

Issues	Stand of SNEA	Stand of AIBSNLEA
Agitation for 3rd PRC constitution	Actively Participated with NCOA at New Delhi.	Not participated.
Membership verification	Demanded verification	In website stands for verification but tries level best to postpone or delay it by all means. Indirectly supporting the court cases against MV but failed to get any stay. Courts dismissed the petitions or allowed management to conduct verification.
Fight against Corruption	Fought against corruption tooth and nail. Kerala struggle against then CGM Sri MSS Rao is the classical example. Finally he charge sheeted in two composite charges of corruption. He demoted from CGM post to DGM level post as Principal RTTC, TVM. Noida GM case is another one.	Always supported corruption and corrupt officers. Openly supported corrupt officers like then Kerala CGM Sri MSS Rao.
Absorption in BSNL	Opposed absorption w/o terms and condition like pay scales, promotion policy and fitment formula. Legally fought and won. Through agitation got E1A, E2A – E6 pay scales, 5 TB promotions up to E6 scale between 4 to 6 years and point to point fitment. Everybody got Rs 5000 to Rs 8000 hike instead of the Adhoc payment of Rs 2000.	Advocated for absorption for just Rs 2000 without deciding the basic terms and conditions. Tried their level best to sabotage the agitation of TEOA and BSNLEA (SNEA) for terms and conditions for absorption in collusion with BSNL management.
Agreement on TB promotion during absorption	Signed agreement with BSNL for 5 TB promotions between 4 to 6 years as a settlement of the agitation.	Next day understanding made with Secretary, DoT for TB promotions after every 8 years instead of 4 to 6 years!

<p>12% without the ceiling of Rs 6500 (now rs 15000).</p> <p>EPF the Rs rs</p>	<p>Fought with BSNL management and got 12% of EPF w/o ceiling, full 12% of the emoluments. Orders issued on 12.08.2005 with retrospective effect. Arrears credited into individual accounts.</p>	<p>No involvement at all.</p>
<p>Standard pay scales of E2, E3 replacing E1A and E2A</p>	<p>E2, E3, --- E7 was the demand since 2002 agitation. In 2014, when up gradation of all the pay scales become stumbling block even for E2 and E3, taken strategic decision to focus on E2, E3 before 3rd PRC and then fight for other scales. E1A and E2A scales finally rejected by DoT and DPE in 2014 by the efforts of SNEA. Joint Committee Re-Constituted with Mr M A Khan as Chairman. Got positive recommendations from the reconstituted Joint Committee in 4 months. Earlier Committee was defunct for 3 years and 2 months since Feb, 2012.</p> <p>No demotion of the basic cadres from E1A to E1 and E2A to E2.</p> <p>According to terms and condition for absorption and EPP no Executive can remain in E3 scale for more than 5 years without promotion. SNEA demands E2, E3 scales protecting the existing 5 TB promotions.</p> <p>Further pay anomaly (228200)case is being pursued with management.</p>	<p>Never gone for any agitation for pay scales during absorption in 2002-2003. Simply accepted adhoc payment of Rs 2000. Now also they are happy if E1A and E2A are implemented. If cascading effect is not getting, don't want E2, E3. In that case even E1 and E2 are acceptable. BSNL offer in 2013 for E2 and E3 rejected. Not concerned as almost all members are in E4, E5 and E6 scales in AGM/CAO or DGM grades.</p> <p>Demanding merger of SDE and Sr SDE grades resulting in losing one promotion. By this indirectly demanding CPSU Hierarchy not to be implemented as CPSU recommendation is promotion from JTO to SDE to Sr SDE to DE.</p> <p>Merger of SDE and Sr SDE scales or cascading are one and the same as both will lead to cascading effect to E7.</p>

