon'ble PB CAT New Delhi for quashing the order. Even after that, DoT continued to reduce the Pension of the BSNL**

retiree Executives, against this AIBSNLEA filed a Contempt Petition in the Hon'ble PB CAT New Delhi. Thereafter DoT stopped reducing the pension/ revising the Pay fixation by obtaining an under taking from the retiring executives, DoT has filed Writ Petition in the Hon'ble High Court of Delhi wherein AIBSNLEA has filed a caveat. The case was heard and Posted for next hearing in April 2020. Due to COVID-19 Lock down it is not yet heard.

**11. AIBSNLEA is actively Participated in all the Agitation calls given by AUAB** and regularly attending the meetings to discuss the issues related to the Revival Plan, Financial viability of BSNL, allocation of 4G spectrum to BSNL, Monetization of non-core Land, the issues of revision of Pay, Pension and Payment of pension contribution on actual basis instead of maximum of the pay scale, BSNL MRS etc. To get settled the demands, AUAB launched series of agitation calls including 3 days strike and March to Sanchar Bhawan etc., in all the Agitational Calls AIBSNLEA was in fore front and actively participated and succeeded by getting Revival Plan Approved by the Union Cabinet on 23.10.2019 with a) 4G spectrum and 18% GST free of cost, b) No financial implication for BSNL on VRS, c) Land monetization for loan repayment and development, d) Rs 8,500 Crore Bond for Restructuring of loan. Contentious issues like E2 & E3 Pay Scale will be settled before BSNL & MTNL Merger.

**12. Tower Subsidiary formation:** Govt. of India with the

Union Cabinet approval dated 12.09.2017 has created a Subsidiary Tower Company fully owned BSNL. The company has been registered in the name BSNL Tower Corporation Ltd. on 04.01.2018. But, DoT arbitrarily appointed Shri Amit Yadav, JS (Admn), an IAS officer, as the CMD of the Subsidiary Company which created apprehension that Govt. may any time sell out the Subsidiary Company through strategic business partner. Against this, AUAB protested organizationally and decided to protest legally also. Accordingly, AIBSNLEA filed a case in the Hon'ble High Court of Delhi resulting BTCL still not in operation.

**13. Pension Contribution on Actual basic Pay instead of Maximum of the Pay Scale:** AIBSNLEA continuously pursuing with DoT, DoPT and Dept of Expenditure for the Pension contribution on actual basic pay instead of maximum of the pay scales as per F.R 116.

**14. Modification in BSNL MSRR regarding Pay fixation from E5 to E6 to DGM (Adhoc):** AIBSNLEA succeeded in getting approved from BSNL Board the modification in BSNL MSRR regarding Pay fixation from E5 to E6 to DGM (Adhoc). Many stagnating Executives are benefitted by this.

**15. Promotion from DGM (Adhoc) to DGM (Regular):** Due to consistent efforts of AIBSNLEA, Promotion Orders have been issued from DGM-Adhoc to Regular. It is the AIBSNLEA Achievement i.e. 1st time in the history of

BSNL.

**16. Centralization of TR Activities:** We strongly protested against the decision of the BSNL Management to transfer all TR work to Circle Office and requested that it has to be reviewed immediately as it is not practical. We suggested that for very small SSAs, it can be centralized at BA level but medium and larger SSAs, TR work should be continued with the SSA for effective bill collection and persuasion, settling of billing related complaints, Outstanding Pursuit, handling of EB Customers etc., Management is very much convinced on our suggestions and assured to review the policy.

**17. SLA based Outsourcing of CFA and OFC works:** Management has already issued orders for the SLA based Outsourcing of works. In most of the SSAs, EOIs are not finalized and manipulations by the Contractors are being reported from many places because of the Clusters and Operation & Mtce., is not monitored and maintained properly. We continuously provided the feedback to the Management in this regard.

**18. e-DPC/e-APAR:** AIBSNLEA has taken up the issue of early conduction of DPC through e-DPC resulting e-APAR got introduced in BSNL in February' 2017 in ERP Module for the year 2016-17 for streamlining e-DPC related work. As a result, e-DPC was introduced and successfully conducted for DGM (T) Promotion in Feb.' 2020.

**19. 3rd PRC Implementation with full fitment benefit:** We could convince the BSNL full Board resulting it has been recommended by BSNL Board with 15% fitment for the Executives. Due to performing continuous losses by BSNL, the recommendation is pending for seeking relaxation on Affordability Clause in DoT.

**20. Standard Pay scale of E2 and E3:** AIBSNLEA will continue its efforts to get implemented the BSNL's earlier proposal sent to DoT on 06.06.2016 and 12.06.2017 to provide justice to all the Executives in order to remove their Pay Anomaly and Stagnation. DoT referred the case to DoE and DPE for the clarification to introduce parallel Pay Scales of E1A and E2A in BSNL but DPE and DoE has replied that it is the prerogative of the Administrative Ministry/ PSU to decide the Pay Scales of Executives in the Pay Band available.

