



## **STRENGTHEN SNEA, STRENGTHEN BSNL**

Role of SNEA in protecting the interest of BSNL and the struggles for its revival as well as the struggles by SNEA during last three decades for the upliftment of the cadres especially the basic cadre of JTO and to protect the interest of Executives as a whole.

The most important task ahead for SNEA is the constitution of 3rd PRC and its implementation. SNEA started the struggle in the platform of NCOA for the PRC constitution. NCOA launched series of agitation programmes since November, 2015 demanding 3rd PRC constitution. Finally 3rd PRC constituted on 09.06.2016. It is our responsibility to ensure that 3rd PRC is fully implemented in BSNL. For this we have to struggle to delink the profitability from PRC implementation. Simultaneously we have to ensure that pension revision also becoming part of 3rd PRC. These are the major challenges before us.

**SNEA continuing its struggle for settlement of the following other major HR issues**

### **1) Reconstitution of Joint Committee:**

The Joint Committee was initially constituted on 28.02.2012. That Committee was practically defunct. About four meetings held on CPSU cadre Hierarchy till 2014 where mgt side insisted for CPSU Hierarchy with huge % of dropping at each promotion (from 15% to 65% as in other CPSUs, See the draft proposal on 14.03.2014). This has vehemently opposed by us.

Only one meeting took place on E2, E3 pay scales in 2013/14 in which the Chairman proposed E2, E3 scales without cascading effect replacing E1A and E2A w.e.f 01.01.2007 for the JTO/JAOs recruited after 01.01.2007. Unfortunately, a sudden demand has come from one of the member from Association side that E2 scale has to be implemented from 01.10.2000 itself for the Direct Recruits instead of 01.01.2007. Within no time Chairman windup the meeting stating that it is not in the terms of reference of the committee and it can be discussed only after amendment of the terms of reference, which never happened due to obvious reasons.

In this background, SNEA started agitations alone from 2014 onwards since it had given an impression to us that others are not keen on resolving the issues like E2, E3 scales for the new recruits. SNEA went on agitations in April-2014, Sept-2014 and then in April-May, 2015. As a settlement of the agitation of SNEA, CMD, BSNL re-constituted the committee on 08.05.2015 with Mr M A Khan as the new Chairman. In addition to the issue of standard pay scales replacing E1A and E2A and CPSU Cadre Hierarchy, the demand of SNEA alone – first TBP uniformly after 4 years also referred to the Committee.

### **2) Joint Committee recommendations:**

On our strong plea, CMD directed the Committee to conduct meetings regularly atleast once in a fortnight and give recommendations in 3 months time, before 15.08.2015. By the strenuous efforts of SNEA, Committee submitted very positive recommendations on 07.10.2015, which can change the fate of Executives in BSNL. Chairman was sympathetic to our genuine demands. Com R P Shahu, GS/AIGETOA also played a very crucial role to come to a common understanding on all the issues which affects vast majority of the Executives, by keeping aside contentious issues. Jt Committee recommended-

- a) Standard pay scales of E2, E3 replacing E1A and E2A,
- b) TB functional promotion from JTO to SDE to Sr SDE to DE after every 5 years (3 assured promotions upto DE in 15 years) and 1st TBP after 4-5 years instead of 4-6 years.

### **3) Implementation of Joint Committee recommendations:**

We expected resistance from management side on its implementation. To the surprise of all, it has come from Associations side which made the Khan Committee recommendations. By raising the demand of 5 years in E3 scale without insisting for cascading effect for existing Sr SDE from E3 to E4 etc, indirectly their demand leads to E2(JTO), E3(either SDE or Sr SDE), E4(DE), E5(DGM), E6(SG JAG) scales (E2 to E6) with 4 promotions instead of 5, abolishing promotion to SDE or Sr SDE grade. If it is implemented, it will end our original demand for E2 to E7, which were are struggling since 2002 and all the executives will lose one promotion, once for all in their service period. Moreover,