<p>CPSU Cadre Hierarchy</p>	<p>Joint Committee Re-Constituted with Mr M A Khan as Chairman. Got positive recommendations from the Khan Committee in 4 months. Earlier Committee was defunct for 3 years and 2 months since Feb, 2012. CPSU hierarchy to be implemented upto AGM Grade as recommended by the Committee from JTO to SDE to Sr SDE to DE. It should start from 01.01.2017 itself. During implementation we are trying to render justice to the Executives whose promotion delayed due to dept reasons by giving suitable relaxation in qualifying service to them for the next promotion so that they also will get the promotion at par with the Executive promoted for the same vacancy/rect year. It is being pursued as per the direction of Kolkata CWC.</p>	<p>Not concerned as almost all members are AGM/CAO or DGM. CPSU Hierarchy is only upto AGM grade. So deliberately trying to delay it. One side demanding CPSU hierarchy upto AGM Grade as recommended by the Committee from JTO to SDE to Sr SDE to DE. On the other hand demanding merging of SDE and Sr SDE grades. Trying to torpedo the CPSU Hierarchy implementation by contradictory demands.</p>
<p>30% superannuation benefits.</p>	<p>Struggling with other Assns and Unions. BSNL offered us 4% in 2013 and 6% in 2015. It could have started in 2014 and enhanced to 6% in 2015. Further struggle to reach full 30%.</p>	<p>Not concerned as most of their members are BSNL absorbed. Not agreed when BSNL offered 4% and 6% but simply accepted 3% later on. Betrayed the entire BSNL recruits.</p>
<p>Constitution of the Association</p>	<p>Constitution is Sacrosanct. No member can continue in the post for more than 3 terms. All respects the constitution.</p>	<p>No respect for constitution. Repeatedly tampered the constitution to accommodate individual interest to occupy the post for the 4th, 5th time and even more.</p>

<p>Real Legacy</p>	<p>JETA become JTOA, JTOA become TEOA and TEOA become SNEA. All the senior leaders who participated in the historic struggles of JETA and JTOA joined in SNEA</p>	<p>Nothing to claim.</p>
<p>Functioning of Assn</p>	<p>Democratic way. Transfer of power, assets, building, money etc are very smooth. No dispute.</p>	<p>No democracy. The assets, building and funds are not transferred till today eventhough Assn formed in 2004 after merger of so many Assns as claimed. The money and assets are still with the earlier office bearers and Assns! ie, still individual Associations are functioning parallel. Court cases are going on.</p>
<p>Future Leadership</p>	<p>Blend of young and senior leaders. Pool of selfless leaders.</p>	<p>No second line to lead the Association in future.</p>
<p>MT and DGM</p>	<p>No Extl MT. Extl MT quota reduced to 12.5% for Engg side by amending BSNLMS RR in 2014. Fast track promotion for the Intl candidates to reach the higher level posts beyond AGM. DGM rect supported as a onetime measure to send back ITS, provided Intl candidates made eligible.</p>	<p>Still 25% quota for Finance and other streams for Extl MT, not done anything. As per the MOU signed in 2014, demanding DGM and MT from Intl candidates. Fought cases at Ernakulum CAT and HC and PCAT, New Delhi for eligibility for the Intl candidates for Intl MT. Demanded eligibility in DGM rect, fought legal cases at PCAT and Delhi HC. Written DGM exam. When could not win the case, started opposing. Dual stand – if made eligible required, otherwise not! For Intl MT fought at</p>

		Kerala CAT, HC and then PCAT. Now U turn! They want ITS to continue or IAS to come in their place but don't want Intl candidates to go up.
Regularization of Offtg JTOs	Since 2005, demanding regularization of the Offtg JTOs by amending JTO RR as a onetime measure. Regularized by amending the RRs in 2014 as proposed.	Given false hope to them to give promotion and seniority w.e.f 2000 knowing very well that it is not possible. Delayed the regularization by 7 to 8 years. They promised to make them senior than the JTOs recruited in 2001, 2002, 2005, 2007, 2008, 2013 etc. What is the stand of AIGETOA in this regard? Hundreds of Officiating JTOs retired without regular promotion! All lost minimum 7 to 8 years of service as JTO, lost one time bound promotion.
78.2% IDA fitment	In 2010 then CMD offered 78.2% notionally w/o arrears.	Not accepted in 2010. Finally gone for agitation in 2012 for 78.2% w/o arrears and got it in 2013. Three more years arrears (2010 to 2013) lost.
Affiliation with NCOA	Only Assn in BSNL, the largest Assn affiliated to NCOA.	No relation.
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