

Updates of Meeting of Team AIGETOA with CMD BSNL held on 3rd October 2024 on the agenda points submitted by Association:

As per the decision taken in the last meeting held on 25th September 2024, the detailed follow up meeting with the CMD BSNL on the agenda points submitted by AIGETOA was held on 3rd October 2024. The Meeting lasted for almost one and half hour. A detailed discussion with CMD BSNL took place on various agenda points. The discussion was held in a very positive manner with CMD taking cognizance of various points submitted. AIGETOA expects a very positive outcome on agenda points which were agreed by Hon'ble CMD for consideration. We extend our thanks and gratitude to CMD BSNL and his team for sparing his time on the HR agenda points and continuing the meeting till late evening. The details of the discussions are as stated below:

1] SDE 2007 Reversal Case: Association side once again explained the issue and requested CMD BSNL to direct the concerned section to resolve the issue without any further delay. **We were firm in our submission that this issue should not be litigated anymore by BSNL and CAT orders must be implemented subject to outcome of Writ Filed at Hon'ble Lucknow High Court.** CMD BSNL firmly assured that the issue shall be resolved and inputs of the association have been taken into consideration. He categorically reaffirmed his stand to extend justice to the deprived executives and informed that his team is working on the issue. **He assured that the relief shall be given expeditiously without any further delay.**

2] Promotion issues:

(a) SDE to AGM (Telecom) : Issue related to reversal of seniority issue of LDCE 12 (List 9 to List 12) was well deliberated to CMD BSNL along with provision of Rota and Quota and solutions for DPC promotion. All the necessary documents were shown to establish that BSNL has taken a unidirectional and unjustified action by degrading the lists and making competitive quota executives Junior to those promoted through DPC for later vacancy years. **We highlighted that the Injustice meted out to LDCE 2012 passed executives can only be undone by extending the promotions to all SDEs who have completed the residency period in the grade.** We gave our suggestions on how this can be achieved.

We requested for counting the vacancies of SDE plus AGM grade in totality and highlighted that persons **currently looking after the higher responsibility are in fact using 2 posts which is resulting in less opportunities of Promotion.** We requested that instead of Look After, the charge for DGMs should be given on entrustment basis and use the resultant AGM vacancies for promotion from SDE to AGM cadre. This will benefit both, those who are doing LA in DGM cadre as well as additional promotions in SDE to AGM cadre can also be ensured. Further we requested for diversion of SET Vacancies to Promotion Quota and also requested for creation of additional posts. The Promotions from SDE to AGM will ensure additional promotions in JTO to SDE Telecom cadre also. Hence by one decision, problems of many cadres can be sorted out.

We also requested for reconsideration of introducing an upper cap in the residency period for all the grades and streams on personal upgradation basis which will do away with all the problems of various stream and cadres and will sort out the promotion issues permanently. This will also ensure a smooth and assured career progression for all current and future batches.

CMD BSNL assured that he is open to promoting people and expressed his willingness to consider the suggestions. **He said that management should not have any issue with promotions especially when all are already getting the salary of a higher grade and the financial implication is zero. He directed his team to immediately work on the suggestions of association and prepare a proposal for further deliberation with HR team. We requested for an expeditious implementation and offered all possible support of the association in sorting this out. He further suggested that there should not be any contradictory approach from any other recognised group as differing view complicates the resolution. We assured the proposal of AIGETOA is in the larger interest of all and hence there will not be any issue from any group in our opinion. We emphasised that AIGETOA proposal takes care of the Roster and Reservation issues as well while assuring promotions in a timebound manner and hence should not face opposition from any group. However, any other proposal by anyone which ensures immediate promotions of all shall not be opposed by AIGETOA at least.**

(b) LICE/LDCE Result: It was discussed to expedite the Chandigarh Court Cases in the cases pertaining to SDE to AGM LICE and JTO to SDE LICE. **It was requested to Hon'ble CMD BSNL to give directions to the Pers team for early resolution of Chandigarh court cases related to both telecom and account cadres.**

