



Sanchar Nigam Executives' Association (India)

Manifesto for membership verification

A thought for unity – a vote for SNEA(I)

A free country without the chains of slavery cuffed on to the hands and legs, nay, the heart of every single citizen is the dream of a patriot. Our own beloved country, which was under the imperial occupation of the foreigners since long, also, thirsted for freedom. And our forefathers, spirited, valiant and determined, as they were, dreamt this dream, fought for this dream and earned this dream, though after prolonged, courageous and unrelenting struggle. This unquenching thirst for freedom that filled and flowed over from the heart of every patriot was, perhaps, best, demonstrated by the Telecom Engineers of the country. Their ardent desire to fight against oppression, harassment and injustice brought them together under a common platform. Even before the valiant freedom fighters of the country wrested out a well-deserved Independence, the Telecom Engineers formed an Association to stand for them, fight for them and win for them. Yes, the Telephone Engineering Supervisors' Association (TESA) was born in 1946. And it is this great legacy that the SNEA carries forward. No wonder that it is still this Association that represents the united, common will of the Executive community. And it rightly had to be the hands and minds of the SNEA that thought out and worked out the demand for a referendum. Its consistent demands ultimately compelled the Management to notify membership verification among Executives Associations on 16.06.2014. As per schedule the membership verification will commence on 10.12.2014 through secret voting. **Unlike in other CPSUs, where a single Association represents the entire Executives, in BSNL, several Associations exist. One of the major objectives of membership verification is to end this multiplicity and bring about unity among the Executives. Multiple Associations will only strengthen the hands of the Management and delay or deny the genuine cadre interests. That is precisely what we have been witnessing during the last several years.**

SNEA(I) is not just an Association, it is a movement which traversed and transformed from TESA to SNEA(I). This outfit has its set goals with the major objective focussed on striving for the welfare of Executives in BSNL, without shifting its concentrated concern on the survival of BSNL. The history of SNEA(I) is synonymous with the history of the JTO cadre, from ESP to JE and then JE to JTO, Group C to Group B gazetted and finally the Executive in BSNL. Along with the change of designation of the cadre, pay scales and status, the name of the Association also changed from TESA to JETA(I), JETA(I) to JTOA(I), JTOA(I) to TEOA(I) and finally to SNEA(I). The fortunes and the future of the cadre changed drastically for the better consequent on the series of struggles staged by our senior comrades in the banner of JETA(I) / JTOA(I) / TEOA(I) / SNEA(I).

To face the membership verification, SNEA(I), has come out with a Manifesto which clearly spells out the vision and mission of the Association and outlines the future agenda of the Association.

Some of the milestones in this journey for the last 3 decades are:

1. Upto 31st Dec 1985 (3rd CPC), the pay scale of JE's (Junior Engineer) was Rs.425-15-700, a pay scale lower than that of JAOs and even selection grade RSA/PIs. After a series of struggles during 1983 to 1987, the JE/Telecom cadre was distinguished from JEs of other central departments based on the work study conducted by NPC and re-designated as Junior Telecom Officer (JTO) and the pay scale was upgraded from Rs 1400-40-2700 to Rs1640-60-2900 from 1st Jan 1986 (4th CPC recommended only Rs.1,400/- for JEs). Upgradation of the pay scale of JE cadre from 1400-2700 to 1640-2900 and its re designation as (JTO) to distinguish it from JEs of other central govt. departments was a historical decision taken by the Union Cabinet, recognizing the strategic significance of the JTO cadre. Consequently, our Association was also renamed from JETA(I) to JTOA(I).
2. In 1988, the TES Group B recruitment rules for promotion from JTO to TES Gr B were amended from "Selection" to "Seniority cum fitness", thereby reducing the usual droppings in DPCs from 30% to practically "nil".
3. Another historical struggle organized jointly by JTOA(I) and TESA in the 1990 paved the way for yet another landmark breakthrough in terms of introduction of scheme of lateral advancement or time bound financial upgradation for JTO and TES Gr B cadres i.e JTO got TES Gr scale and TES Gr B got JTS scale after completion of 12 years. This mechanism was introduced only in DOT as far as Central Govt. departments were concerned. This decision was also taken by the Union Cabinet.
4. JTOA(I) rose to the occasion to prevent reversion of 550 SDEs to JTO cadre in 1992-93 because of breakdown of TES Group B RRs. Instead, the association struggled painstakingly to promote 8000 JTOs to TES Gr B to prevent reversion of 550 TES Gr B.
5. Untiring and sustained efforts of JTOA(I) by having continuous interactions with officials of Vth CPC and providing critical inputs to it like recommendations of National Productivity Council on the job profile of JTO cadre eventually resulted in Vth CPC recommending Group B Gazetted status and upgradation of pay scale of JTO cadre. The pay scale was upgraded from Rs 5500-9000(pre-revised 1640-60-2900) to Rs(6500-10500) w.e.f 1st Jan 1996. Upgradation of pay scale of entry cadre of JTO also resulted in the upward revision of pay scales of TES Gr B in DoT. Consequent upon this historical breakthrough, JTOA(I) was converted to TEOA(I) to enable TES Gr B and Gr A also to take membership.

