



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

Central Head Quarters, New Delhi, 110015

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All communications addressed
to the General Secretary

K. Sebastin, General Secretary

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SNEA/CHQ/CMD/2015-18/22
To

Dated 28th April, 2016.

**Sri Anupam Shrivastava,
Chairman and Managing Director,
BSNL, New Delhi,**

Sub: Non-Resolution of legitimate HR issues of BSNL Executives pending for years together -- Notice for Trade Union actions reg:-

- Ref: 1. SNEA/CHQ/CMD/2015-18/11 Dated 11th February, 2016.**
2. SNEA/CHQ/CMD/2015-18/17 Dated 11th March, 2016.

Respected Sir,

The Unanimous resolutions adopted by Central Working Committee meeting of SNEA held at Kolkata on 08th and 09th February, 2016 urging upon BSNL Management to immediately address the crucial HR issues were communicated to your goodself vide letter under reference above, requesting BSNL management to take immediate steps to address the issues in totality. We had several meetings with the officers at various level and we have been consistently urging and repeatedly reminding, the issues require urgent and serious intervention of your goodself and DIR(HR). Since all the employees and SNEA in particular are actively involved in the revival of BSNL, as a responsible Association we restrained ourselves from resorting to trade union actions with sincere hope that management will address the HR issues in a time bound manner.

However there is no progress, whatsoever, in resolution of anyone of the HR issues. Even basic action towards implementation of the recommendations of the Joint Committee has not been taken and the management is trying to defeat the issues by citing that consensus between three Associations is eluding. This is a non issue, very tactically being employed by the management to derail the issues. When Joint Committee report is signed by all the three Associations, there is no need for consensus at least on the recommendations. We find no convincing reason why management cannot implement the Joint Committee recommendation on standard pay scales of E2, E3.

In view of the total lack of concern and interest on the part of the management in so far as resolution of the issues are concerned, this Association is finally constrained to take recourse to the following programmes of organizational actions.

Charter of demands:

1. Implementation of Joint Committee recommendations on:
 - a) Standard pay scales of E2, E3 replacing E1A and E2A,
 - b) Time Bound Functional promotion or CPSU cadre hierarchy,
 - c) Uniform TBP between 4 to 5 years instead of 4 to 6 years w.e.f 01.10.2000.
2. 30% Superannuation benefit to BSNL recruited Employees.
3. Officiating pay fixation, pay protection – withdrawal of wrong clarifications issued on 30.05.2007 and 19.02.2010.
4. Promotions in different wings from JTO to SDE, JAO to AO, SDE to DE/EE, AAO to CAO and DE to DGM.
5. Membership verification among Executives Associations by addressing the issues raised. Restoration of trade union facilities and deduction of subscription from Salary till membership verification is conducted.
6. First Time Bound Promotion after 4 years from Lateral JTO and Sr SDE grades as done in the case of AAO and Sr AO grades.
7. Notional pay of E1A and E2A for Civil/Elect wings w.e.f 01.10.2000.


Programme of Trade Union actions:

Massive Dharna at BSNLCO, Circle/SSA HQs: 11.05.2016

Relay Hunger Strike at BSNLCO, Circle/SSA HQs: 18th, 19th and 20th May, 2016.

If the issues are not resolved, more vigorous trade union actions will be resorted to from June, 2016.

Thanking you,


(K. Sebastin) 28/4/2016

Copy to:

1. Sri J. S. Deepak, Secretary, DoT for information and necessary action please.
2. Smt Sujata T Ray, DIR(HR&Fin), BSNL Board for information and n/a please.
3. Sri N. K. Gupta, DIR(CFA), BSNL Board for information and n/a please.
4. Sri N. K. Mehta, DIR(EB), BSNL Board for information and n/a please.
5. Sri R. K. Mittal, DIR(CM), BSNL Board for information and n/a please.
6. Sri V. M. Gupta, GM(SR), BSNLCO for information and n/a please.
7. Sri Dev Kr Chakrabarty, GM(Pers), BSNLCO for information and n/a please.
8. Smt Madhu Arora, GM(Estt), BSNLCO for information and n/a please.