the recommendation on CPSU Cadre Hierarchy will become redundant and un-implementable. In the combined meeting on 26.04.2016, all the Associations accepted once again to go ahead with Khan Committee recommendations on the appeal from DIR(HR), keeping fresh demands aside for further deliberations (see website of all). But the same day they served notice! When the intentions are so clear from the notice that they are not interested to implement the Khan committee recommendations on E2, E3 scales and CPSU cadre hierarchy which has all happened due to the agitation of SNEA in 2015 and its continuous efforts in the Committee, SNEA served the notice on 28.04.2016 to protect our demand of E2, E3 -- E7 scales with 5 promotions and Committee recommendations on CPSU Hierarchy. Our intention was to protect Khan Committee recommendations on CPSU Hierarchy, no reduction in 5 promotions and continue struggle for E2, E3, -- E7. The discussion with CMD and DIR(HR) on 17.05.2016 was a historic one because for the first time, BSNL management agreed to consider the demand of E2, E3, -- E7 with 5 promotions with focus on settlement of E2, E3 in first place in view of the 3rd PRC (E3 to E4, ---, E6 to E7 etc may have to go to cabinet, DoT has to decide) and assured that the decision will be taken by 31.05.16. As assured to us, MC approved the proposal on 01.06.2016 itself. On CPSU, decision will be taken by 31.08.2016.

If SNEA was not gone for agitation, management would have gone ahead with E2, E3, E4-- E6 scales with 4 promotions (management and DoT is very keen to reduce the promotions, DoT is repeatedly insisting BSNL to reduce the number of promotions and fixations) and CPSU cadre Hierarchy would have gone to the dust bin (management never interested to implement).

**This is not the end, lot more struggle is required for the settlement of E2, E3, --- E7 scales(In two parts) as well as implementation of CPSU Hierarchy.**

#### **4). On JTO to SDE promotion:**

All possible efforts are being taken by the Association for the final hearing, to decide the case on merit. Eventhough the case was filed in the HC in Feb, 2015, it was listed for final hearing due to our continuous efforts where as other similar cases of the year 2013 is going on in the Hon HC. SNEA engaged the best legal team to defend all the three cases. In Chennai also, SNEA alone fought the case for more than three and half years from 2010 to May, 2013. As per our request, BSNLCO allowed engagement of senior lawyer from New Delhi. The case will be finally heard shortly. On LDCE quota, eventhough all the vacancies upto 2013-14 was notified, due to court direction, LDCE was conducted only for 2010-11 for which results declared recently. Issuing promotion order is stayed by the Chandigarh Court. Similarly promotion from SDE to DE, JAO to AO, AO to CAO etc are also held up due to court cases at Chandigarh CAT. Similarly SDE to EE(C/E) promotions also held up due to litigations.

#### **5. 30% superannuation benefit to BSNL Direct recruits:**

This is one major issue in which SNEA trying its level best to get maximum contribution. Prior to 2nd PRC, EPF only was available. Initially EPF contribution was a fixed amount, with the ceiling of 12% of Rs 6500/ and not on actual emoluments. On EPF, SNEA alone struggled from 2003 onwards for the EPF contribution @12% of the current basic pay + IDA (emoluments) without the ceiling of 12% of Rs 6500/-. Management agreed it in May 2005 and orders issued in August, 2005 after Board approval, with retrospective effect from 2000. It is a great breakthrough for the BSNL direct recruits with respect to their terminal benefits.

On superannuation benefit, BSNL offered upto 4% in 2014 and 6% in the SNEA All India Conference at Jaipur in Sept, 2015, in front of all GSs. But some Associations not accepted even 6%, but insisted for nothing less than 12%. But surprisingly they accepted the offer of 3% in the meeting on 19.02.2016, without any protest, which SNEA not attended. No protest, not agitation on this vital issue which affects the future of all the BSNL direct recs. SNEA strongly protested against the betrayal by the management as well as our friends and demanded the implementation of 6% assurance given in the Jaipur AIC by CMD, BSNL. Eventhough the 3% proposal is approved by Board and gone to DoT, our strong protest reopened the case and management agreed to review the contribution after recalculation.

