

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION
Central Headquarters, New Delhi**



DELIBERATION OF THE OPEN SESSION 11.00 HOURS

Open session of 4th All India Conference of AIBSNLEA was held at 11.00 hours at Sapkal Knowledge Hub, Kalyani Hills, Anjeneri, Trimbakeshwar Road, Nashik. The Open Session started with Ganesh Vandan which was arranged by Host Circle. The Open Session was inaugurated by lighting the lamp by Shri R.K. Upadhyay, CMD, BSNL,

Com. V.P. Kulkarni, C.S. Maharashtra welcomed Shri R.K. Upadhyay CMD, BSNL and all other dignitaries, Senior Officers, General Secretaries of other Unions/Associations, CHQ office bearers, Circle Secretaries, Circle Presidents, CWC members, delegates, press and media representatives. The Chief Guest and all Dignitaries were felicitated with Shawl, Bouquets and Mementos by the members of the host Circle. Shri R K Upadhyay, CMD, BSNL was present as Chief Guest and Shri N K Gupta, Director (CFA), BSNL, Shri K C G K Pillai, Director (F), BSNL, Shri A.V. Kulkarni, CGM MH Circle, Shri Praveen Malhotra, Sr. G.M. (HR & Admn), Maharashtra Circle, Shri Sureshababu Prajapati, GMT, BSNL, Nashik, Com. K. Sebastin, G.S. SNEA, Com. A K Kaushik, General Secretary, TEAM, Com. Kishan Singh, G.S. AIRBSNLEAWA, Com. S.S. Nanda, GS RTOWA, Com. Manish Sammadiya, President, SNTTA, Com. P. Abhimanyu, G.S. BSNLEU, were also present in the meeting as special guests.

Com. V P Kulkarni Circle Secretary, Host Circle welcomed Hon'ble Chief Guest, Guests of Honour and delegates who came from various parts of the country and thanked all. He expressed his gratitude to the CMD, BSNL for accepting the invitation and attending the function. He welcomed all the Board of Directors and other senior officers of BSNL New Delhi and Maharashtra, Leaders of other associations and unions, all the senior officers and members. He welcomed and thanked CMD Sapkal Knowledge Hub for providing the Hub for our meeting. He mentioned that all the best possible arrangements are made to all the delegates. He requested that, if any shortcomings and inconvenience may be brought to the notice of him and his team to resolve it.

Shri Ravindra Sapkal, CMD, Sapkal Knowledge Hub, Nashik & Chairman Reception committee welcomed one and all. He mentioned that due to the efforts of Shri V P Kulkarni, he got an opportunity to serve the executives and Top level management of

BSNL and the commitment given by him as regards holding of AIC has already been fulfilled and will continue to help.

Com. P. Venugopal, President AIBSNLEA welcomed the dignitaries on the dias. President has expressed his gratitude to the CS and CP and the entire executives of Maharashtra. He mentioned that conducting the AIC is not a joke as it involves lots of dedication, time energy and team work. CS Com. V P Kulkarni had done a gigantic work with the help of his team. He also stated that he is very much privileged to be amongst this distinguished gathering on the eve of the Open Session. He brief about the Nashik city and the story behind the name Nashik. He mentioned that though he would not like to encroach upon the privilege of the G.S., still he consider it as his bounden duty to highlight some of the issues and narrated about the issues like Notification of transparent transfer policy for BSNL executives, Notification of BSNL MSRRs-2009 which paved the way for regularization of adhoc STS and promotion to JAG grades on functional basis, implementation of 2nd PRC in BSNL in Feb.2009 with 30% fitment benefit, untiring efforts and follow up for the conduct of DPCs in all the disciplines, grant of 5 advance increments to DR JTOs and departmental JTOs/JAOs to compensate the deficit after implementation of 2nd PRC, grant of Rs.11875/- IDA pay scale for AAOs, settlement of anomaly of 2005 Batch JTOs with the grant of notional pay fixation, implementation of child care leave for the lady employees & implementation of 78.2% under the banner of BSNL unions/associations, etc.

