

**ALL INDIA GRADUATE ENGINEER TELECOM OFFICERS ASSOCIATION
(WEST BENGAL TELECOM CIRCLE)**

(An Association of Gr. Er. Telecom Officers of B.S.N.L./M.T.N.L.)

Regd. Office: Office No. 4 & 5, Near Sethi Hospital, Bawal Chowk, Rewari-123401 (Haryana)

Website: www.aigetoachq.org

Circle President
Prashant Jain

Circle Secretary
Ashok Kumar Acharya

Ref No: AIGETOA/WBTC/09-10/34

Dated.27-06-2009

To,
Shri Gopal Das
Director HR,

Subject : **Unconditional support to Shri R. P. Sahu GS AIGETOA for Operation sacrifice by West Bengal, Orissa and Calcutta Telephones, Bihar , Jharkahnd, NE-I and NE-II**

Sir,

It is regretted that even after 9 years of formation of BSNL , there has been no career progression defined for GE recruited by BSNL. When on one hand we are going for transformation in all the wings , the management is unwilling to transform the very important HRD, leaving its very own executives in great disarray.

Our association has taken up the matter with BSNL management and recently it has been communicated to us that the dialogues with BSNL management have failed.

With reference to the unfortunate developments at New Delhi , our association has been forced to give notice for organizational activities to H'ble CMD BSNL.

Our genuine demands for career progression at par with other CPSU has been long denied by BSNL management . It is a known fact that no company can grow , without giving legitimate opportunities to its own human resource.

We GE recruited by BSNL are still hopeful that our charter of demand submitted by our association will be accepted in totality , thus avoiding any unfortunate circumstances which are bound to arise in case we are forced to retaliate to organizational activities.

Thanking you ,
Sincerely Yours,

Enclosed : 1. Annexure I.
2. Annexure II.

Circle Secretary (CTD)
D. K. SAHOO

Circle Secretary (WB)
Ashok Kumar Acharya

Copy to:-

1. The CGMT WBTC , CTD , Orissa, Bihar, Jharkahnd, NE-I and NE-II

Annexure I.

Schedule for the agitation Program

- **13th July 2009 to 31st July 2009:** *Internal awareness program by bearing black batches and lunch and evening hour demonstrations, educating all the executives/non-executives of BSNL regarding various anti business activities and corruption of unabsorbed ITS officers, anti business policies of BSNL various HR anomalies and its impact on future of the company, impact of listing of BSNL through IPO without resolving the ITS issue and various HR corruption.*
- **1st Aug 2009 to 17th Aug 2009:** *General Public awareness campaigning regarding the ill policies of BSNL through extensive media coverage and distributing pamphlets etc. appalling political leaders and eminent personalities.*
- **18th August 2009 onwards:** *Mass protest before the corporate office followed by the hunger strike till the resolution of issues in totality or till the last breath of the every protester.*

Annexure-II

Details of our Charter of demands submitted on 5th Dec. 2008 :-

HR Issue Executives:-

- *E-2 pay scale to GE-JTO/DRJAO right from the beginning and no intermediate pay scale at any level.*
- *No recruitment above than GE-JTO/DRJAO at any cost.*
- *Time bound functional promotion up to the STS to all executives based on qualification, performance and experience and cluster reporting system at par with similar PSUs.*
- *Compensation of pension contribution to direct recruit executives to maintain the cost to the company same between the pensioners and non pensioners.*
- *Separate cadre to direct recruitee executives or six additional increments to direct recruited executives to compensate their qualification.*
- *Promotion to the STS and above to the only executives having professional qualification of minimum engineering or equivalent.*

EPF Issue of DR Executives:-

- *System to maintain proper record and accountability and to handle the transfer cases promptly.*
- *Refund of retrospective recovery.*
- *Contribution should be paid by the BSNL for any retrospective dues.*
- *Contribution for the training period and on the food allowance as per the norms of EPF.*
- *Exercising the option from every individual with retrospective date for the pension contribution.*

Transfer Anomalies:-

- *Issuing of transfer order for Rule-8 in JTO/JAO cadre who have completed five years of service.*
- *Transfer of SDE to the circle of their choice who has already worked for more than five years inter circle in the executive cadre.*
- *Considering the request transfer of all JAOs/JTOs/SDEs under working spouse ground.*
- *Reformation of transfer policy at par with banking sector to maintain the transparency.*
- *Enquiry of transfer anomalies and action against the culprits for creating number of anomalies for their vested interest which in turns imposed crores of rupees burden on the company and inconvenience to the executives.*