(c). AO to CAO/AGM: We expressed the need for settlement of this issue and requested CMD BSNL for his intervention in settling this long pending issue. We explained the way out and alternatives by which it can be achieved. **We also requested for implementation of the upper residency Period Cap in all the grades so that all the officers who have completed their residency can be promoted by personal upgradation of the posts. CMD BSNL asked his team to explore the possibilities so that the issue can be resolved.**

(d). JAO to AO: We informed CMD BSNL that mechanism followed in case of JTO to SDE Promotions in Telecom Cadre can be replicated in case of JAO to AO also as the situation is similar and the JAOs have been waiting since long for promotions. By using the mechanism, BSNL can promote the JAOs to AO grade Quite easily. **CMD BSNL directed his team to work on the same. We also requested for introduction of an upper cap of 5 years residency so that the present JAOs as well as JAOs in future can be promoted to AO grade in a time bound manner.**

(f). AGM to DGM Promotions: We requested for publishing of AGM Seniority list and execute the promotions as there is no bar from any court on the AD-Hoc Promotions at least. We also requested for the intervention of CMD BSNL in directing the concerned sections to expedite the pending court case for promotion in DGM Regular. **CMD BSNL assured to look into the same.**

(g) JTO to SDE promotions: We explained the court cases at Chandigarh and we expressed the need for settlement of this issue and requested CMD BSNL for his intervention in settling the pending promotion issues for the basic cadre where we can get the vacancies from the SDE to AGM promotions. **We also requested for introduction of an upper cap of 5 years residency so that the present JTOs as well as JTOs in future can be promoted to SDE grade in a time bound manner. CMD BSNL asked his team to explore the possibilities so that the issue can be resolved.**

(h) Promotions in PA/PS/PPS, CSS, Civil, Electrical and other cadres: We requested for executing the pending promotions in these cadres also as they have been kept pending for long. **CMD BSNL assured to look into the same.**

3] Standard Pay Scales of E2 for JTO/JAO Equivalent: For implementing the standard pay scales of E2 for JTO/JAO/Equivalent cadre, we requested CMD BSNL to intervene with DoT for immediate resolution of the issue. We explained the whole background, the assurances made by Hon'ble MoC earlier, the discussion and deliberations which took place during tri party meeting of BMS affiliated unions and associations, DoT & BSNL and thereafter in the meeting of JS Admin with BSNL Management on the submissions made by AIGETOA. **We requested CMD BSNL for his personal intervention on the issue with Hon'ble Minister and Secretary DoT for an expeditious implementation of the standard pay scales of E2 for JTO and JAO Equivalent grade as per the assurances made to AIGETOA. CMD BSNL directed his team to prepare a status note on the pay scale issue for taking up the same with Hon'ble Secretary DoT and Hon'ble MoC. He assured for a positive resolution of the issue and acknowledged the efforts made by AIGETOA for the Pay scale Resolution.**

4] Pay Loss Issue: AIGETOA Team presented the issue of Pay Loss Pertaining to the Executives Recruited/Promoted post 1.1.2007 (issue of 22820, JE Period Pay Loss, E1 plus 5 increments and that of JEs recruited as JTOs from departmental outsider quota). **We highlighted that perhaps BSNL will be the only organisation in the country where three sets of initial basics are there for entry level cadres ie. 16400/-, 22820/- and 19020/-.** We highlighted that all other PSUs resolved this anomaly by adapting higher entry level basic but in BSNL, the actions have been taken on to the contrary. We highlighted that same happened with the JEs also who joined during this intervening period in BSNL during implementation of 2nd PRC. We requested for intervention of Hon'ble CMD in settling these long pressing issues. **CMD BSNL assured to look into the same.**

5] 30% SAB (Superannuation Benefits): CMD BSNL was informed about the background and requirement for an increase in SAB. We informed that successive CMDs assured for increasing the

quantum but the same never happened. We explained the precarious scenario which a BSNL Recruits faces in terms of Social Security Benefits and the uncertainty associated with their families in the event of any untoward happening. **CMD BSNL appreciated the need for increasing the contribution and agreed to increase the SAB contribution by 2% and directed his team to examine and process the case for approval by BSNL Board.**

6]. Implementation of 3rd PRC: Issue was raised. However, CMD BSNL told us to have patience and focus on increasing the revenue. Uptick in revenue position will make the case for implementation of 3rd PRC stronger for BSNL. He assured that all efforts shall be taken by management but requested to exercise a little bit more patience.

