



Replies to the Queries raised by other Association in their Website.

Q1. Why at the time of formation of BSNL, you legacy associations agreed to demote the cadre by accepting non-standard pay scale of E1A (9850-250-14600) instead of E2 (10750-300-16750) for JTO/JAO equivalent grade when MTNL Adopted Higher Pay Scale.

Do you know what was the pre-revised pay scale and stand of the DOT and BSNL in deciding the pay scale of JTOs in BSNL? Oh! You were not even born at that time and you never bothered to read and understand the history or have the calibre to understand the history because of your prejudiced mind. Do you know the difference between MTNL and BSNL in 2000? Oh again! How can you know about MTNL where you never worked while you are not even aware of the realities in BSNL?

When the negotiation was under way during agitation in Oct-November, 2002 by the Executive Negotiating Council (ENC) comprising TEOA & MTNLEA and BSNL EA, DoT and BSNL had taken a stand that BSNL has already recruited its own JTOs in the CDA pay scale of 6500-10000 and their revised IDA scale is E1 (8600-14600). They further insisted that any discussion on pay scales should be restricted to absorption as demand in the Trade Union Program is Terms and Condition for absorption in BSNL/MTNL. But the visionary leaders did not succumb to the pressure of DOT and BSNL as you ditched post 2007 batches in the discussion held on 22.04.2010 on pay loss issue. They continued with the agitation. They insisted pay scale for the cadre and not for the absorbees alone as you did for 2005 batch alone in the case of II PRC pay anomaly. They demanded E2 for all JTOs/JAOs (go through the ENC notice dated 03.10.2002). When services paralysed, Hon Minister (late Shri Pramod Mahajan) intervened and at this stage BSNL offered E1A scale for absorbed officers but we did not relent which resulted in the upgradation of the scale from 8600(E1) to 9850(E1A) for all JTOs unlike you did for some batch in 2010.

DOT and BSNL was not ready to extend same pay scale for MTNL and BSNL as MTNL was a Navaratna company operating only in Metro cities of Mumbai and Delhi and earning very good profit as monopoly operator and BSNL was an infant stage with liability of all rural areas. Further being a Navaratna Company, MTNL Board had much more powers.

Please stop the blatant lies that pay scale of BSNL JTOs were downgraded when 8600-14600 was offered as the replacement scale of 6500-10500 which was upgraded to 9850-14600 through the agitation. Perhaps as per your dictionary when pay scale is changed from 8600-14600 to 9850-14600, it may be down grading act.

Q2. Why pension benefits to BSNL Recruits were denied when Legacy Association didn't take up the proposal of Gazette notification of Pension Rule-37A right from the day of inception of BSNL. It was clearly written that "BSNL shall devise its own pension scheme and make arrangements for funding and

disbursing pensionary benefits." But since these legacy Associations were only concerned for the DoT absorbed employees and hence they fought for their government pension under Rule-37A but didn't care for the pension of BRs, which was part of the same order, else we could have also had our pension scheme since inception of BSNL.

We can only sympathise for your poor understanding and lack of knowledge! The Pension for the DoT employees getting absorbed in BSNL was settled in September, 2000 itself before formation of BSNL on 01.10.2000. Govt extended this benefit on the agitation by Group C & D Unions (NFTE, FNTD, BMS etc) and in their agreement, pension assured.

While you cannot think beyond your batch as being proved repeatedly, it is not the case of farsighted visionary leaders of DOT era. In spite of the fact that not even a single BSNL recruit was available in September 2000, these visionary leaders have made up their mind to ensure pensionary benefits to all including BSNL recruits by incorporating necessary provision in Rule 37 A. That also before formation of BSNL. Instead of forming a separate Pension Fund under the control of the management, the visionary leaders opted for EPF scheme for Pension which is directly under the control of Govt of India and more secured for the employees. The EPF by way of contributory PF is that part of pension envisaged in Rule 37A which is in force from the day one an employee enters into the company. Again under your dictionary only 5% SAB is the only superannuation benefits and not Gratuity and EPF pension!

