



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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Minutes of the Formal Agenda Meeting with Director BSNL Board

A formal meeting of SNEA was held on 11/01/2024 at the 9th Floor, Conference Hall, Bharat Sanchar Bhavan, New Delhi. The meeting was held in presence of Key figures from the BSNL management, including **Dr. Kalyan Sagar Nippani , Chairperson and Director HR BSNL Board** along with following vertical heads, engaged in fruitful discussions alongside SNEA representatives.

From Management side this meeting was attended by the following officers.

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| 1. Dr. Kalyan Sagar Nippani | Chairperson & Director HR BSNL |
| 2. Shri. Adhir Kumar Singhal | PGM Pers BSNL CO |
| 3. Shri. S. P. Singh | PGM Estt BSNL CO |
| 4. Smt. Anita Johri | PGM SR BSNL CO |
| 5. Smt. Samita Luthra | GM Rect BSNL CO |

Apart from these vertical heads, the DGMs and AGMs from concerned verticals attended this meeting and some of them actively participated in the discussions.

From SNEA this meeting was attended by the following jumbo delegation of CHQ and Circle OBs.

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| 1 | Shri. Manish Samadhiya | President |
| 2 | Shri. Rajesh P V Manchan | Vice President |
| 3 | Shri. M. S. Adasul | General Secretary |
| 4 | Shri. Tata Babu Karanam | Treasurer |
| 5 | Shri. Brelin Issac B. | Asst General Secretary |
| 6 | Shri. Rajdeep | Asst General Secretary |
| 7 | Shri. Vimal Raghunath | Asst General Secretary |
| 8 | Shri. Niranjana Sahu | Asst General Secretary |
| 9 | Shri. Srinivas Samala | Asst General Secretary |
| 10 | Shri. Jagtar Singh | Joint Secretary North |
| 11 | Shri. Malla Satya Prasad | Joint Secretary South |
| 12 | Shri. Pintoo Kumar | Joint Secretary East |
| 13 | Shri. Rajender Kumar Khanna | Joint Secretary West |

14	Shri. Satish Kumar	CS NTR Delhi
15	Shri. Arvind Pal Dahiya	CS BSNL CO
16	Shri. Jagdish Rout	CS Odisha
17	Shri. Arvind Kumar	CS Bihar
18	Shri. Suresh Kumar	CS Telangana
19	Shri. Anil Koul	CS J&K
20	Shri. KKS Yadav	CS ALTTC
21	Mrs. Anu Agarwal	CP BSNL CO
22	Shri. Ramesh Jain	CT BSNL CO
23	Shri. Garun Vivek	ACS NTR Delhi
24	Mrs Vaini Dutta	ACT NTR Delhi
25	Shri. Pravin Kateria	ACS BSNL CO
26	Shri. Debashish Choudhary	DS Berhampur Odisha

Starting the meeting, PGM SR BSNL CO welcomed Director HR BSNL Board, Officers from HR wing along with the Representatives of SNEA. The meeting was stated to be eventful as it was the first one after the 3rd MV in which SNEA became the majority SNEA and also after Dr. Kalyan Sagar N. joined as Director HR, BSNL Board. Quarterly meetings facilitated the management side and the executive side to carry out peaceful dialogue on the various issues raised by the executive side and make every possible effort to resolve them. It is an opportunity for both sides to work together in a very positive and constructive manner in the interest of the company and the employees.

Director HR BSNL Board in his inaugural speech welcomed everyone and expressed his commitment to examining all the issues on the agenda with an open mind. He praised SNEA for conducting themselves in a very responsible way and requested SNEA to restrain from being agitational such that BSNL can perform and flourish. He assured that every issue will be given consideration to a better extent. He appreciated the approach and reaching of SNEA in DoT and Honourable MoC and assured for all possible efforts from BSNL Management for resolution of pending HR issues. He specially appreciated the approach of GS SNEA towards resolution of HR issues by continuous pursuation with detailed feedback and supporting documents as responsible GS of Recognised Majority Association. He was optimistic that with such feedback and pursuation about all HR issues will be resolved one by one. He appreciated SNEA for keeping away from any agitational programme since the last one and half year and creating a healthy atmosphere for harmonal discussions on different HR issues. Director HR appreciated the workforce of BSNL for their devoted contribution during the crucial period of BSNL. He concluded the welcome address with words that though he is new

to HR issues from the corporate office, his approach will be very positive in dealing pending HR issues and assured to work for overall growth and development of BSNL .