He also pointed out about few pending issues like filling up of all the vacant posts in all disciplines by the BSNL absorbed executives, implementation of CPSU cadre hierarchy and stand IDA pay scales of E2 and E3, holding of LDCE from JTO (T) to SDE (T) and JTO (TF) to SDE (TF), creation of PPS posts in BSNL for field units, restructuring of AD (OL), allowing departmental JAOs recruited in 2010 and joined after 7.5.2010 to exercise option, modification of BSNL MSRR allowing promotion to Diploma holder SDEs to the post of EEs, regularization of officiating JTOs as one time measure, implementation of FR-22(1)(a)(i) to officiating JTOs as per the judgment of the Hon'ble Supreme Court.

He expressed his gratitude for the various efforts taken by the BSNL Corporate office in the conduct of CPCs, implementation of 78.2% IDA pay fixation, etc. and mentioned that the association is anxiously looking forward for the earliest settlement of the above HR issues.

President mentioned that while demanding for the settlement of HR issues, the members of the association is equally concerned about the viability of BSNL. It is high time that something tangible and meaningful could bring about a complete turn-around in the future and fortunes of BNSL. He mentioned few of the suggestions to improve the condition of the BSNL for the consideration of the BSNL management like timely procurement of most essential equipments and materials, initiating meaningful cost reduction measures such as merger of Civil / Electrical wing with SSAs, encouraging payments through RTGS/NEFT instead of sending cheques by post, reduction in the

number of security guards, maximizing the no. of exchanges have free cooling facility, reduction in sanctioned EB load, capacity reduction and redeployment of Engine Alternators to reduce fuel expenses, increasing the no. of exchanges / BTS sites powered by solar energy and mass calling programme, merge of RGMTC, TRTTC and CTTC and having one training centre at one station, formation of exclusive dedicated teams at SSA level, offering priority treatment to redress the grievances of high calling / corporate / commercially important / broadband customers, converting high calling landline as ISDN PRIs cover plan of Rs.5000 or Rs.10000, organizing BSNL festivals, marketing CUG amongst various groups, conducting MNP melas, introduction of new Data Card Voucher, formulating attractive tariff and giving wide publicity for the CDMA, NIC and EVDO products, removal of installation fee for landlines, renting out the departmental vacant quarters, expeditious scrapping and disposal of obsolete / unserviceable / non moving stores, materials, office furniture, digitalization of cost records, etc.

He has also mentioned that AIBSNLEA is always remained at the forefront and stands shoulder to shoulder with the BSNL unions / associations in the joint struggle against the wrong policies of the Govt., the inimical, unhelpful ad step motherly approach of DoT, as a result Govt could not implement disinvestment policy in the BSNL, last mile copper could not be unbundled, BSNL could get Rs.1500 crores rural subsidy for 2011-12 with pending demand of Rs.1250 crores towards ADC payment for 2012-13. He also pointed out that there are still some important issues which needs immediate attention for refund of Rs.8313 crores being the BWA spectrum allocation fees, re-imburement of license fee and USO charges of Rs.3000 crores per annum, payment of pension contribution on actual basis, refund of notional loan of Rs.7500 crores along with 14.5% interest paid to the DoT.

President also mentioned that AIBSNLEA will always remain committed to safe guard the interests and well being of the BSNL. He assured that AIBSNLEA will continue to play its pivotal role in garnering every available resource and extend its fullest support and co-operation to the BSNL management in their endeavor to provide the best telecom service to our nation. He has mentioned that CMD BSNL is in receipt of appreciation letter from the Minister of Communications for restoring the communications at a war footing at Jammu after cloud bursting, cyclone Thane and its effects in cuddalore and Pondicherry, and Kedarnath in Uttarakand Circle and the tremendous restoration of services by our Odissa Circle comrades from the Chief Secretary to CGM Odissa Circle, etc.

