

## **An appeal to the BSNL recruited TTAs**

The leaders of SNATTA have committed a grave blunder by deciding to support NFTE in the 5<sup>th</sup> membership verification. Hence, to justify this mistake, SNATTA has leveled some imaginary charges against BSNLEU on their website. We can rightly and proudly say that it is only BSNLEU which has been consistently taken efforts for the betterment of the DR TTAs. It is unfortunate that the leaders of SNATTA have forgotten all these facts and have accused BSNLEU. The following are a few examples:-

### ***(1) Eligibility for appearing the Management Trainee exam.***

When BSNL management originally introduced the Recruitment Rules for Management Trainee cadre, only the Executives were eligible to appear the exam. Even though a lot of engineering graduates are available among the DR TTAs, they were not eligible to appear the MT exam. It was the BSNLEU which took up the case in the National Council and argued the case. As a result of this, BSNL management made necessary amendments to the RRs. Thus, the engineering graduates among the DR TTAs also became eligible for appearing the MT exam. All the DR TTAs are aware of these facts. However, thereafter, the BSNL management clandestinely again changed these RRs. BSNLEU vehemently opposed this in the next National Council meeting. Management accepted it's mistake. However, because of a court case the matter has become sub judice and BSNLEU is not able to do anything further on this issue. But BSNLEU will certainly ensure that the qualified officials among Non-Executives are also made eligible to appear this exam.

### ***(2) Reduction in qualifying service for LICE of JTO***

It was BSNLEU's demand that the qualifying service for LICE of JTO should be reduced from 10 years to 5 years. The issue was taken up in the National Council. Despite BSNLEU's best efforts, the 10 year condition could be reduced only to 7 years. This itself is an achievement. Still, BSNLEU will take all out efforts to further reduce it to 5 years.

### ***(3) BSNL Part Time / Distant Learning Scheme***

Initially BSNL management issued order for a scheme for Part Time / Distant Learning. According to the scheme, 75% of the course fee would be born by the BSNL. However, this was meant only for the Executives and not for Non-Executives. BSNL took up the issue in the National Council and got it settled. Revised order was issued on 18.10.2010, according to which Non-Executives are also made eligible. This scheme is very useful for the career progression of the DR TTAs, in view of their educational as well as age factors.

### ***(4) Reduction in salary of the DR TTAs appointed on or after 01.01.2007***

BSNLEU is very particular that this injustice being suffered by DR TTAs appointed on or after 01.01.2007 should be settled. BSNLEU has demanded that this problem should be solved by giving 30% fitment for all the employees, including the DR TTAs who are appointed on or after 01.01.2007 and upto 07.05.2010. On this issue

BSNLEU and the United Forum conducted country wide demonstrations on 05.08.2010. As a result of this, negotiation was held with the management on 09.08.2010. Followed by this, the issue was discussed elaborately in the National Council meeting, held on 31.08.2010. Since the discussions were inconclusive, again the issue was discussed in a high level meeting held on 26.11.2010. Since management has not taken any decision on this issue, a countrywide dharna programme will take place on 11.01.2011 to settle the issue. BSNLEU is thus taking best efforts to find an early solution to this issue. Hence, it is wrong to say that BSNLEU did not take serious efforts to settle this issue.

#### ***(5) Change of designation of TTAs as JEs***

BSNLEU has raised the demand for change of designations of the Non-Executive cadres. A committee has been appointed for this purpose. In this committee BSNLEU has demanded that TTAs should be redesignated as Junior Engineers. BSNLEU is taking up this issue forcefully and hence, it is likely to be settled shortly.

#### ***(6) Non-Executive Promotion Policy***

SNATTA is making a malicious propaganda that BSNLEU has discriminated the DR TTAs, in the matter of NEPP. There is absolutely no truth in this propaganda. Under the Non-Executive Promotion Policy, all the Non-Executives are eligible for one pay scale upgradation on completion of every eight years only. This is the basic concept of the NEPP. At the same time it is an undeniable fact that those Non-Executives who are recruited by the DoT, have put up long years of service – say 20 years and 30 years – when they joined the BSNL. As a consideration for the long years of service put up in the DoT, the DoT recruits are given some weightage by giving the first promotion on completion of four years and the second promotion on completion of seven years. However, for them also the third and fourth promotions will be given on completion of eight years only. Further, when all the Sr.TOAs, Group Ds, TTAs etc., who are recruited after 01.10.2000 are given promotion on completion of eight years, where comes the question of discriminating the TTAs alone?

#### ***(7) JTO LICE***

SNATTA has told a blatant lie that the JTO promotion is still unresolved because of the inaction of BSNLEU. This is absolutely wrong. BSNLEU has taken best efforts and is continuously pressurizing the BSNL management to hold the LICE for JTO. BSNLEU is extremely unhappy that the LICE for JTO is not being held. However, due to a number of cases pending in the courts, management could not conduct the exam. Still BSNLEU will take its best efforts to ensure early conducting of the LICE for JTO.

***BSNLEU has taken the best efforts in the past to settle the issues of DR TTAs. In future also, BSNLEU will continue to honestly settle the genuine demands / problems of the DR TTAs. Hence, DR TTAs are requested to support BSNLEU in the 5<sup>th</sup> membership verification by voting in the cell phone symbol.***