How can you so ignorant or dare to befool innocent Executives who are mainly busy with the field work and not part of the activities of "Jhuth Factory".

Q3. Why Your Association Left BSNL Executives in Lurch by compromising on provisional E1 & E2 as provisional scales instead of standard pay scales of E2 for JTOs/JAOs equivalent & E3 for SDE/AO/Equivalent at the time of implementation of second PRC. Why Your Association did not even think of Superannuation Benefits for BSNL Recruits which was an essential Recommendation of 2nd PRC despite the fact that BSNL was in profit at that time. Why you spoiled the future and Social Security of BSNL Recruits.

Should we repeat the treachery AIEGOTA Co perpetrated on this issue against all post 2007 BSNL Executives when 2nd PRC has directed concerned PSU/ Administrative Ministry to decide on non standard pay scale from 1-1-2007? What your Assn has done at that time? Before the Pillai Committee, SNEA demanded E2 scale but you suggested E1+5 increments, why? If SNEA accepted E1 scale, how SNEA can demand E2 scale? If you did not accept E1 scale, how you proposed E1+5 increments? More than this what proof required that you accepted E1 scale for post 2007 JTO/JAOs before the management? Is it not a fact that you have demanded E2 pay scale from 01-10-2000 itself, not from 01.01.2007? Can you show a single document where you demanded E2 pay scale from 01.01.2007 till Khan Committee recommendations in October, 2015? Is it not a fact that you have demanded E2 pay scale from 01-10-2000 itself again in the Joint committee meeting held on 18.11.2014, which was not the a mandate of the committee? Later for revision of all scales with cascading effect resulting in huge financial burden which has torpedoed proposal for E2 & E3 for replacement scale of JTO/JAO & SDE/AO from 1-1-2007?

Q4. Why You never seriously persuaded or when it got negated, filed a case for Standard Pay Scales and 30% SAB. Is it because you have given in written that you are OK with E1 as scales for JTOs (A fact Reiterated by you a few days back). Is it Because You have submitted to HLC, that pensionary benefits of BSNL Recruits are more than DoT absorbess. What is your stand on PRMB for BSNL Recruits. Whether You agree that PRMB should be in place in BSNL. If Yes, why are you saying that BRs are getting 3.3% PRMB. Are You aware of the difference between Defined Benefit and Defined Contribution. Can U write a single letter for PRMB. Can U Tell us, whether 5% SAB is pending to be implemented and or 7%.

Association and Trade Unions are basically formed to settle the issues through Organizational actions, which you are not aware! TUs will resort to court cases rarely, as a last resort. SNEA gone to Court for removing hurdles, removing stay on DPC/LDCE etc and not for staying promotions or staying DPC or staying LDCEs or stopping E2 and E3 scales and to get lower scales of E1 and E2 as you are achieved! Everybody knows the history of court cases conducted by you. It is an income generating source for your leaders by misleading the members by the Engineers legal literacy. Can you quote a single case where you could make any head way other than stopping the SCF promotion, LDCE, MT, pay scale etc.

Can you quote a single incident in which SNEA proposed/accepted/demanded E1 scale? In the draft JTO RR also SNEA demanded E2 scale instead of E1 scale. In Q3 above, we quoted several occasions you accepted/demanded E1 scale or E2 scale from 01.10.2000 and derailed the E2 scale for post 2007 rect JTO/JAOs.

On medical reimbursement, BSNL is having best medical policy both for serving and retired employees with unlimited coverage to the family also, unlike any other PSUs. But we are aware about the lacuna in implementation and failure due to present financial conditions. When it was reported by Estt Finance section in 2016 that the expenditure on PMRB is more than 13%, SNEA did not accept it and demanded reassessment which was entrusted to LIC who calculated it as 3.3%, on actuarial basis. SNEA did not have expertise on it. If AIEGOTA Co have better calculation of PMRB, it is better convince management that the calculations done by LIC is wrong. Oh for AIEGOTA Co, if your understanding on PMRB is that it is for DR alone we can only sympathise with you. According to us, it is for all PSU employees.