GS, SNEA in his opening remarks welcomed the new Director HR and expressed hope that long-pending HR issues of executives will be resolved after discussions in this meeting. The unrest in the organisation was growing as even small issues are pending for solutions. From SNEA side, he assured of a cooperative attitude to the management. He added that Executives have a lot of expectations from BSNL Management and from SNEA as a recognised Majority association. SNEA appreciated the Management for taking review of different issues to give justice to executives the but list of pending issues is so long there is need of much more initiatives. All the executives are waiting for outcome of this agenda meeting and hence SNEA request to have concrete and solid actions as outcome of this formal Agenda meeting for resolution of the issues

SNEA appreciated efforts of CMD BSNL for his exceptional leadership and efforts in arranging revival packages for BSNL. The challenges faced by BSNL in recent years were significant, but under guidance of CMD BSNL, the company has witnessed a remarkable turnaround. SNEA also appreciated the efforts of BSNL Management in building and strengthening strong Infrastructure for BSNL by procurement of different equipments and store materials. SNEA also appreciated very humble but firm approach of Director HR and initiatives for resolution of issues by understanding it to its root cause.

President SNEA also supported the views of GS and stressed the need for giving functional promotions to all eligible executives. He stressed the need for special efforts on part of BSNL Management for motivation of Executives in BSNL. He added that executives in BSNL are facing huge pay loss and hence there is need of action from BSNL management for resolution of issues related to Pay of the executives viz. 3rd PRC, Standard pay scales and Promotions. He added that during 2023, no promotions could take place as expected while modifying RRs for all wings and cadres. He appealed Director HR as head of BSNL Family to resolve all the long pending issues and bring minimum level of motivation required for positive growth of BSNL.

The meeting began with discussions on the agenda points.

1. Issues decided in earlier meeting/s but not implemented: Opening the agenda points for the meeting, PGM SR intimated that the relevant issues raised in the past are being addressed as per administrative feasibilities.

Due to time-constraint and long list of agenda items, it was agreed to discuss these issues in a separate meeting with SNEA if time permits after discussions on major issues, and it was assured by PGM SR that action is being taken on all these points if time permits, these points will also be discussed after discussions on all other points.

2. Increase in SAB Contribution: SNEA side submitted that the increase in SAB contribution is pending for years together although the 2nd PRC recommended 30% SAB contribution from 01/01/2007. The last increase was in 2017 and thereafter the SAB contribution was not increased although it was committed to us in the last meeting that 2% would be increased. As per the information furnished by BSNL under RTI, 3.3% contribution on actuarial basis was shown under the Post Retirement Medical Benefits i.e. PRMB. It was also pointed out by SNEA side that the PRMB should be in the form of a defined contribution and not on actuarial basis as declared by BSNL. SNEA submitted all relevant documents in support of the say.

SNEA requested for recouping of the leftover quantum of 30% SAB, which is presently 21.8% as defined contribution. Formation & start of contribution in PRMBF has not taken place despite discussion on the same many times.

It was intimated that as per DPE guidelines, the payment of contributions towards Superannuation benefits is subject to conditions like affordability and capacity to pay by the CPSE. Due to present financial conditions, an increase of the monthly rate of contribution towards Superannuation benefits which is presently around 25.1% of Basic pay + DA per month cannot be considered at this stage.

But SNEA submitted that this is burning issue about future of all BSNL recruited executives and when BSNL is spending good amount on other development issue, it is required this mere amount of few Crores as compared to overall expenditure of BSNL which is in Lakhs of crores needs to be taken care by BSNL Management. This action on part of BSNL Management, will motivate all the BSNL recruited in BSNL to give their best and will be firm assurance about their life after retirement also and strongly pleaded that BSNL management should come forward for increase in SAB contribution at least 1% per year and reach the target of 30% SAB Contribution.

On specific query by Director HR about estimated expenditure on increase in SAB contribution, SNEA submitted the estimated expenditure for 1%, 2% 3% and 5% increase in the SAB contribution as 33 Cr, 66Cr, 99 Cr and 165 Cr respectively per annum and requested the Management to take an immediate decision on increasing the SAB Contribution to motivate the BSNL recruited employees particularly in view of the support extended by the Govt of India in the form of revival packages. SNEA also pointed out that it was agreed by then CMD BSNL to increase SAB contribution by 6% in the Open Session of SNEA at Jaipur, but this assurance was partially fulfilled and assurance needs to be kept for total increase of 6% SAB contribution.

In conclusion, Director HR BSNL Board directed SNEA to give a brief note on it along with supporting documents and assured to review this matter in consultation with all concerned and check possibilities for increase in SAB contribution and SNEA will be updated on further developments on this issue.

