



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION**

CENTRAL HEAD QUARTERS

AD-87B, Pitampura, Delhi-110034

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No. AIBSNLOA/CHQ/2013/137

Dated: 25th July 2013

To

Shri R. K. Upadhyay,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Sub: Non-resolution of long pending issues of BSNL Executives – ongoing
agitation by AIGETOA - reg

Sir,

After decline in its revenue and alarming increase in loss during the past few years, BSNL is showing signs of recovery, if the reduced loss during 2012-13 is to be seen as a pointer. We feel that this is the time when both the Management and the Employees collectively take concrete measures to sustain this reversal of negative trend and ensure BSNL's return to the past position as the most dominant market player. Here, active cooperation and involvement of both the two important stake holders, the Management and the employees, is a must. There has to be a fruitful mechanism to bridge the gap and build up a healthy relationship to make the task easier. Voices of the Employees in general and the Executives in particular are to be heard and taken seriously. Unfortunately, a large chunk of the Executives, in the present arrangement, are being kept at a distance. This widens the communication gap and helps the vested interests.

2. AIBSNLOA has been taking up and pursuing some vital issues pertaining to BSNL Executives, patiently, with the hope that these issues are resolvable through discussions across the table. Finalization of standard E2 and E3 pay scales to JTOs and SDEs respectively and their equivalent cadres is one of the most important issues. We have been consistently opposing any move for direct recruitment upto DGM level. We have also been strongly advocating that the time bound functional promotions, as assured at the time of our absorption, is the only solution for resolving the seniority issues and unnecessary litigations which are resulting in a large number of senior Executives retiring every month without getting their due promotion. We have been relentlessly making the plea for equal trade union facilities to all the Executive Associations in the absence of Membership Verification among Executives.

3. We learn that AIGETOA and its members are in agitation path on these issues and other issues pertaining to BSNL recruited Executives. We are the firm view that this situation could have been avoided. We feel that Management needs to realize that the genuine grievances and concerns of the Executives should not be tried to be bulldozed on the basis of stated support from some other sections. Though our Association does not

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the basis of stated support from some other sections. Though our Association does not concur with the ideas and approach of AIGETOA, we share equal concern with them on the above said issues. **We, therefore, extend our moral support to their organizational action.**

4. We believe that it is necessary to open a dialogue to understand the gravity of these issues and reach a consensus so that there is no ground for agitation. We would, therefore, appeal to you to kindly order high level discussions to resolve these issues by involving all the concerned sections of the Executives including our Association.

With kind regards,

Shri R. K. Upadhyay,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
New Delhi

Yours sincerely,

(Rakesh Sethi)

General Secretary

Copy to:

1. Shri A. N. Rai,
Director (HR).
2. Shri. A. K. Jain,
Sr. General Manager (Pers)
3. Shri Neeraj Verma
General Manager (SR)
4. Shri R. P. Shahu,
General Secretary, AIGETOA