

JOINT FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

CHQ, New Delhi

No: JF/SEC-DOT/2017-18/01

Dated the 10th April 2017.

To

1. **Shri Pradeep Kumar Pujari**
Secretary, Dept of Telecom
Sanchar Bhavan
New Delhi-110001
2. **Shri Anupam Shrivastava**
Chairman and Managing Director
Bharat Sanchar Nigam Limited
Janpath, New Delhi-110001

Subject: Notice for organizational actions protesting against the unprecedented and unethical decision of demoting basic cadres of JTO/JAO and SDE/AO equivalent cadres by approving lower pay scales of E1 and E2 in complete disregard of the decisions of Union Cabinet, DPE guidelines, BSNL decisions and directions of Hon Courts and non-finalization of long pending HR issues by BSNL Board due to indifferent attitude of Government Directors, regarding.

Ref: DoT Letter No: 61-2/2016-SU dated 28.03.2017.

Respected Sir,

As you are aware that BSNL is in revival mode and it has been making consistent inroads towards becoming a profit making company once again. This positive growth in balance sheets of BSNL would not have been possible without the whole hearted contribution of its employees. At this crucial juncture, when BSNL is striving hard to regain its pristine glory, the recent order of DoT vide letter under reference with regard to the revision of Nonstandard Pay Scales of E1A and E2A with lower pay scales of E1 and E2 has come as an absolute shock to us. It appears to be a deliberate ploy by some senior officers of DoT to impede upon the growth momentum that BSNL has entered in last few years. The officers from DoT, nominated as government directors in BSNL Board are not allowing any decision on key HR issues which are pending before BSNL Board for years together. Perhaps stopping the Key HR issues from getting cleared in the board was not enough, DoT has now taken an unprecedented and unethical decision of demoting the entry cadres in blatant violation of decisions of the Union Cabinet, DPE guidelines, Decisions of BSNL management and specific directions of various courts and the same has created a huge unrest and sense of demotivation in the minds of all the Executives of BSNL.

In view of the above, the Executives Associations of BSNL under the banner of **Joint Forum of BSNL Executives' Associations** have decided to go for massive countrywide organizational action programs commencing on 25th April, 2017 onwards. Let there be no doubt in anybody's mind that we will ever allow the glory that we have achieved to be withered away by accepting the demotion of the cadres by lowering the pay scales to E1 and E2 simply because of whimsical actions of some officers from DoT. We will go to any extent to expose the ulterior motives of the above said officers and safeguard our hard earned dignity and prestige.

Accordingly, we hereby serve notice for the following organizational action program to protest against the unjustified act of DoT against the decision for demoting the basic cadres of JTO and SDE equivalent executives and non-finalization of long pending HR issues by BSNL Board:

Demands:

1. Approval of BSNL recommendation to replacement of non-standard pay scales of E1A and E2A with standard pay scales of E2 and E3 w.e.f 01.01.2007 as per Union Cabinet decision and DPE orders.
2. Approval of pending HR issues in the BSNL Board.


Protest action Program:

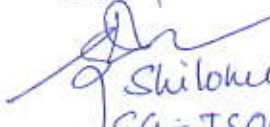
1. 25th, 26th and 27th April 2017 – 72 hours relay hunger strike at SSA and Circle Headquarters, Sanchar Bhavan/BSNL Headquarters.
2. 28th April 2017: One day Mass Casual Leave by all Executives of BSNL.
3. 1st May 2017 onwards: Indefinite relay hunger strike at SSA, Circle and BSNL Headquarters and Work According to Rule along with Complete Non-Cooperation till resolution of the issue
4. The program shall be intensified further from 10th May 2017 onwards through more

vigorous actions, if the issues are not settled within this period.

Still at this belated stage, we feel that DoT and BSNL management will take cognizance of the seriousness and sentiments of the BSNL Executives on the issues and will take necessary action for the settlement of the above mentioned issues and will not compel us to intensify the program further. In case, DoT/ BSNL management do not take cognizance of the issue, responsibility of the industrial unrest shall lie on DoT and BSNL Management.

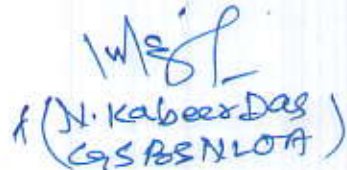
With Regards,



(K. SEBASTIAN)
GS/SNEA.


Shilokee Rao
SA-TSOA.

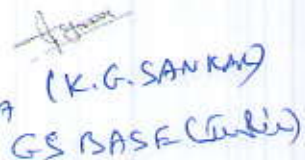


RAVI SHIL VERMA
GS/AIGETDA


(N. Kabeer Das)
GS/BSNL/OT



HARISH KUMAR ARYA
FS - BIA


(K.G. SANKAR)
GS/BASE (India)

Copy to:

1. Shri Manoj Sinha, Hon MOS, DoT, New Delhi for kind intervention pl.
2. Smt Seema Bahuguna, Secretary, DPE for information and n/a pl.
3. Member (Fin), Telecom Commission for information and n/a pl.
4. Shri N. Sivasailam, Addl Secretary, DoT for information and n/a pl.
5. Smt. Sujata.T. Ray, Director (HR), BSNL Board for information and n/a pl.