

No: SNEA/CHQ/CMD/2015-18/107

Dated 07th September, 2018.

To

**Shri Anupam Shrivastava,
Chairman and Managing Director,
BSNL, New Delhi.**

Sub: Association is compelled to restart Trade Union Actions under most compelling circumstances due to total indifference and neglect to address legitimate and just HR issues by BSNL management, pending for years together.

Ref: No: SNEA/CHQ/CMD/2015-18/105 Dated 27th August, 2018.

Respected Sir,

This Association has been consistently urging upon BSNL Management to address legitimate and just HR issues of BSNL Executives like implementation of Time Bound, non-post based Functional promotion on the lines of CPSU Cadre Hierarchy, finalization of standard IDA pay scales of E2 and E3 replacing the intermediary pay scales of E1A and E2A, First Time Bound promotion uniformly after 4 years, settlement of pay anomalies etc but unfortunately, Management has been ignoring the resolution of these issues leading to simmering unrest and inevitable demotivation.

Against this background of complete neglect of issues, even after repeated assurances, this Association is forced to announce launching of Trade Union programs on the charter of demands given below and the notice to the effect has been given on 27.08.2018 vide letter under reference above. **The trade union programs was not announced at that time on the firm belief that management will seriously consider the demands and take immediate actions to settle them and avoid any type of industrial unrest at this point of time, which this Association is tried its level best to avoid. However there are no serious efforts on the part of the management to resolve the issues which compelled this association to announce the agitation programs.**

Demands:

- 1. Notify and implement BSNL Executive promotion Policy Amendment & Recruitment Rules, 2017 (CPSU Cadre Hierarchy) w.e.f 01.07.2018 which is approved by the BSNL Board and solve the huge stagnation in different cadres. Bring Parity and Uniformity in promotions among equivalent cadres of different wings. All the existing vacancies in different cadres like SDE(T), CAO etc shall be filled notionally w.e.from 29.06.2018 as per the earlier rules.**
- 2. Approval of E2 and E3 pay scales w.e.f. 01.01.2007 replacing the intermediary pay scales of E1A and E2A for all the post 2007 recruited JTO/JAOs, SDE/AOs and equivalent cadres.**
- 3. First Time Bound Financial Upgradation as per EPP-2007, uniformly after 4 years, instead of 4 to 6 years.**
- 4. E1+5 increments for the post 2010 rect JTO/JAOs and equivalent cadres.**
- 5. E1A and E2A scales notionally w.e.f. 01.10.2000 for the JTOs and SDEs in Civil, Electrical, TF, Arch, PA, PS etc and equivalent cadres.**
- 6. Increase the DGM(T) posts, atleast by another 800 for maintaining a ratio 1:4 and filling up all the DGM(T) vacancies on regular basis.**

Trade Union Programs:

- I. 24th to 28th September, 2018: RELAY HUNGER FAST at BSNLCO by CHQ Office Bearers, CSs, CPs etc.**
- II. 01st October, 2018 onwards: INDEFINITE HUNGER FAST at BSNLCO by CHQ Office Bearers, CSs, CPs etc.**
- III. Lunch Hour Demonstration at Circle and SSA HQs on 24th & 27th September, 01st & 04th October etc.**
- IV. If the issues are not resolved, the indefinite Hunger Fast will be spread to Circle HQs and SSA HQs later on.**

We reiterate our keen and firm resolve to maintain industrial peace provided Management is keen, serious and honest to address the issues amicably. Persistent breach of commitments to resolve issues is forcing us to take recourse to this highly unfortunate step at this stage when the entire focus of this Association is on revival of the Company. Management is squarely responsible for creating this turbulence at the most inappropriate and unwarranted time.

With kind regards,

(Sebastin. K)

Copy to:

1. Smt Aruna Sundararajan, Secretary, DoT for information and n/a please.
2. Smt Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.
3. Shri A. M. Gupta, GM(SR) for information and n/a please.