#### **6. Pay fixation and pay protection on officiating promotion:**

This was another issue affecting more than ten thousand JTOs officiated as SDEs, JAOs officiated as AAOs/AOs, SDEs officiated as DEs and AOs officiated as CAOs. Last five years, SNEA struggling for that at different levels. On 11.05.2016 and 17.05.2016, mgt agreed to correct the wrong clarifications issued on 30.05.2007 and 19.02.2010. This issue will be resolved by June-July, 2016 as per the assurance.

**7. Notional pay of E1A and E2A in Civil/Elect/Arch/TF/PA/PS cadres w.e.f 01.10.2000:** This issue was lingering on for so many years. During our recent struggle, it got focus again. Our strong pleading for uniformity in pay scales for all the cadres as on

01.10.2000, irrespective of wings got favourable response from CMD, BSNL and DIR(HR) in the meeting held on 17.05.2016 for the first time. This issue also will be settled to our satisfaction shortly as assured.

### **8. Membership verification among Executive Associations:**

Association demanding it for long time as various pressure groups trying to derail all the HR issues to their selfish motives. In other CPSUs, only one Executives Association is functioning which represents all the Executives and enjoying very good bargaining power. BSNL management also using it as a tool to divide the Executives in the name of Associations and their different views conveniently and not settling the genuine issues. So a strong Executive Association in BSNL is the need of the hour to resolve the issues of all the cadres, without prejudice, taking into the larger cadre interest into account.

Finally management agreed to our demand and notified the membership verification on 25.05.2016. The membership verification will be held on 16.11.2016. The majority Association will decide the future of the Executives in BSNL. So all out efforts are to be made to reach out to all the Executives in the nook and corner of the country in the coming days by forming core groups at SSA/Branch level. SSA and Branch Secretaries will play the crucial role in the verification process as they are always in constant touch with the members and all the Executives.

### **Some of the important miles stones in the history of SNEA struggle are:**

1. Upgradation of the pay scales from 1986 from 1400 to 1640 scale.
2. Joint struggle for TB promotion (Lateral Advancement) in 1990s after 12 years (first time in any central govt dept) to JTO(LA) and Sr SDE.
3. Upgradation of 1640 scale to 2000 equivalent scale (6500 scale) with Group B gazetted status in 1996.
4. Absorption of JTO as Executive in BSNL.
5. Rejection of offer of adhoc payment of Rs 2000 and struggle for terms and conditions for absorption into BSNL, all other Associations are agreeable for absorption without terms and conditions.
6. Upgradation from 6500 scale to E1A in BSNL through struggle in 2002 under the banner of Executives Negotiation Council(ENC) comprise SNEA(Previously known as TEOA) in BSNL & MEA(Previously known as TEOA) in MTNL.
7. Struggle in 2002 for terms and conditions for absorption resulted settlement of (a) 5 TBP from JTO to SG JAG equivalent grades after 4 to 6 years instead of 12 years, (b) pay scales of E1A, E2A to E6 instead of E1, E2, to E6 and (3) with point to point fixation,
8. Struggle for EPF contribution @12% of the current basic pay + IDA (emoluments) without the ceiling of 12% of Rs 6500 & settled in August'2005 after Board approval, with retrospective effect from 2000. It is a great breakthrough for the BSNL direct recruits with respect to their terminal benefits.
9. 50% IDA merger struggle in December, 2006 at the cost of two days strike with other CPSE Executive Associations.
10. Joint struggle for implementation terms and conditions and EPP order on 2007.
11. BSNLMS RR in 2009 ending the bottleneck of JTS and direct promotion from SDE/AO to DE/CAO (50% on regular basis and remaining 50% on adhoc basis),
12. Uniform TBP for all the Executives in Civil/Elect/Arch/TF etc counting the residency period from 01.10.2000.
13. Proactive role in settling 78.2% IDA fitment, at least on a prospective date.
14. Settlement of 1st ACP issue for Civil, Elect etc.
15. Abolishment of Accounts exam for Civil Promotion exam.
16. Issues related to the TTAs selected as JTOs as Dept Outsider.
17. Amendment in BSNLMS RR to end adhocism in DE promotions and increasing the regular quota from 50% to 75% and all vacancy were filled till date.
18. Efforts on 30% superannuation, 4% offered, 6% offered but some sections insisted for 12% but ultimately they agreed for 3%. Eventhough the 3% proposal is approved by Board and gone to DoT, our strong protest reopened the case and management agreed to review the contribution after recalculation.
19. E1+5 increments for the JTO/JAOs recruited after 01.01.2007 to temporarily compensate the pay loss. Struggle for Rs 22820/ to continue.
20. First TTA to JTO LICE conducted after 12 years with relaxation in serving years from 10 to 7 years.