7] DRF Death Relief Fund: CMD was very sensitive on the issue of DRF. He agreed to create a corpus fund for DRF. Modalities to be discussed and decided in due course.

8] Deputation to Other Organizations: AIGETOA Team informed CMD BSNL that currently Deputation is being allowed only for TRAI and DoT while it should be made open to all. **CMD BSNL agreed to open deputation to other organizations and assured that the instructions shall be issued soon.**

9] 147 Reversal Case: Association side explained the whole issue and explained the crux of the Judgement from Hon'ble Supreme Court. We also apprised CMD about the issue being deviated by misinterpreting the judgment. **We requested for implementation of the Supreme Court order in letter and spirit and by reading the judgement of Punjab High Court and Supreme Court together.** CMD BSNL appreciated our concern and assured that the decision shall be taken in line with the Supreme Court orders and also the orders from Hon'ble Punjab and Haryana high court. **He appreciated our submission that the Supreme Court order has to be read in concurrence with the Hon'ble High Court order which has not been set aside by the Hon'ble Supreme Court. He assured for a speedy resolution.**

10] Sabbatical Leave: CMD BSNL was reluctant to consider the same and parked the matter for further discussions.

11] Revision of Transport and Travelling Allowance: CMD BSNL has asked his team to provide the detailed comparison on impact on revenue by revision of travelling allowance and Transport. **He assured to look into this with positivity and appreciated the need for increasing the same.**

12] ALTTC Issue: We highlighted the need for keeping a world class training centre in NCR Region. We also highlighted about the difficulties faced by the trainees belonging to BSNL in terms of non-availability of the Hostels, Proper Food etc. We emphasised upon the need for co-existence of ALTTC as well as NTI-PRIT together and requested for his intervention in settling this out. **We requested for a dedicated meeting on this issue so that our team of ALTTC can apprise the issues faced, need for having ALTTC in NCR and present the way forward in using the Telecom Training as a profit-making venture for BSNL. It was agreed by CMD BSNL to meet the ALTTC team and discuss on the issues faced and their proposals. Going one step further, CMD BSNL told that he himself will visit and meet the ALTTC team to have a first-hand interaction with them. The dates shall be informed to us.**

13]. Revision in Transfer Policy: We highlighted the need for revision in transfer policy and making it need based instead of routine transfer. We also requested for considering the request for persons willing to go to their parent circles after completing two years. We also requested for allowing executives to retain their quarters at present place if the transfer is done in the interest of service. **CMD BSNL assured to get the same examined by the committee constituted for the purpose.**

14]. Issues Faced by Executives in their day-to-day work especially the field units: Team AIGETOA highlighted various issues received from field units like non availability of vehicles, labour, funds, equipment etc. **CMD BSNL directed his team to look into the issues raised and arrange a speedy resolution.**

15]. Issue of second Saturday to all Field Units: We requested for implementation of 2nd Saturday off for all Field Units also. We expressed that if it becomes necessary to attend the faults on 2nd Saturday, a compensatory off can be given. In lieu. **It was assured to examine the proposal.**

16]. Restoration of Outdoor Medical Bill Limit: We highlighted the need for Restoration of Outdoor Medical Limits to its initial position of one month Basic plus DA. However, CMD BSNL was reluctant to restore the Reimbursement Limits to its previous position of one month but agreed to consider removing the freeze of DA Calculations which has been frozen as DA on 1st April of 2020. **CMD BSNL assured to get the same examined by the concerned team.**

17]. Issue of Frequent Media Failures and Congestion in Network: Team AIGETOA again highlighted the issues related to frequent media failure and congestion in Network. **CMD BSNL told that based on the earlier flags raised by AIGETOA, he has already directed Core Network Team to sort out the issues and do the needful on urgent basis. He appreciated AIGETOA for promptly and regularly raising the field and Network related issues.** He also informed that AIGETOAs suggestions given with respect to 4G rollout have been noted and action on the issues raised are being taken.