6. Elevation of JTO(Telecom) from Gr C to Gr B gazetted in 1996 paved the way for absorption of JTO cadre as Executive in BSNL.
7. During 1998 to 2000, about 9,500 JTOs got promoted as SDEs.
8. When BSNL was constituted on 01.10.2000, TEOA(I) tirelessly fought, both legally and organizationally, for absorption on declared terms and conditions (like pay scales, fitment formula & promotion policy) and thus defeated sinister move of the Management to absorb us by offering Rs 2000 and not defining our basic service conditions in BSNL. After IDA pay scales were finalized and offered by BSNL Management, TEOA(I) along with BSNL EA, launched Country wide struggle for about ten days in Nov.,2002 , demanding improvement in the IDA scales offered by BSNL. Eventually through a negotiated settlement, mid scales of E1A and E2A were finalized and E1A scale was extended to JTOs recruited by BSNL also since initially BSNL Management took a position that negotiated pay scale of E1A would be extended to JTOs getting absorbed in BSNL from DOT and not to JTOs recruited by BSNL. This stand of the Management was sternly turned down by TEOA(I) which took the stand that E1A has to be extended to all JTOs, regardless of whether they are getting absorbed from DOT or are recruited by BSNL.
9. BSNL started direct recruitment of JTOs in BSNL as demanded by the Association.
10. Through sustained struggle, the terms and conditions for absorption such as **(1) E1A, E2A - E3 - E4 - E5 - E6 pay scales for the Executives (BSNL offered E1, E2, E3 ---, E6), (2) five time bound promotions between 4 & 6 years of service (earlier in DoT, only two TBPs) and (3) point to point fixation**, were finalised in 2002-03 and simultaneously Association ensured that the pay scales and promotion policies are equally applicable for the BSNL recruits also. **Thus Association ensured through appropriate and timely legal action and sustained organizational struggle that executives got absorbed in BSNL after their basic and legitimate service conditions like pay scales, promotion policy and fitment criterion were clearly spelt out in the terms and conditions of absorption.**
11. TEOA(I) and BSNLEA merged together at Kanyakumari in 2003 and formed SNEA(I).
12. Payment of EPF contribution @12% of the emoluments was worked out without the ceiling of Rs 6500/-: From 2001 to 2005, the EPF contribution was a fixed amount of Rs 780/- (12% of Rs 6500) for BSNL recruits irrespective of the emoluments (Basic + IDA). After continuous efforts and persuasion by this Association, the EPF contribution was enhanced to @12% of the emoluments (Basic + IDA) without ceiling, with retrospective effect from the date of joining in 2001 or 2002. BSNL Management agreed and Board approved it on 11.07.2005 and orders were finally issued on 12.08.2005.
13. SNEA(I) took the lead and was in the forefront of the struggles with other Unions/Associations against continuation of deputation of ITS officers in BSNL.
14. In 2006, SNEA(I), alone in BSNL, participated in the “stay out strike” for two days, along with other CPSUs like NTPC, BHEL, ONGC, HPCL, SAIL etc. demanding 50% IDA merger with basic and the demand was finally met when 2nd PRC gave interim recommendation to merge 50% IDA with basic for CPSUs and govt accepted the recommendation.
15. Time Bound promotion policy was formulated after strenuous and sustained efforts by the Association to get stringent attendant conditions considerably toned down, seeking intervention of then Secy/DOT, and orders were finally issued on 18.01.2007, thus paving the way for implementation of best promotion policy available in any CPSU which ensures 5 time bound promotions from JTO/JAO to SG JAG between 4 to 6 years in a span of maximum 26 years of service. Prior to this mechanism, in DOT there was scheme of lateral advancement for JTOs and TES Gr B after completion of 12 years.
16. Association fought against unbundling of copper cable and arbitrary phasing out of ADC charges without adequate compensation to BSNL.
17. The Association was always in the forefront to protect the interests and growth of BSNL. SNEA(I) started the struggle against GSM tender cancellation in 2007 by the then Telecom Minister Sri A. Raja. All the Unions/Associations, in BSNL, subsequently joined the struggle to stall the cancellation of tender to procure 45.5 m GSM lines.
18. Association ensured smooth and expeditious implementation of 2nd PRC recommendations. BSNL was the first CPSU to implement 30% fitment.
19. **Landmark breakthrough in the career growth of the Executives in BSNL was achieved when BSNLMS R/R 2009 was finalized. Critical features of RRs are 1) JTS bottle neck broken and direct promotion from SDE to DE, 2) 50% STS (DE/CAO) posts earmarked for promotion directly from SDE/AOs, remaining 50% for adhoc promotions and 3) External MT quota reduced from 100% to 25%, which ensured smooth career progression for the Executives. As a result, now the Executives are getting functional promotions up to DGM, and, in future, they can eye for promotions to GM cadre also.**
20. In 2009, for the first time in the history of BSNL and DOT, SDE/Adoc DEs were promoted as regular DEs and then to DGMs.
21. In 2010, 2710 SDEs were promoted as DE on Adhoc basic and 1571 on regular basis.

