

No: SNEA/CHQ/CMD/2015-18/105

Dated 27th August, 2018.

To

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

Sub: Association will be forced 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.

Respected Sir,

This Association has been consistently urging upon BSNL Management to address legitimate and just HR issues of 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, to say the least, Management has been ignoring resolution of these issues leading to simmering unrest and inevitable demotivation.

Against this sad and pathetic background of complete neglect of issues, even after repeated assurances, your goodself will also appreciate, that this Association is pushed to the wall and will be forced to launch trade union programs on the charter of demands given below.

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 for which DPC work initiated may be filled notionally 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.**

The course of Trade Union programs, if required, will be intimated in due course. 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 Keshav Rao, GM(Pers) for information and n/a please.
4. Shri Sourabh Tyagi, GM(Estt) for information and n/a please.
5. Shri A. M. Gupta, GM(SR) for information and n/a please.