Your concern for SAB made known to all when you rejected 4% offer in 2014, 6% offer in Sept 2015 and accepted 3% in the meeting held on 19.02.2016 in the absence of major Unions/Assns like SNEA, BSNLEU etc, just to stop 6% credit going to SNEA.

Q5. Is it true that the committee considered your submission for rejecting the 22820 benefit to the JTOs and JAOs of the 2007, 2008 and 2010 batch. Why U derailed the whole issue and never came back to management for the same. Was it planned?

Do you have any moral right to talk about 22820? You had accepted 22820 only for the 2005 batch JTOs in the meeting held on 25.02.2010 and the minutes issued on 09.03.2010? You accepted E1 pay scale for the post 2007 rects. Refresh your memory by reading the minutes of your meeting held on 25.02.2010.

SNEA never made assurance to the management that we will not demand the pay loss issue of post 2007 batches as you have done on 25.02.2010 and sold them to management. Your planning and calculation miserably failed when SNEA could force the management to form the Committee and reopen the case. Though management has rejected the claim for 22820 as an anomaly on parity with 2005 batch and with that of 2010 Deptl JAOs, we could get it accepted by the management that there is a pay loss issue which is to be addressed by giving additional increment once the E2 pay scale is finalised.

Q6. What is your stand on DPC for JTO to SDE? Why are You not pursuing it despite availability of sufficient vacancies. Why You did not pursue for implementation of CPSU Hierarchy all these two years and you sing this song only when JTO to SDE DPC is on track. Why have you not written a single letter for expediting the DPC process for JTO to SDE DPCs? Do you consider DPCs as illegal? What happened to your agitation notice for CPSU which you served in November 2019. What was the settlement that you never initiated this process ever again. Why You ditched AIGETOA in 2017 also as well as earlier in 2007 when you agreed for Financial upgradations instead of Time Bound Functional Promotions.

Are you remembering JTO to SDE promotion only when change of membership window comes or MV comes? Now if AIEGOTA Co started thinking the need for implementation of CPSU CH, it is welcome. After having defeated the DPC process initiated by BSNL for promotion from JTO to SDE against the available vacancies as per HC order and insisting Contempt action against CMD and GM Pers, your crocodile tears is known to all well informed Executives. Can you dare to refresh your update during June 2018 regarding DPC from JTO to SDE and contempt results? Can you own your statements after discussion with Dir HR whom you conveniently exempted from contempt proceeding under false belief? How many promotion dates you announced and how many representations you have collected for posting as SDEs from these innocent JTOs waiting for promotions under misrepresentations and for collecting money in the name of court case.

By filing case at CAT Ernakulam against CPSU CH on 01.12.2017, just one day before the Board meeting, you have thwarted the implementation of CPSU CH from 01.01.2017 and now asking why it is not implemented. Only those having the rhino skin can put such questions. Even if you wash your hand in all seven seas, the blood cannot be washed out for the treachery AIEGOTA Co committed to all Executives. Let AIEGOTA Co clearly say they want to implement CPSU CH.

Why you ditched SNEA and the Executives after the Board approval of CPSU CH? Why you are opposing all the promotions made in June, 2018? Is it because the coming MV?

SNEA negotiated, got Board approval for CPSU CH on 28.05.2018. It will give promotion for JTO/JAO as SDE/AO after 4-5 years (instead of 20 years) and AGM/CAO/EE promotion after 8-10 years (instead of 20 years). SNEA will get it implemented from 01.07.2018 itself.

It is a known fact that you stopped the DPC and trying to stop CPSU CH implementation just to stop any promotion before the MV and make the Executives against SNEA! But the Executives know that if SNEA could give 14000 promotions during last 3 years, in the most challenging period, it is capable to give promotion for more than 15000 Executives in the coming 3 years.