He wished happy new year 2014 to all and conveyed his sincere thanks and well wishes to every one of you with a prayer for viability of BSNL.

Com. Prahlad Rai, General Secretary, AIBSNLEA has expressed his sincere gratitude to CMD, BSNL, Director (CFA), BSNL, Director (F), G.M. (SR) for sparing the valuable time inspite of various meeting at New Delhi and making convenient to attend the said

meeting. He also welcomed all other trade union / association leaders on the dias and the senior officers, delegates, press and media persons, etc.

Detailed report attached separately.

Shri A.V. Kulkarni, CGM MH Circle welcomed all the delegates being the head of the host circle. In his address, he mentioned that he has no issues pending as far as the AIBSNLEA is concerned. He expressed that AIBSNLEA approaches the administration with the positive attitude and it helps in resolving the problems. He appreciated the efforts of the AIBSNLEA Maharashtra Circle. He mentioned MH Circle is biggest circle of BSNL contributing 10% of over all revenue and 25% of the revenue of Leased Lines, thereby the Circle is the backbone of the BSNL; He further added, revenue of MH circle has risen by 10% as compared to the last year by the efforts taken by the staff and officers of MH circle. He told that, In MH circle the revival has already started and expected to contribute 20% in the current financial year. He also mentioned that many builders in city are ready to provide free accommodations in the developing areas for the exchanges and utilize such opportunities, wherever there is a demand. Appointing new franchisee is also one of the methods to be adopted to increase the revenue. There are many methods which can be worked out by sitting together with the association and discussing it. The expectations of the customers are not speedy service, but to fulfill the assurance given to them by keeping commitment given to him. He expressed his thanks to the Circle Branch of AIBSNLEA for inviting and Shri Sapkal for providing the wonderful arrangement for the meeting and expected that the meeting will arrive to many solutions and conclusions for increasing the profits of BSNL.

Shri Neeraj Verma, G.M.(SR), New Delhi in his speech expressed that the result of the unity of many associations are AIBSNLEA which is one of the best example of integration. He mentioned that BSNL management is considering the executives as a part of management and has very critical role to play whatever may be the way like survival, revival or profit making. These Executives are also responsible to run the BSNL as in the case of BSNL management. He also mentioned that BSNL management has made lots of efforts to address the problems of the cadres. It is the decency and the respectful approach of the AIBSNLEA with the management is good and has sense of mutual co-operation and understanding with the BSNL management. He mentioned that he is extremely happy to be here and part of such a big gathering.

Com. Jayaprakash, GS, FNT0 expressed his gratitude for inviting him for the function and mentioned that he is getting very much support and guidance from the GS, AIBSNLEA and thanked him for the same.

Com. Manish Sammadiya, All India President, SNTTA, mentioned that today is a historical day for both AIBSNLEA by holding such a big gathering and commencing the training of the newly passed JTOs and assured to give best out of the members. He requested CMD to resolve the legal hurdles due to which results of many circles are pending for declaration and also requested for issuing guidelines for JTO phase II

training. He also mentioned that AIBSNLEA is unique organization representing all the cadres and taking up the issues of various cadres and assured the support of the members for the growth of BSNL.

Com. P. Abhimanyu, GS BSNLEU expressed his thanks for inviting him and allowing to share his views. He expressed gratitude to the AIBSNLEA for their solid support to the form of BSNL unions and Association. The joint struggle has only yielded the result which compelled the management to sign an agreement for not unbundling the copper cable. Procurement of equipment which was cancelled tender could be done at the level of 50% by the joint struggle only. Extended thanks to the BSNL management for settling the issue of 78.2%. He mentioned that the policy of the Govt. of India is for supporting to the private competitors. The refund of BWA spectrum is still pending from the Govt. He also mentioned that the attitude of the employees are the main reason for losing the customers and needs improvement in the work culture, inspite of having difference of opinion with the management and also fighting against the wrong policies of the Govt.