21. Promoting more than 30,000 JTOs to SDEs, thousands of SDEs to DEs on regular basis and DEs to DGMs.
22. Amendment to JTO and SDE RRs.
23. Regularization of Offtg JTOs as we proposed in 2004 and TTA to JTO LICE.
24. Struggle for rejection of E1A and E2A scales by DoT/DPE on 09.07.2014, communicated to BSNL on 18.07.2014.
25. Reconstitution of defunct Joint Committee on 08.05.2015 as Khan Committee on our agitation with specific terms of reference.
26. Joint committee (Khan Committee) recommendations on 07.10.2016 for resolving the major HR issues of Executives.

BSNL is on the revival path. SNEA and Forum of BSNL Union/Associations played very important role in the revival of BSNL. SNEA was in the forefront of all struggles in respect of BSNL growth related issues as our career interest is directly linked with the profitability and health of our company BSNL.

**Some of the important struggles on growth and viability issues are:**

1. SNEA started the agitation in 2007 against 45 Million GSM tender cancellation and finally 22.5 million GSM tender was finalised and BSNL able to provide mobile connections.
2. Exposing the 2G scam.
3. Challenged the ICR pact between the private operators in the Delhi High Court on 3G roaming.
4. BWA spectrum issue refund took up with DoT and BSNL management, 6752 Crores refund ordered.
5. ITS issue resolved once for all by the Cabinet decision ending Group A absorption process. All hurdles on promotion to BSNL posts removed.
6. Filling up the CMD and all Director level post with meritorious people.
7. Successful implementation of CDR and ERP in BSNL.
8. Struggle for Pension contribution on actual basic pay instead of maximum of the pay scale.
9. Struggle for refund of 10,000 crore amount from Income Tax Department which was excess deducted and finally 6000 crore refunded by Income Tax Department to BSNL in this financial Year.

**Major struggles in the banner of JAC, Joint Forum, Forum etc in which SNEA played a crucial role:**

1. Against disinvestment of BSNL. BSNL is 100% Govt owned company even today.
2. ADC abolishing, in lieu of ADC, USO Fund subsidy extended.
3. Successfully stopped unbundling of copper cable.
4. Repeated cancellation of tenders and for streamlining tenders and procurement.
5. Stopped mergers of MTNL and BSNL without addressing the contentious issues.
6. Opposed the Tower subsidiary formation on the cost of disintegration of BSNL.
7. SAVE BSNL-SAVE NATION and successfully completed the 50 lakhs signature campaign submitted to Hon'ble PM of India and compelled to Govt of India for revival of BSNL.

For the revival of BSNL, worked for the successful implementation of **Customer Delight Month** and **Customer Delight year**. Now the **SWAS programme** of the Forum to be made success throughout BSNL. Our entire focus should be on the growth of BSNL as our future and 3rd PRC is totally depending on the performance of BSNL during this financial year. BSNL Management and the employees should work in tandem for the revival. After all, BSNL comes from negative to positive direction & continuously record operating profit Rs.672 crore in FY 2014-15 and Rs.2200 crore in FY 2015-16 & BSNL will register net profit in coming year.

Since majority is decided on the total number of eligible voters (not on the number of polled votes), all efforts are to be made to bring all the members and sympathisers to the polling booth on the polling day. This will be the major challenge before all of us. So, all our comrades are requested to take it as a challenge. This is a golden opportunity to all the Executives to contribute, to decide for the speedy settlement of HR issues, revival of BSNL, implementation of 3rd PRC, restoration of perks and allowances, etc.

The message is: **STRENGTHEN SNEA, STRENGTHEN BSNL**