We are sure that after MV AIEGOTA Co will come to SNEA as they did after last MV for resolutions of cadre issues including implementation of CPSU CH.

You ditched AIBSNLEA in 2017. In 2018, You ditched SNEA and all the Executives waiting for promotion.

Q6A. Is it true that you made all diploma holders LICE Passed JTOs in-eligible for AGM Promotions during notification of MS RRs by asking footnote-2 relaxation for only those who were incumbent on that day i.e. Executives absorbed from DoT. Is it true that the much hyped CPSU policy will adopt MS RRs for promotion from AGM Level.

AIEGOTA Co will not understand the wisdom of SNEA and the way in which they solve issues when stumbling blocks are created. Why you opposed Diploma holder promotion as JTO through LICE from 2015? Why you filed court case at Chennai for stopping diploma Holder becoming AGM? But after having filed court case against promotion of Diploma holder as JTO the concern of AIEGOTA Co for their AGM promotion is really interesting. The case filed by AIEGOTA Co by its Ex. Circle President in CAT Ernakulam against promoting Non Engineering graduate quoting foot note 2 is still pending in CAT Ernakulam. We have already taken necessary steps and management has accepted it and in the new CPSU CH promotion policy we made Diploma holders also eligible for AGM promotion? Is it because of that, you are opposing CPSU CH?

Q7. Why You Accepted JTO RR 2014 with E1 as scale for JTOs, just because you wanted few officiating JTOs to be regularised in lieu of killing of Pay Benefits of thousands and Thousand of BSNL Recruit JTOs/JAOs and LICE Promoted JTO/JAOs. Why you never filed a case against degradation of Pay Scales in RRs. Why did you give your agreement on increasing the bond amount for BSNL Recruits.

You first read JTO RR 2014 .Oh! You understand everything only in terms of MONEY and you value only MONEY. SNEA accepted the positive changes regarding the eligibility to become JTO and JAO, which you tried your best to stop and seniority fixation regularization of Offtg JTOs. SNEA demanded E2 scale in its response to draft JTO RR 2014. Now after having failed in your attempt to abort the birth of LICE JTOs, you are trying to be their saviours. SNEA have opposed E1 pay scale and demanded E2 for all, unlike you. We are in the way of achieving it. It is better not to repeat the history of your court case which was a milky cow for you from innocent members. Further, when JTOs were recruited in the scale of 6500-10000 CDA scale how they got 9850 while the replacement scale of 6500 was 8600 in IDA. In JTO RR 2014, SNEA had suggested GATE score as the selection criteria to ensure entry of one of the talented groups to BSNL and to avoid further screening by group discussion and interviews unlike in other PSUs, which ensured the selection in the most transparent manner.

Further, your greatness filed the case at Chandigarh and got the pay scales lowered from E1A to E1 and E2A to E2 by the DoT order dated 28.03.2017, another great contribution from AIEGOTA Co.

Q8. Is it true that after reaching to a tri-party consensus agreement with applicants of JTO seniority case of Kerala, you ditched them just because you did not wanted BSNL Recruits to get promotion through existing mechanism of DPC, just because your supernumerary JTOs would not have got a chance of promotion and they would have been replaced with LICE JTOs of 2012 batch from BSNL which SNEA could get it accepted even before the CAT as an undertaking for conducting the DPC

Now it is on record who ditched the promotion by DPC by rejecting the BSNL offer. What is the offer made by BSNL in the MA, it is rect year wise promotion, not by excluding anyone. According to your 1:1 theory, 2012 LICE JTOs are to be interpolated with 2007 JTOs! Are you demanding that? While refereeing the tripartite meeting why not refer to the money you collected from SNEA towards the travelling expenses. There was Tripartite meeting but you have to explain why you had gone back from the commitment made to the management to allow promotions for all the available vacancies? Is it because the applicants are already SDEs and they have nothing to lose?