**21. Govt. funding for Ex-Gratia on VRS:** AIBSNLEA demand of payment of Ex-Gratia to the VRS optees by the Govt. from Budgetary Support instead of raising Bonds by BSNL has also been accepted finally.

**22. Withdrawal of ambiguous CDR IPMS Score Card for CFA Segment.**

**23. Implementation of CPSU Cadre Hierarchy - Change of Designations on each Time Bound up-gradation on functional basis:** On our persuasion, Management Committee of BSNL Board directed PGM Pers. to discuss

and take the views of all the Stake holder Executive Associations and thereafter bring to BSNL MC for clearance. Accordingly, PGM (Pers) conducted meetings with all the Stake holders, wherein AIBSNLEA submitted its views/suggestions emphasizing the implementation of Khan Committee report in true sense i.e. Time Bound Non-Post Based functional promotions should be available up-to AGM level, senior SDE should not be inducted as functional post, all AGMs/ CAOs completed 4 years of regular service should be designated as Jt. DGM and the bench mark for promotions should be on numerical basis to minimize the droppings, the residency period from SDE to DE / AO to CAO should be 5 years instead of 12 years, reference point for implementation of CPSU CH should be date of last CPC conducted or the year of Recruitment and implementation of SC/ST roster as per DOPT instructions etc. Among these suggestions, Management considered some suggestions i.e. Time Bound Non-Post Based functional promotions made available up-to AGM level, AGMs/ CAOs completed 4 years of regular service are to be designated as Jt. DGM and the bench mark for promotions are on numerical basis. AIBSNLEA efforts are continuing for the consideration of remaining suggestions i.e. senior SDE should not be inducted as functional post, the residency period from SDE to DE / AO to CAO should be 7 years instead of 12 years and implementation of SC/ST roster as per DOPT instructions etc. BSNL Board has approved the CPSU CH w.e.f. 01.07.2018.

**29-06-2020**

CS writes to DGM(Sales & Mktg) clarifying the date of effect for conversion of RSTC to Re DoT connection specially in the COVID 19 situation. <<<<< [Click here for the letter](#) >>>>>

**24-06-2020**

Today on 24/06/2020 a meeting of AUAB with the management of CTD Circle was held at the chamber of CGM. Dr. Biswajit Paul CGM, Sri Pradip Gupta, PGM, Smt. Rupa Paul Choudhury GM (F), Sri Goutam Chakraborty DGM (S/M) and Sri Syamal Mondal OSD on behalf of management were present in the meeting. On behalf of AIBSNLEA/CTD, Com. Subhasis Mitra, CS, took part.. After detailed discussion the following decisions were taken.

- 1) A minute will be issued for field level meeting with GM, DGM and Divisional Engineer to resolve deadlock condition due to Contract Labours agitation for the payment of pending wages and against retrenchment and restore normalcy.
- 2) To travel of BSNL employees in the special local trains are running, another attempt will be made by competent authority as because still Railway authority has not approved the proposal of BSNL.

**18-06-2020**

The AUAB CTD Circle meeting was held today on 18/06/2020 at RJCM Room Telephone Bhawan 5th floor. Convenor placed the issues for discussion and taking division before the AUAB leaderships. On behalf of AIBSNLEA/CTD, Com. Subhasis Mitra, CS and Com. Arindam Roy, Org. Secy, and other representatives of AUAB were present in the meeting. Total maintenance works are stopped and as a result there are 40 thousands LL flty, 6 thousand BB flty and 300 leased lines flty. After detailed discussion the following decisions were taken.

- 1) AUAB leaderships will write a letter to CGM demanding immediate restoration of normalcy in CTD Circle due to movement done by contract workers for their pending wages and against retrenchment.
- 2) Regarding attendance an order should be issued as per guide line of corporate office.
- 3) To resolve the contract labour issue management should have a meeting with AUAB immediately.

**09-06-2020**

Today on 9th June, 2020 a meeting of AUAB CTD with BSNL CTD Management was held in the chamber of CGM. On the management side Dr. Biswajit Paul CGM, Sri S N Banerjee PGM (HR/ Admn), Sri Goutam Chakraborty DGM (S/M) and Sri Syamal Mondal OSD/CGM were present in

the meeting . On behalf of AIBSNLEA/CTD Com. Subhasis Mitra CS /CTD, Com. Arindam Roy, Org Secy /CTD, were present in the meeting. A detailed discussion regarding office attendance during Unlock-1 due to Covid-19 pandemic situation and after Amphan Cyclone immediate restoration of LL, BB, Gpon and BTS etc were taken place.

Staff side pointed out that there are no local train and metro service during Unlock-1 and that's why it is not possible to come Office for employees who reside outside ambit of local transport. Therefore an order should be issued as per guide line already given by corporate office on 21st May, 2020. Management agreed about it. Shortly it will be issued. However, everybody should be kept in mind that Telecom is essential service and we have to maintain it. Regarding restoration of flts and JCL problems no fruitful results came out after discussion.