

**UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS
NEW DELHI-110001**

No.: UF/CHQ/RRs/Notice/ 2007-2008

Dated at New Delhi the 18th Oct'2007

To
Sh. Kuldeep Goyal,
Chairman-Cum-Managing Director,
BSNL, New Delhi-110001

Sub: Notice of organizational actions Programmes-regarding.

Ref: Our Letter Nos.

- 1. UF/CHQ/RRs/2007-2008 Dated 25th Sep'2007**
- 2. UF/CHQ/RRs/DOT/2007-2008 Dated 9th Oct'2007**

Sir,

Middle level executives of BSNL are constrained to decide to observe following programmes of protest. These protest actions are being observed to focus immediate attention of the BSNL management towards not only the immediate implementation of CPSU Cadre Hierarchy and non settlement of the pending issues relating to promotion policy but also towards highly insensitive and indifferent attitude of the BSNL management in taking arbitrary and unilateral decisions on issues of far reaching consequences relating to future career growth of middle level executives in BSNL who are the real work force of the Company.

During the last three years, a very peculiar situation has been allowed to arise in BSNL in which even minimal consultation and discussion with the Associations representing executives on issues of vital cadre significance is completely absent and a feeling that has been created and which is getting strengthened day by day is that the Associations representing executives have virtually no locus standi in so far as consultation and consensus building on important issues is concerned. We had a fairly healthy mechanism of mutual consultation and consensus building, nearly three to four years before, but, unfortunately over a period of time, so much of arbitrariness has crept in that this mechanism got gradually destroyed and is today non-existent. This has led to complete loss of mutual confidence and trust.

Peak of arbitrary functioning and decision making can be easily made out from the recent action and decision of the BSNL management in asking our suggestions on finalization of Gr A RRs, after deciding and issuing instructions for recruitment of MTs which forms the base of Gr A. It is just ridiculous and clearly conveys the message that our suggestions were called just for the sake of formality. Taking us for a ride in such a manner is nothing but insensitivity of the highest kind, having just no parallels. Throughout the country, the members of our Associations are agitated and shocked at the

way we are being treated, unequivocally condemning the double standards and indifference of the BSNL management.

We tried our best to impress upon to urgently intervene so as to not only address our pending issues but also to revive and put in place an effective, credible and sustainable system of mutual consultation and decision making. Unfortunately our sincere efforts to seek your intervention to get the pending issues resolved were not only completely ignored, but further highly precipitate and provocative action of issuing instructions on recruitment of MTs was taken and after that our suggestions were solicited just to complete a formality and put on record that we were duly consulted while finalizing Gr A RRs. There was just no point in giving our suggestions on something which was already decided in totality and which is also irrelevant in present scenario as BSNL Management should not treat BSNL as a Government Department, the CPSU status of BSNL needs to be recognized and acted upon by BSNL management. We strongly oppose the distinction based on Gr. A & B and formulation of policies based on erstwhile Govt. set up of DOT in BSNL. Even after seven years of its formation BSNL Management has not given even a thought on the very important issue of ending the uncalled for distinction of Gr. A & B existing in DOT and introducing the CPSU Cadre hierarchy. This has led to huge dissatisfaction and unrest among the executives as it is directly jeopardizing their career progression in BSNL.

Similarly, our repeated and consistent plea to address extremely vital issues of service weightage on which we were continuously assured some kind of settlement and regularization of adhoc STS officers/filling up of vacant STS posts are being completely ignored, thus conveying us a feeling of these issues not being at all relevant and important. On one hand DOT deputees (ITS, who are not the employees of BSNL) are getting fast track promotions and whereas on the other hand the BSNL recruited and BSNL absorbed (who are employees of BSNL) executives are getting step motherly treatment. The method of distinction among the employees and providing undue favour to a particular class of executives (who are not even employees of BSNL) is demoralizing and depressing for the majority of the executives and knowingly management is neglecting this fact. We strongly believe and we have reasons to believe that BSNL cannot progress and compete with the Private Operators until and unless it implements Corporate Culture in BSNL and provides equal opportunity for all executives to progress.

After considering the ground realities and the fact that BSNL Management has absolutely no interest even in discussing the issues, let alone resolving them, we are compelled to chalk out following programmes of organizational actions. Our patience has been put to a long test by the BSNL management and it has reached a breaking point now.

A) Programmes:

**MASSIVE DEMONSTRATION - ON 2ND NOVEMBER, 2007 AT CGM
PGMTD/GMTD /TDM/ Branch levels (DURING LUCH/CLOSING HOURS)**

**MASSIVE DHARNA - ON 14TH NOVEMBER, 2007 AT CGM
PGMTD/GMTD /TDM/ Branch levels (FULL DAY DHARNA)**



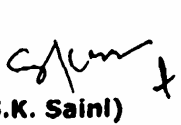

(Further course of organizational action programmes will be intimated in due course of time.)

B) Demands:

- a) Immediate and unconditional withdrawal of the instructions regarding recruitment of MTs issued on 13th Sept., 07.
- b) Immediate absorption of ITS Gr A and filling up of all the posts from STS onwards by the executives of BSNL, not by deputationists.
- c) Immediate Implementation of CPSU Cadre Hierarchy.
- d) Regularize all the existing adhoc STS and fill up all the existing STS vacancies on regular basis.
- e) Put on hold the instructions issued unilaterally on BSNL executives' transfer policy.
- f) Resolve pending issues related to Promotion Policy and service weightage.

However, even at this belated stage, we believe that BSNL management shall initiate serious and meaningful dialogue with the Associations so as to resolve the issues and maintain industrial peace and tranquillity.

Yours Sincerely,

 (Prahlad Rai)	 (G.L. Jogi)	 (S.K. Saini)	 (Thippesh Y.B.)
G.S., AIBSNLEA	G.S., SNEA(I)	G.S., AIGETOA	G.S., NTEA
9868278222	9868217799	09416010099	09448080235

Copy to:

- ✓ 1. Thiru. A. Raja, Hon'ble MOC & IT, Govt. of India, New Delhi.
2. Shri D.S. Mathur, Chairman TC and Secy DoT, New Delhi for kind Information and necessary action please.
3. Shri Gopal Das ,Director(HRD) BSNL.