22. SNEA(I) took the lead and struggled with other Unions/Associations against deputation of ITS in BSNL. Union Cabinet decided to complete the absorption process in BSNL/MTNL. The vacant posts in various cadres in BSNL are exclusively earmarked for the absorbed/recruited employees of BSNL. The unabsorbed ITS officers will not get any promotion on BSNL posts.
23. The deployment of unabsorbed ITS officers in BSNL for the next 10 years legally challenged by SNEA(I), along with BSNL EU and AIBSNL EA.
24. Historic struggle for 78.2% IDA merger in which SNEA(I) played a crucial role in mobilizing other Unions and Associations for reaching a negotiated settlement with BSNL Management and further pursued with BSNL, DOT and BRPSE for its implementation.
25. Between 2001 and 2013, 18,970 JTOs promoted as SDEs in BSNL.
26. In 2012 & 2013, 120 DEs promoted as DGMs, 1700 SDEs promoted as DE (Adhoc) and 601 SDE/Adhoc DEs promoted as DEs on Regular basis.
27. Continuous efforts of the Association to end the Adhoc promotions resulted in the amendment of BSNLMS RR earmarking 75% STS posts exclusively for "Regular promotion from SDEs" and remaining 25% STS(DE) posts for MTs thereby ending Adhocism.
28. Serious efforts are underway to promote around 3200 JTOs as SDEs, 2710 SDE/Adhoc DEs were promoted as DEs on Regular basis and 480 DEs are likely to be promoted as Adhoc DGMs in the near future.
29. Another area where our Association has been focussing since formation of BSNL is the financial viability of BSNL and consistent improved growth of the Company. Association recognised that this is an area where more focus and attention is required in future also. SNEA(I) has been and is struggling against the policies of the govt, struggling for professionalism in the management to introduce radical reforms, modern and transparent innovative procurement mechanisms, proper monitoring of quality of services, enforcing a new work culture and discipline in the company.
30. Refund of BWA spectrum: SNEA(I) initiated and vigorously pursued at all levels for the surrender of obsolete BWA spectrum and refund of the spectrum charges. Finally the Govt agreed to refund the BWA spectrum charges of Rs 6574 Crore to BSNL.
31. The illegal 3G roaming by private operators in the name of "Intra Circle Roaming agreement" was challenged by SNEA(I) in the Hon Delhi High Court through Writ petition. BSNL and DoT started acting against the private operators only after notices were issued to DOT in response to writ petition filed by this Association.
32. Payment of pension contribution on actual basic pay instead of maximum of the pay scale was pursued by SNEA(I) and we got favourable response from DoPT etc.
33. Assn is having a unique Welfare scheme for its members: **Payment of Rs 1,00,000/- (Rs.One lakh)** to the family of our deceased Comrade. □
34. Constructed many SNEA Bhavans with the contribution from members at the following prime locations for the comfort of the members and their families: New Delhi, Bangalore, Chennai, Kolkatta, Hyderabad, Tirupati, Gauwhati, Trivandrum, Bhopal, Dehradun, Jaipur, Bhubaneswar, Lucknow, Ernakulam.
35. SNEA has successfully fought a number of court cases/ legal battles to safeguard the interests of its members.

THE VISION OF SNEA(I)

SNEA(I) is fully committed to the growth of the company and the career progression of the Executives. Our agenda and focus for the next three years is as follows.