Com. A K Kaushik, General Secretary, TEAM, MTNL extended thanks for inviting him and giving an opportunity to meet his old friends. He expressed his thanks to the CMD and the colleagues for helping in settling the pension issue. He has requested CMD, BSNL not to go for the disinvestment of BSNL and VRS, as the same has not helped in any way in the MTNL. The dis-investment will only demoralize the workers. He requested CMD, BSNL to use his good offices with the CMD MTNL and merge both the organizations for the best interest of the nation. He mentioned that the residential connections of the officers residing in the BSNL area like Kalyan and NTR Region are getting disconnected for non payment and requested to help in resolving the issue. He expressed his thanks for inviting him for the gathering and giving an opportunity to express his view.

Com. K. Sebastin, G.S. SNEA(I), expressed best wishes for the successful conduct of the 4th AIC of AIBSNLEA. He expressed his gratitude for inviting him and giving an opportunity to express his views. The main issue of BSNL today is its revival and every one of us is struggling for it. He mentioned that various policies of the Govt. and the failure of the management to take appropriate action at the required level is to reason for the fate of BSNL as on today. Change in work culture needs interaction. There are changes in the insurance, banking sector after corporatization which is not taken place in the BSNL.

Shri K C G K Pillai, Director (F), BSNL, expressed his sincere thanks for inviting and allowing addressing and complimented the wonderful arrangement. He pointed out that when the association can arrange such a wonderful function, why we are lacking from the service. Don't allow the network to erode. It is high time to think about it. He mentioned about the financial status of the company and the amount of loss incurred by the BSNL. He mentioned that in case you are not improving it will be difficult for every one of us to run the company. Even banks are not ready to give loan to BSNL as on

today. None of the competitors' revenue has gone down except BSNL. Do the required efforts to ensure that the revenue goes up tremendously not by 1% or 2%. We have to find out the way to earn and increase the revenue by creating a passion. There are always complaints that there is no materials, whether we are utilising the existing materials already in the field is also to be think of. BSNL management is also responsible for the situation. As regards the DPCs of Accounts Personnel, the work has already commenced and we are equally concerned about your promotion and assured to give better result. But even when BSNL is willing to give the benefits, there is no fund available and management is also helpless in this regard. Now the time is to give instead of asking anything from the management. He warned that if the situation does not improve, the day is not far, you may have to struggle for the salary. Let us do our part and pray the God to Save the BSNL. Let us pray that the god give strength to work hard and save the BSNL. BSNL is not even in the status of No.2 in any of the circles.

Shri N K Gupta, Director (CFA), BSNL thanked every one. He mentioned that BSNL is a good organization and there is no need to panic. BSNL is a company with huge workforce. The support of the Govt. is also required. Management is also taking up various matters with the DoT and Govt. and the things are moving in positive direction. It may get delayed. People are not bothered about the landline and broadband which is the main source of income. Presently the status is 4% positive of landline together with broadband. In case of every one of us put more efforts, we can further increase the revenue. The fault rectification is not satisfactory. He mentioned that the situation of getting the faults rectified within the hours of talking by Senior officers has to change and it should happen automatically. There is a large scale disconnection of landline and broadband which is to be arrested by providing better and immediate service to the customers. The lease circuits is also going to be integrated with the CDR which will give better monitoring and the lease circuits which is more in Maharashtra needs more attention. There are difficulties by implementing the ERP and request to bear with it. There are many advantages of ERP system once it is implemented on PAN India basis. There are large number of master less cases which is the direct revenue leakage which needs to be stopped. NGN tender is also in the final stage and the system will also give many advantages which has huge work to do. FTTH is to be popularized which has better tariff than the ADSL and the capacity to be fully utilized. Utilise the Wimax capacity to the maximum extend which is going to be moved to urban areas. BSNL management is always thinking very much ahead of anybody else. BSNL is only having IMS system which no other operators have with them. He wish all success to the and the wish the energy

