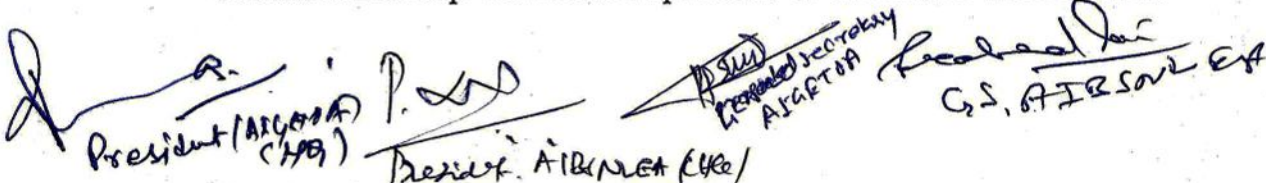


**All India BSNL Executives' Association (AIBSNLEA)  
All India Graduate Engineers Telecom officers Association (AIGETOA).  
Central Headquarters, New Delhi**

**[Joint declaration]**

The joint meeting of Central Office Bearers of AIBSNLEA and AIGETOA held on 13.07.2014 at New Delhi to discuss the participation in the forthcoming referendum process for Membership Verification of Majority Executive Association in BSNL. After detailed discussion on the issue, it was unanimously agreed to protect the interest of entire executive community of BSNL. Both the association agreed together to face the referendum process jointly and a broad consensus was reached as follows:

1. The referendum process shall be jointly fought. Since AIGETOA has maintained that it will seek a formal platform for representing the distinct issues of direct recruits of BSNL, it will keep its stand maintained and will seek a formal platform for representing issues. AIGETOA is agreed to support AIBSNLEA in referendum process and its members shall Vote and Support for it.
2. AIBSNLEA will ensure to protect the rights of all the BSNL absorbed and directly recruited executives. It will also support the stand of AIGETOA for formal representation as and when required.
3. The CHQ office bearers/ Circle/Branch Secretaries of both the associations will work together for the settlement of day to day problems at CHQ, Circle and Branch/SSA Level respectively.
4. At CHQ/ Circle/ SSA level, Coordination Committees of AIBSNLEA & AIGETOA will be formed to face the referendum process and to represent the issues at different levels. These committees shall be negotiating and discussing with the management at CHQ/ Circle and Branch/SSA level.
5. AIBSNLEA will ensure that AIGETOA membership will not be encroached and direct recruit executives shall be the members of AIGETOA. However, decision in regard to the exceptional cases shall be jointly taken by AIGETOA and AIBSNLEA Coordination Committee. Other direct recruit's executives shall also be encouraged to join AIGETOA.
6. Leaders of both the Associations will jointly tour at All Levels during the membership verification process of executive association.

  
President (AIGETOA) (199)  
President AIBSNLEA (199)  
AIBSNLEA  
AIGETOA  
G.S. AIBSNLEA

7. It was agreed that AIBSNLEA and AIGETOA will jointly pursue the 8<sup>th</sup> AUGUST 2013 agreement of AIGETOA and Record of Discussion dated 23.04.2014 of AIBSNLEA on the issues like Pay Parity, Standard Pay scales (E2/E3 for JTO/SDE equivalent), 30 % Superannuation benefit to Direct recruits, 4 year uniform time bound upgradation, EPF issues, CPSU cadre Hierarchy, Management Trainee (MT) and DGM recruitments from internal executives, implementation of transfer policy in true spirit etc. Similarly other issues shall also be pursued jointly for early settlement.
8. Ensuring the notification and conduction of LDCE every year on calendar basis in all disciplines without delay.
9. Issues related to the TTAs promoted to JTO cadre will be taken up vigorously for early settlement. TTAs promoted as JTOs shall be encouraged to join AIBSNLEA.
10. Rule-8, Spouse case transfers, issues related to the executives posted at hard tenure stations and Mass displacement cases, shall be vigorously pursued.
11. Five increments as an interim measure till settlement of Pay scales to SRD JTOs, JAOs of 2013 batch and PAs shall be vigorously pursued

**A Formal MoU based on the Joint Declarations shall be prepared and jointly signed by the General Secretaries of both the Associations in due course of time.**

 [P. Venugopal]	 [Prahlad Rai]	 [Ravi Shil Verma]	 [R.P. Shahu]
President	General Secretary	President	General Secretary
AIBSNLEA	AIBSNLEA	AIGETOA	AIGETOA
9443200177	9868278222	9868525433	9424051555

Date: 13-07-2014  
At New Delhi.