1. **Make the organization fully profitable in another three years. Intervene in Government policy making with appropriate suggestions to protect the public sector against intrusion, disinvestment and encroachment and by this to ensure job security to the young comrades recruited by BSNL and DoT.**
2. **Emphasis to be laid on modern Management with greater role and involvement of the middle management.**
3. **A responsible, professional and corruption-free top management which has stakes in the welfare of the Company and only the Company. Deputation of ITS from DoT into BSNL should end. Legal and organizational actions will be pursued vigorously.**
4. **No subsidiaries by breaking BSNL into pieces.**
5. **Start preparations for 3rd PRC due in 2017, fully focusing on the growth of the company.**
6. **Implementation of 30% superannuation benefits in respect of Direct Rect BSNL employees and Executives in particular as per DPE guidelines.**

7. Implementation of standard pay scales of E2, E3, ----, E7 w.e.f 01.01.2007 for the Executives in BSNL. The disparity in pay between the Executives recruited prior to and after 01.01.2007 to be resolved.
8. To fill up all the vacancies in all cadres as on date by promotion from JTO/JAO to SDE/AO, SDE/AO to DE/CAO, DE/CAO to DGM in different wings through DPCs and LDCEs till Time Bound Functional promotion is implemented.
9. Introduction of LDCE in AO promotions also. Conduct of LDCE on year to year basis till Time Bound Functional promotion is implemented.
10. Introduction of Time Bound Functional promotion or CPSU cadre hierarchy in BSNL with strong focus on performance. It should not be linked with existing seniority or availability of posts. Evolve a fast track mechanism in CPSU cadre hierarchy itself for faster promotions to fill up the Top management positions in future from among the internal candidates.
11. Resolution of EPF anomalies, centralized EPF payment at least Region wise, exploring the possibility of switching over to "Full Pension option".
12. Association stands fully committed to safeguard legitimate interests of SC/ST Comrades in accordance to the provisions of the constitution and orders of DOP&T issued from time to time with regard to their seniority, promotional quota, postings etc.
13. All consequential benefits of 78.2% IDA merger from 01.01.2007 like HRA, PUC, arrears etc. for the pensioners, actual benefits from 01.01.2007.
14. Amendment of BSNLMS RR to end adhocism by increasing the Regular promotion quota from 50% to 75% in Finance / Civil / Electrical/ Arch wings at par with the Telecom wing to have uniformity in promotions.
15. Pension revision in 2017 without linking it with pay revision. Pension contribution on the basis of the actual pay instead of the maximum of the pay scale.
16. Maintain uniformity in first time bound up-gradation i.e. four years in respect of all Executives w.e.f 01.10.2000.
17. Amendment to BSNLMS RR for bringing uniformity in promotion in Civil / Electrical/ Arch wings at par with Telecom and Finance wings.
18. Total parity in pay scales between the two wings- Civil/Elect/Arch/TF and Finance by extending Group B pay scales notionally w.e.f 01.10.2000 to JTO(C/E/Arch/TF) and SDE (C/E/Arch/TF) on lines similar to JAO pay scales.
19. Notional date of promotions to the LDCE candidates as per court order.
20. Regularization of officiating JTOs and JTO rect, both Dept & Outsider quota.
21. TTA to JTO (Dept) outsider, pay loss to be addressed.
22. Perks like Transport allowance to be hiked and All India LTC, Medical payment without voucher etc to be reintroduced.
23. Settlement of long pending pay anomalies i) Pay fixation as per FRSR during officiating promotion on implementation of TBP ii) Antedating of increment iii) Senior drawing less pay than Junior after promotions.

The purpose of the verification process is that it should ultimately lead to unity of all Executives. Present multiplicities, that serves only to aid and abet the interests of the Management should totally come to an end. The quest for unity has been mooted and fostered by the JTOA and other well-meaning Associations, which has fructified and culminated in the formation of SNEA with a vast majority of the executives coming under its banner. The legacy of this Association dates back to the beginning of organized movements in the erstwhile P&T Dept. And the result of such coming together is there for all to see. Nobody can dilute it or hide it because it has been the beacon shining in all directions. Our predecessors have handed over this shining torch to us. We cannot betray them. On the contrary, we should and will do justice to each drop of sweat and blood that they have shed for us- for the posterity. That we know requires hard work – hard work that include struggles, sweat and even blood. And that is what they have taught us not by precepts but by practice - yes, practice unparalleled, never found in any other book but in the book that was written only by them in their own inimitable style. Be sure that this is not for the weak-hearted.

If you believe that you have the right mettle, right fiber or at least the right inclination, jump on to the bandwagon - come let us write history on the murals of time and defeat the divisive forces that play into the hands of the authorities. You will be remembered not for flattering the Management but for fighting on the side of the common Executive.

Your vote can be decisive

Are you on the right side

Examine your conscience

Exercise your franchise