

UNITED FORUM OF BSNL EXECUTIVES' ASSOCIATIONS

Central Headquarters

New Delhi.

UFBSNL/Circular/1/11-12

Dated: 01st Feb.,12

Dear Comrades:

We are passing through gravest ever crisis experienced by us so far in BSNL when, besides our beloved Company very fast losing its very existence in telecom market primarily because it has all along been and continues to be led by an unprofessional and vested interest management, there is a well planned and deadly attack upon our very existence in BSNL because of sinister, condemnable and exclusive agenda of the management to rehabilitate ITS in BSNL at the cost of the Company and all those who are an integral part of the Company. Red carpet is laid to rehabilitate the non-optee ITS Officers by framing RRs, defying the BSNL MSRRs and DOP&T guidelines.

In its blindfolded pursuit of this diabolical agenda to rehabilitate by hook or crook those who are symbols of disobedience and blatant indiscipline by defying persistently government's repeated initiatives to absorb them in BSNL, management is crushing both the interests of the Company and the primary stake holders of the Company in a ruthless manner.

Rules are being bent and the interests of the Company are being thrown to the dust bin to rehabilitate these displaced people who have suffered like anything over the ages - they have got uninterrupted career growth against the posts of the Company they have all along disowned with contempt, got all the benefits of the government and such facilities in BSNL which were never nor will in future be ever extended to those who were and are part and parcel of the Company (foreign tours and expensive specialized trainings, luxurious air travels, laptops, luxurious vehicles, AC facilities at their residences, cozy chambers and what not- they virtually sucked our blood and the blood of the Company).

Now they are being begged to join BSNL on picnic after paying them 100% pension on CDA scales of the government (remember they are today raised to the positions of additional/joint secretaries against the posts of and by virtue of BSNL that they are shamelessly and disgracefully disowning), and full retirement benefits of the government. During picnic time in BSNL, they are being given the scales of GMs/CGMs, giving them full protection of pay and seniority. These lords are yet holding the Company to ransom and blackmail by contemptuously rejecting offers to join the Company. This fully exposes their vested interest hidden agenda and demonstrates their skin deep commitment towards Organization that has given them everything. They got unbridled career growth in BSNL without performing, despite the fact they were and are primarily responsible for today's crisis in BSNL. They never delivered because they had no commitment towards the Company.

In the process of rehabilitating these thick skinned turncoats, we and the Company are now being ruthlessly crushed. Sr. DGM cadre is being created in naked

contravention of existing BSNLMS RRs, thereby abolishing 600 posts of DGMs and creating another functional hierarchy between JAG to SAG simply to rehabilitate these traitors.

CPSU cadre hierarchy committed to us at the time of absorption in BSNL (Non-Post based promotions up to the level of SG-JAG and Post based promotions to the SAG level posts and above) is being denied because the lords feel insecure to introduce such HR reforms, standard E2 and E3 IDA scales are being denied on frivolous grounds of financial repercussions whereas E6 IDA pay scale is being revived within no time for rehabilitation. One rule after another is being blatantly circumvented to appease deserters and there is no end. Interests of the Company are being mortgaged and jeopardized.

To put complete stop to this vandalism of the BSNL management, Comrades we have to demonstrate extraordinary solidarity and exemplary oneness to fully expose diabolical intentions of the management to inflict huge and irreversible damage on us and Company in order to only rehabilitate their brethren. Management's highly irresponsible decisions and actions are compelling us to take recourse to streets at this crucial juncture when we should have been focused on revival of BSNL.

Thus the call for of the United Forum to observe agitational programs from 15th Feb onwards assumes highest significance for all the three associations and their members. Everyone has to recognize and realize that success of this crucial trade union action forced on us by arbitrary and unilateral decisions of the management in its bid to rehabilitate ITS by hook or by crook alone will ensure survival of both the executives of BSNL and BSNL. The success of the struggle will defeat the sinister designs of the management and the unwarranted attack on us. This war like situation has to be faced by us with great resoluteness and through a sustained struggle. At no point of time should we loosen our grip on the struggle till we defeat the mala fide intentions of the management.

In view of the aforesaid backdrop and criticality of the struggle, proper strategy and plan of action for effective and successful implementation of programs of **“Work According to Rule”** and **“Non Cooperation”** is absolutely necessary. We must have clear and single minded focus towards accomplishing complete success of this crucial movement. Our earlier experiences and present technological developments are to be taken into consideration while finalizing our strategies and plans of action.

Therefore all the Circle/ Branch Secretaries/ CHQ Office bearers and activists of the constituent associations of united forum are requested to organize joint general body meetings within 6th Feb'2012 at all the levels to elaborately educate our base level members about crucial and far reaching objectives of this struggle and finalize broad based strategies and plans of action to ensure extensive mobilization and complete participation in the programs commencing from 15th Feb.,12 to make struggle an astounding success. Available CHQ Office bearers must be associated in

all such meetings. Collective feedback on the following issues relating to the struggle must be sent to respective CHQs by 8th Feb'2012 through email.

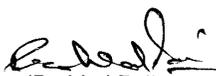
- 1) Plan of action involving 100% members on each day of the 3 days dharna.
- 2) Target and road map for effective and successful **Work According to Rule & Non-Cooperation**
- 3) Strategy for making the agitation programs including work to rule and non cooperation grand success based on different situations of respective circles.

Above decisions are to be followed without fail so that final strategic planning of the agitation could be worked out in 11th Feb's Joint meeting at New Delhi.

In this context, constitution of coordination committees at Circle/Branch level comprising all the constituents of the United Forum at all the levels for effective monitoring and complete implementation of the organizational plans of action and strategies is extremely necessary. These coordination committees would be the nerve centers of the struggle and have to take total responsibility to ensure total success of the struggle.

With best wishes,

Comradely Yours,


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Copy to:

1. All the CHQ Office Bearers, Circle/Branch Secretaries of AIBSNLEA, SNEA(I) & AIGETOA for mobilization please.