SNEA further submitted that SAB contribution and Amount in SAB Account should be reflected in Salary Slip just like GPF details are reflected. SNEA also brought to notice that the amount available in the LIC SAB Account is not clear and specially requested to make necessary provision to display the actual available balance against LIC SAB Account in line with what is reflecting in SAP. The issues were discussed wherein the association submitted detailed feedback and it was assured to look into all these issues also.

- 3. Reminder for 3rd PRC Implementation for Executives:** SNEA stated that BSNL employees have been carrying the load of all the social and national obligations pertaining to Government of India w.r.t. Telecom Sector. BSNL is also instrumental in development of home-grown 4G/5G Technology which is one of the most critical initiatives of GOI under Atma Nirbhar Bharat in Telecom. BSNL has to bear the cost of these responsibilities given by GoI even in terms of loss of revenue and business and also loss of customers due to non-availability of 4G. All the unions and associations have been demanding implementation of 3rd PRC, now it's high time that management should come forward for implementation of 3rd PRC in BSNL to the Government of India.

Association stated that after the failure of Negotiations with then MOC in Mar 2018, no step has been initiated by BSNL for restoration of these discussions on PRC negotiations. When the Pay Revision is for Executives to be decided by DoT and Wage revision for non-executives to be decided by BSNL, the issues were wrongly mixed and in wrong precedence entire discussions chaired by Hon MoC were held in presence of representatives of all existing Unions/Associations whereas it should be only with recognised SNEA and in case of failure of discussions with BSNL Management, then Union representatives also would have been part of discussions on it at DoT.

It was intimated that BSNL Board has recommended the implementation of revision of pay under 3rd PRC w.e.f. 01/01/2017 in respect of Board level & below Board level executives with 15% fitment and sent a proposal on 14/11/2017 to DOT i.e. the Administrative Ministry of BSNL, for approval and issue of Presidential Directives. However, so far, the proposal has not been approved by DOT.

Association conveyed thanks to BSNL management for such great initiatives for sending strong proposal with 15% but thereafter no any correspondence seen on this subject from BSNL to DoT.

BSNL executives are eagerly waiting for the implementation of the 3rd Pay Revision. The increase in revenue is a clear indicator of the company's growth and success, and it is only fair that the hardworking executives and employees are duly rewarded for their such sincere and devoted efforts.

Implementation of 3rd PRC is an important step towards ensuring that the wages of BSNL employees remain competitive and in line with industry standards. It will not only enhance the morale and motivation of the workforce but also attract and retain skilled professionals, enabling BSNL to continue its upward trajectory as aimed by BSNL Management and GoI.

The 3rd PRC has been a longstanding demand of the employees, and it is a matter of great concern that the decision has not been finalized yet. Though various factors including the financial health of the company need to be taken into consideration for implementation of 3rd PRC, However, the recent increase in revenue is a positive sign and presents an opportune moment to address the long-pending issue of the PRC. Further BSNL is working on all projects by GoI as its strategic partner. It has been cleared by different authorities of GoI, including a recent address by Hon MoC in SNEA CWC Meeting Delhi, that BSNL is in losses due to policies of then Government and its employees are not directly responsible for it. It has been stated by Hon MoC that GoI expects quality services to esteemed customers and profit is not only the agenda but services with losses also need to be provided.

Association further submitted that in totally odd conditions of Telecom sector, with support of GoI and under able leadership of CMD BSNL, the BSNL revenue from operations increased by Rs 860 crore i.e., around 5.10% unaudited in this FY of 2022-23 compared to that in the previous FY. The gross revenue of BSNL in this FY 2022-23 has increased by around Rs 2000 crore compared to that of last FY 2021-22. On our rough calculations, the additional gross financial expenditure of BSNL for implementing the 3rd PRC with the full fitment benefit of 15% of BP+DA stands around 700 Crores, 10% of BP+DA stands around 350 Crores, etc. and the same is very much affordable to BSNL as of now. SNEA conveyed thanks to Management for conveying DoT that BSNL will manage its operations within its own funds but DoT is showing the clause of affordability and pointing out the financial condition of BSNL. SNEA specifically conveyed that esteemed CMD of BSNL is having expertise in getting financial support from DoT and in same line BSNL has to come forward for implementation of 3rd PRC with 15% fitment from its own resources as already conveyed to DoT or if required one time financial support may be taken from GoI as being extended for development of BSNL by revival packages of 3.25 Lakh Crore rupees, to expedite the implementation of the 3rd PRC for the minimum required motivation of the entire workforce.