Q9. Is it true that you pursued management to issue promotions for only DoT absorbed Executives to be promoted despite knowing fully well that it will result in contempt. You did it by taking shelter of your so-called recognised tag.

SNEA never see Executives in the spectrum of DoT absorbed or BSNL rect as DoT absorbed are the first BSNL rect and first entrant in BSNL. You want to divide the Executives and suck their blood.

From the day one you were talking about contempt and celebrating the wishful thinking of sending CMD to jail for contempt instead of promotion of Executives. Just think which will be good for Executives, to fight for sending CMD to Jail or taking promotions through the opportunity created. Even when management agreed to issue promotion order for all available vacancies for which 90% of the posts were to be filled with DR JTOs, are you not feeling ashamed for befooling the Executives again telling the story of contempt which had no results so far. The CMD now got retired and he is leading his peaceful life and the then GM (P) got promotion and became Director HR of another PSU. So really, who got benefited? And who is the villain? Please don't fix SNEA for the blunders created by AIEGOTA Co.

Q10. Is it true that your AGS threatened Dharna when LDCE 2015 candidates were being promoted as SDEs in May 2018. Is it true that you deputed the captain of your B team to create confusion that these promotions are illegal.

Is it your shameful act that the photo of AGS/SNEA participating Dharna/demonstration against Tower Subsidiary formation is circulated in the social media by your negative minded supporters as Dharna against LDCE promotion? In fact it is SNEA which insisted LDCE and even got the mistake in questions got corrected. If SNEA would have objected, it will not happen, we are that much sure. It is not the culture of SNEA to block any promotions or any benefits which are to be made available to the Executives. Never in the history of SNEA, none of the promotion orders blocked by SNEA as you are repeatedly doing. In 2007 LDCE,

when 2005-06 vacancy year was not notified initially by management, it was SNEA who took the lead to include 2005-06 vacancy year. That is why 2001 DR JTOs could attempt the exam, and nearly 900 DR JTOs became SDEs. Do you remember what the stand of AIEGOTA Co was for 2007 LDCE? SNEA took up the case of ambiguous questions in 2013 LDCE and settled it. It was again GOTA members who went to court against that LDCE too which would have happened by 2010 and against the settlement of ambiguous questions too. SNEA always wanted to have fast track promotions in BSNL to give eligible promotions to brilliant junior officers. So in 2015 LDCE too, SNEA took the firm decision to continue with the exam, its result and promotion orders, even though many of the SNEA members were waiting since 2011 for promotions. If SNEA was in the same mindset of GOTA, it had all the powers of majority Association to block the result. But blocking of the legitimate right of employees is not the culture of SNEA. We never did it and we will never do it as well and everyone knows who spoiled the career of Executive's promotions and pay by initiating never ending court cases.

Q11. Is it true that your circle office bearers opposed Rule 8 transfer of JTOs at various places.

It is SNEA which facilitated Hundreds of Rule 8 transfers. Circles like KTK, even gne for agitation on this single demand. SNEA got amended the Rule 8 procedure and maintaining waiting list. During last LICE rect, SNEA could get letter issued from DIR(HR) to CGMs to relive JTOs on Rule 8 utilising the LICE JTOs, which all CGMs were objecting as by promotion of JEs as JTO, number is not increasing.

Q12. Why You settled for provisional scales of E1 and E2 in CPSU hierarchy despite the fact that BSNL Board has approved and E2 and E3 as replacement of the scales. Why you drifted Away from the Khan Committee Report when it was accepted by All.

You don't know the difference between pay scale and promotion policy. Atleast you understood that the E1 and E2 pay scales approved in CPSU CH on 28.05.2018 are provisional. Then the E1 scale in JTO RR 2014 also will be provisional, Thank God!

Q13. Is it true that You and your OBs sat on a Dharna at 4th Floor on 28th /29th June 2018, just to ensure that AGM promotions are issued on the same date by leaving List 8 & list 9 candidates in Lurch. Why did you not wait for promotion through CPSU hierarchy for them which was to be implemented just after two days as per your version.