Message by CMD BSNL to all the employees:

CMD BSNL was very concerned on continuously decreasing FTTH revenue and connections. He has conveyed that all focus should be made by the field to increase the FTTH revenue and its traffic. **He said he is fully committed to provide all necessary resources and address the issues faced by field units. He also assured to resolve the Long Pending HR issues but emphasised that the trend of decrease in revenue must be arrested.** He said at least in FTTH, BSNL must show positive increase and sought the cooperation of employees in getting the same achieved. **AIGETOA Team highlighted the various issues which are the prime reasons for the decline in FTTH connections and requested CMD BSNL to address those issues of Network and Media Failure TIP related issues etc. CMD BSNL assured that all the inputs given by association shall be duly examined and resolved.**

Team AIGETOA also assured its cooperation in achieving the target but at the same time highlighted that a demotivated mind with an empty stomach cannot do any wonder. We expressed the need for addressing the issues of PPP which have been pending for so long. **We told BSNL has got three revival packages but still employee has to spend from his pocket to get even a good health care.** Hence now management must turn its focus to HR issues, if they are seriously thinking of reviving BSNL. We told CMD BSNL that let management take care of its internal customers i.e. employees while the employees will take care of the external customers. **If the expectations are respected mutually from both sides, nothing is impossible to achieve.**

As a first step, AIGETOA offered to do a Road Show at New Delhi to show case the various initiatives and services offered by BSNL, increase public awareness, attract people to BSNL services, showcase unity among management and employees, Highlight BSNL's role in nation building and service to the citizens especially in border and hard terrain areas. CMD BSNL appreciated the idea and told us to involve all employee groups into the same. The Meeting continued briefly in the evening of 04-10-2024 also wherein AIGETOA Team highlighted few more issues to CMD BSNL.

We expressed our heartfelt thanks to honourable CMD for the sparing his valuable time and giving the very much positive assurance and also discussed patiently above said points. This is initiative meeting with high positivity and will have many meeting like this to get the resolutions for the long pending HR issues. We are also thankful to DIR HR and HR team who are helping and discussing to resolve the pending HR issues.

The issue of deputation of executives from MTNL to BSNL was strongly taken up by team AIGETOA Yesterday and we have expressed firm opposition to any such deputation without addressing the concerns of PPP and 3rd PRC. We categorically expressed that we can never accept such proposals which are being pushed unilaterally without discussions and if needed, we shall be taking legal as well as organisational actions to stop this. Discussions to take place with Director HR on this issue next week.

Dear Friends

As can be seen above, AIGETOA has presented all major points before Hon'ble CMD BSNL and the positive vibes received from Hon'ble CMD BSNL on HR issues and also considering the fact that our Director HR is also very much compassionate and concerned about the resolution of long pending HR issues, its high time that we should resolve the issues. There may be differences as far as affiliations to associations are concerned but at the end, we should not forget that the prime objective of every association is to resolve the issues and **for that matter AIGETOA doesn't have any apprehensions in joining hands or supporting the efforts of others and the same we expect from other associations and their members also. We take this opportunity to seek support from all the executive fraternity on the above endeavours taken by AIGETOA for the welfare of the fraternity by rising above the association boundaries.**

Another very important decision taken by AIGETOA in its recently concluded AGM is to implement the concept of "One PSU, One Association" in line with the policies adopted by other PSUs where election is held for the office bearers post and not for electing any association. We had certain level of informal discussions with other associations also and shortly we shall be engaging into formal discussions on the issue. "One PSU, One Association" shall be in the best interest of the executive fraternity in our opinion.

We also request all the executives to come forward for the cause of BSNL in streamlining the services and increasing the connections and revenue. **AIGETOA assures one and all that all the issues faced by executives in the field units shall be promptly highlighted before the management for resolution. We also assure that we will continue to stand firmly against any decision which is taken against the interest of the BSNL or its employees. Its high time to come together and reap the benefits in the larger interest of BSNL and its employees.**

With warm regards
Team AIGETOA.