Shri R.K. Upadhaya, C.M.D., BSNL, He expressed that this gathering is the back bone of the BSNL. having more than 80% of the workforce in the Civil / Electrical / Architect unit is the middle management and members of the AIBSNLEA. Welcomed Mr. Sapkal as a guest and acknowledged his contribution. He expressed his gratitude by inviting him for the function and giving an opportunity to address the large gathering and

middle management. He also expressed that his is privileged to address all the trade union leaders.

He expressed that it is seen that you are conducting the meeting upto midnight for the interest of the organization. Every one of us are aware that customer service is the main aspect and we are also aware that what we are doing. He mentioned that you should be proud to be a part of the BSNL. When 10-15 million connections were adding in the industry, we could not take benefit of it due to the lack of tender and equipment. BSNL was not allowed GSM service upto 6 years and introduction of GSM service by BSNL has reduced the market tariff and we become no.1 in the country. He opined that had we procured the equipment in time, the situation would have been different. He mentioned that we have to learn from the past. We have been demoralized very much as the presentation of Director (F) is true to some extend, Govt. may help. But do you want to be a part of the company working on the mercy of the Govt. There are lakhs of employees through out the country and the family is living with the earnings from the BSNL. It can give a livelihood only by our efforts.

He mentioned that AIBSLEA and other unions / associations have been given freedom to meet the CMD at any time by re-arranging the other appointment. He also mentioned that he got an opportunity to know about the activities of the company through these leaders, due to which remedial action can be initiated by the management.

BSNL is the number one company to bring the best and latest technology of telecom. Service in the country. There is no alternative of landline and there is least competition in this field. Though we have improved a lot, there is a need of lot more to improve in marketing and EB. We have 38000 digital telephone exchanges in the country. Where is the enthusiasm when we were commissioning the exchange within hours and meeting demand online. GSM service has reduced such there was lot of difficulties in system of procurement of equipment and the efforts have yielded in finalizing the tenders with the help and support of you people. We become success in floating almost all the tenders. The procurement large quantity equipment have been streamlined which has boosted the morale.

The TDM based telephone exchanges are to be modernized for which IMS based NGN equipment procured and the equipment started arriving. Requested all to support the BSNL management in fulfilling the it's task. Revival of landline is the most needed task where there is no heavy competition. We have to remain in mobile service also to remain in the field. BSNL management required the support and co-operation of every one of you to fulfill the commissioning of NGN switches and maintain and improve the landline service.

The old system of maintaining the landline has to be adopted, as the landline is the only business for BSNL to survive and earn the profit. Every one of you are leaders and middle management. You should be proud of you to be educated

BSNL is a more model employer, we have inherited many problems due to the conversion of Govt. set and up to BSNL. 13 years of period is too less for the company to grow. The monopoly of telecom in the world has broken and over a period of time of 10 years. We don't want to be history and want to be remembered. We will fight together and the HR issues will be resolved by the management as requested by the G.S. AIBSNLEA. We request your leaders and to take their help in putting the demand to the Govt. There is a good relation with the administrative ministry (DoT) and co-ordination between the BSNL and MTNL.

52% of the earning are paid towards the pay to the employees. In order to maintain the system and pay the salary only pure telecom revenue will not be sufficient. There are proposal of proper utilization of towers and land and properties.

It is sure that the condition is very bad. But the losses are reduced it is an indication that improvement is possible. It is important that all is not lost, there is a lot to go. He mentioned that instead of pointing on somebody else, analyze that what you are doing is correct and need any change, if so do it. Be pride on you, we are there with you.

President, AIBSNLEA MH Circle expressed vote of thanks to one and all for making Open Session a Grand Success.

The Session concluded at 16.00 hours with National Anthem.

Delegate Session Started at 17.00 hours.