Yes, we will be in the 4th Floor during all DPCs all along. In June 2018 we were there from 24th onwards, day and night, not for sitting Dharna but for facilitating DPC work and that is our culture. We are proud of getting promotion of more than 10000 Executives during that period instead of your attempt to stop it by filing court case in CAT Ernakulam. While you are talking about list 8 & 9 alone, have you ever talked about list 5 & 6 & 7 or 1 to 4? Don't worry about list 8, they will also get AGM promotion w.e.f. 01.07.2018 itself, followed by list 9. Pl don't create hurdles again.

Q14. Why Your cronies and your friendly association have filed a Review Petition on 1:1 Judgement of Ernakulam High Court. Why don't you want 1:1 ratio in JTO to SDE promotions, just because it would have benefited BSNL Recruit JTOs (both directly as well as LICE promoted). Why You have Filed Review against something (Training Center Marks is for intra Seniority) which was not even disputed by anybody. Neither Hon Court nor the respondents and applicants.

For your information, no one filed Review Petition on 1:1 judgment at Ernakulam. SNEA won the case on 1:1 seniority and you lost it, then why Review required for SNEA? So anyone is to be filed Review, it will be your Assn. 1:1 seniority is for the same rect year JTOs, not for different rect year JTOs. Is it your demand that 2007 rect DR JTO and 2012 rect LICE JTOs are to be interpolated in the ration 1:1? If yes, tell openly.

Hon High Court directed BSNL to fix the JTO seniority based on Date of Joining instead of Training Centre marks. BSNL disputed this and against this direction, BSNL filed the Review for restoring fixation of seniority of JTOs as per the settled principle of Training Centre marks. Why you have objected the RA of BSNL for fixing the seniority based on training centre marks if it is not disputed and not allowed the DPC based on seniority as per training centre marks? Just to stop DPC?

Q16. Why you have not made your stand clear on List 9 preparation. Why You Don't Want Vacancy Year Based seniority in SDEs. Why You are favouring Seniority Preparation based on Date of Joining in SDE cadre. You have an habit in impleading in all cases, why you never impleaded in the SDE seniority case

After having demanded for seniority based on Date of Joining, repeatedly, how can you demand rota, quota, year of vacancy etc when it comes to List 9. It is not like your chameleon stand, SNEA stand on seniority is very clear that it should be vacancy year based as reflected in SDE RRs and CPSU CH.

No seniority list is required for promotion upto AGM Grade as per CPSU CH as promotion is on time bound, vacancy year basis. All the SDEs promoted for the same vacancy year will get promotion simultaneously.

We pursued with the management and BSNL gone upto Supreme Court for the SDE seniority 6, 7 & 8. That is the responsibility of the Assn.

Q17. Why you forgot Fast Track Promotion Policy in BSNL. Instead you agreed for MT External Recruitment by supporting MTRRs and ditching all.

Means you don't know about the RRs in BSNL? Find out how the President, GS, ex Presidents, Ex GSs and many CHQ OBs of your Association become SDE in 2008 ditching your own Assn stand to oppose that LDCE?

If SNEA agreed for Extl MT, it would have conducted. It is not conducted so far means SNEA is opposing it. SNEA supported Intl MT and we got it conducted. You only filed court case for conducting year wise MT and all your leaders went for coaching and appeared in the exam

when publically opposing Intl MT. Is it the hidden agenda to see that 2007 and 2008 rect JTOs are not becoming MTs and become senior to the leaders of your Association?

Q18. Why are you maintaining strategic silence on reduction posts in the name of restructuring...? Why You have not opposed it.

Those who are really bothered about the future of Executives are aware of the restructuring plan of BSNL proposed by Deloittee in 2014. SNEA has been objecting the proposals for post reductions from that date itself, till the promotion is delinked from vacancy or post. SNEA did not allow post reduction to happen till today. But SNEA knows post reduction is bound to happen due to many reasons. Unlike you, SNEA worked out alternate plan. CPSU CH which ensures time bound functional promotion upto AGM without linking with the number of posts is the alternative for this. But you are opposing it! The reason is well known, you don't want promotion for all eligible Executives, promotion should be limited. You want it only for your batch alone.

Q19. Why are you confusing & bluffing the people in the name of a single association after enjoying the facility for two decades & that to after notification of MV..? One side you were asking for unity and on the other side you were writing nasty about the same associations on the website. What were the compulsive reasons for this double speak?

For you, Association work is an enjoyment but for SNEA, it is a service. It is SNEA who has shown what unity is by its functioning for more than last 70 years. No splinter group was formed ever. We always stood for Unity before the notification of MV and in the future also. Because without Unity, nothing can be achieved by the BSNL Executives. When No 1 & 2 Associations, come forward, several Assns welcomed the move, why you are hiding behind? For enjoying?

SNEA always maintained dignity in the write up in the website and social media. But you had taken it as our weakness and started propagating all lies to the Executives against SNEA. That compelled us to come out with the truth and write about that. You cannot hide the truth for long time.

You were talking about division and BR unity. Can you tell which is BR Association AIEGOTA, AITEA, NTEA, BESA, TSOA, all being lead by many of your own Ex leaders.

Q20. Why did BSNL go to huge losses under your rule for the last 2 decades..? You failed to act on BSNL viability...if you claim yourself to be saviours of BSNL. Why U called off your so called valiant strikes even after achieving nothing. BSNL Conditions are still not improved.

It is a great joke that Association is running BSNL! Do you know what the reason for BSNL loss is? According to you it is due to DOT absorbees, not because of wrong policies of the Govt and the management. Do you know when there were more than 3 Lakhs absorbees, BSNL was in profit making more than Rs 10,000 Crores? But never SNEA has stated BSNL in loss because of the entry of so called self styled professionally qualified ones like you?

Please try to understand that it is ill conceived Government policies and mismanagement in this company which dragged BSNL to its present state. But AIEGOTA Co doesn't have the spine to say this fact to the Govt or Management in public. That is why they always distance themselves from all efforts by the AUAB for the Revival of BSNL.

Q21. You are saying that after winning Elections with 50 percent majority, you will ensure all promotions within 3 months. What stopped you from getting these promotions executed in all these 3.5 years. What magic stick you are having which stopped promotions for all these 3.5 years and which will ensure promotions in 3 months. Are you not aware of the rules of recognised and support association in REA-14 rules? and being in the recognised tag, what makes you to accept that you were a complete failure to meet BSNL recruits aspirations especially ?

Because, SNEA could promote more than 14,000 (1/3 of the total Executives at that time), all BSNL recruits, during the last recognition period even when there was so much negativity. Because, SNEA could do many things in the very short span of 3 years. Because, SNEA is confident that the intelligent Executives will show the door for all the negative elements in the coming MV, who are trying to derail the implementation of CPSU CH, following Govt policies of Reservation. It will ensure promotion to all eligible Executives completed 4-5 years as SDE/AO years, instead of 20 years. Similarly, for Sr SDE/AO and AGM/CAO/EE promotions also after 8-10 years, instead of 20 years.

Some of the milestone achievements/breakthrough during the last 3 years, even during the severe financial crisis is mentioned below for you information:

1. BSNL gone through the worst financial crisis during last three years. Even BSNL was under the threat of closure. SNEA and AUAB launched series of agitation programs, Govt reversed its stand and approved a comprehensive Revival package without putting any financial burden on BSNL.
2. Negotiated with the management for the best Non post based Time Bound Functional Promotion policy or CPSU Cadre Hierarchy with 0% dropping and got the BSNL Board approval on 28.05.2018. Highlights are: i) Three assured Time Bound Functional Promotion in 15 years, after every 5 years, upto AGM equivalent Grade. ii) 0% dropping in all Grades. In other PSUs, compulsory dropping from 15% to 60%. iii) Designation change as Deputy Manager, Manager, Senior Manager, Asst General Manager (AGM) and Jt DGM. iv) Parity in promotions among various Grades. v) One year relaxation for the same rect/vacancy year appointees. By this large number of JTO/JAOs will get promotion in 4 years. vi) Residency period for 1st TB promotion reduced from 6 years to 4-5 years in the new policy. vii) Future promotions will be on Rect year/ Vacancy year basis which will address the seniority issue of LDCE passed. viii) Promotion without new DPC for those in higher scales. ix) Relaxation in qualifying service from 5 years to 3-4

years for Sr SDE/AO Grade promotion. x) Efforts to reduce the residency period for promotion to AGM equivalent Grade from 12 years to 8-10 years for the seniors working in higher scales. xi) EPP for E5 & E6 scale will continue.

3. Filled up all the vacancies in all cadres by promotion in different wings through DPCs and LDCEs, except SDE(T). 14,082 Executives promoted during the recognition period.
4. SNEA got the standard pay scale proposal modified, limited to E2 and E3 alone. SNEA did not allow BSNL to implement the lower pay scales of E1 and E2 notified by DoT due to the contempt case of AIGETOA, during the entire recognition period.
5. SNEA and AUAB could convince the BSNL Board and Board recommended 3rd PRC with 15% fitment by relaxing the affordability clause.
6. SNEA could form a Committee and convince the BSNL Management about the huge pay loss for the 2007, 2008 rect JTOs and 2010 rect JAOs recruited in 9850/- scale.
7. The contribution increased from 3% to 5%, taking the total SAB contribution to 25.1% out of 30%. BSNL is the only loss making CPSU, Superannuation Fund formed.
8. Hundreds of Rule 8 transfer of JTOs settled.
9. We were able to formulate a unique GTI for Rs 50 lakhs for all Executives.
10. After 10 years of struggle over the issue, management accepted our demand for Pay protection as per FRSR during officiating promotion and orders issued on 28.02.2017.
11. "Full Pension option" for EPF pensioners: SNEA and its members becoming direct party in the Review Petition and SLP pending in the Hon Supreme Court on the matter.
12. JTO rect, both Dept through LICE & Outsider quota: LICE made current. Outside rect also conducted through GATE score.
13. Training of LICE JTOs simultaneously in various RTTCs, in the same Circle to the maximum possible extent.
14. All the BSNL Board positions getting filled. Selection to DIR(Fin) also completed.
15. On Tower Subsidiary issue, in addition to organizational actions, SNEA & Others filed case is at Delhi High Court challenging the decision. Any decision on Tower Subsidiary will be subject to the outcome of the case which slow down the implementation.
16. Merger of BSNL and MTNL only after addressing the contentious issues: Union cabinet agreed to our demand and become part of the Cabinet decision.

17. External MT stopped. Internal MT Exam conducted for Fast Track promotions to meritorious Internal candidates.
18. Unique Welfare Scheme for its members: Payment increased from Rs 1 lakh to Rs 1.5 lakh to the family of a deceased member.

Many of the above recommendations could not be implemented because of the prevailing situation of the company at that time. Now the situation is changing and we are confident about the implementations of the accepted recommendations.

The most difficult part in any invention is R&D and proto type. Now that part is over, we are confident about the rolling out/ implementation.

Last one word: AIGETOA has to understand that Management and the Government is the real villain for the Executives, not SNEA or any other Association. Attacking/provoking SNEA or others will not solve any issue. It will make the Management and Govt happy, not the Executives. It will be always counterproductive.

SNEA being the Recognised Association, opened the door for Unity of all Executives, even before the MV. After MV also, the two major Associations took the lead for Unity of all the Executives. SNEA kept the doors open now also.

Now it is high time for all Executives to join together and strengthen the struggle of SNEA with thumbing majority for the implementation of E2 and E3 pay scales which was accepted and recommended by the strenuous efforts of SNEA.