Association submitted that as on today many officers and employees of BSNL are facing stagnation and their increments are freeze for years together and implementation of 3rd PRC with suitable fitment formula is only solution for minimum level of motivation among the BSNL workforce to implement all the projects being given by DoT/GOI under revival packages and mainly the 4G saturation project with Indigenous Mobile equipments as dream project of GoI.

Association stated that a well-compensated workforce is essential for the growth and success of any organization, and BSNL should be no exception. By fulfilling this rightful demand, BSNL Management will not only recognize the hard work of the employees but also inspire them to continue delivering their best for the betterment of the company. SNEA also mentioned that we are ready for negotiations of fitment formula but negotiations at DoT may be restored at the earliest.

Association submitted that on such important issue related to Pay of each and every officer of BSNL and their family members, except the proposal in 2017 and failure of negotiations in March 2018, no initiatives are taken by BSNL Management for implementation of 3rd PRC by conveying pains and hardship faced by workforce of BSNL. SNEA requested for sending reminder to DoT with full justification for implementation of 3rd PRC for all officers and Employees of BSNL.

In conclusion, Director HR BSNL Board conveyed that management is aware about the hardship and difficulties faced by Officers and staff of BSNL, and implementation of 3rd PRC is must to overcome ongoing stagnation among the majority of the workforce. He added that SNEA has rightly pointed out for the reminder from BSNL. He directed PGM Estt and his team to update him in detail on this issue and assured that on basis of feedback shortly a reminder letter for implementation of 3rd PRC will be sent to DOT.

4. Response to DoT on Upgraded Standard Pay Scales for Executives :

SNEA demanded that despite assurance by BSNL for reminder and a follow up thereof, the issue is still pending at DoT. SNEA demanded to send a reply letter to DOT for the clarification send by DOT on 28/04/2023 where it is state that Standard pay scale cannot be granted due to cascading effect whereas BSNL already send a revised proposal via letter no 1-13/2015-PAT(BSNL) DATED 12/06/2017 stating all the justification and delinking EPP from stand pay scale of E2 /E3 which will result only a simple replacement of non-standard pay scales to standard pay scale E2 and E3 and will not be any cascading if DOT approves revised proposal.

After persuasion from this association, it is understood that the file has again been reopened at DoT and the same has been submitted by DoT in proceedings being heard by DyCLC. This SNEA requested for arranging a meeting with DoT officials in presence of representatives from BSNL

management side to break the present deadlock which has been created over a genuine and sensitive issue pertaining to the lively hood of BSNL Executives. The case may once again be taken up with DoT explaining and defending that the decision will not have any cascading effect as stated by DoT and review it once again.

It was intimated that BSNL has taken up the issue for grant of E2 and E3 scale to JTO/JAO and SDE/AO level executives. In response to the BSNL's proposal, DoT vide Presidential Order dated 28/03/2017 had conveyed that JTO equivalent level executives are to be placed in revised E1 scale and SDE equivalent executives are to be placed in E2 scale. DoT has again reiterated its decision vide letter dated 29/04/2022 and has stated that the PO dated 28/03/2017 was issued with the approval of Hon'ble MOC after extensive examination and elaborate consultations / discussions at higher levels as well as DPE. DoT has further held that proposal for up-gradation of E1 and E2 scales will invariably have a cascading effect on all scales. As such, the BSNL's proposal for Grant of E2 & E3 Pay scales for JTO and SDE equivalent Grades has not been agreed by DoT. In view of the decision of DoT vide PO dated 28/03/2017 and again reaffirmed vide letter dated 29/04/2022, the issue has attained finality.

On this, SNEA brought to the notice of Management that DoT is claiming that the order dated 28/03/2017 is implemented in BSNL whereas the same is not implemented. SNEA pointed out the same as mentioned by then GM Estt, Director HR and CMD BSNL thereby requesting DoT to reconsider the same proposal. On cascading effect, SNEA brought to the notice of Director HR that earlier BSNL had demanded for cascading effect but later understanding grievances of the affected executives in a letter dated 12/06/2017 BSNL has clearly mentioned that there is no cascading effect. But unfortunately DoT has not taken any connivance of this letter and only the old story of cascading effect is mentioned in the last response from DoT vide letter dated 29/04/2022 . Thereafter, SNEA has written to CMD BSNL, Director HR BSNL, different officers from Director PSU to Secretary DoT with all these relevant facts and SNEA also have brought the facts about cascading effect and how this entire issue of career progression of JTOs/JAOs in BSNL is handled with very casual approach. SNEA also narrated that against an earlier stand by BSNL, since 29/04/2022, BSNL also has not responded to DoT about the adverse impact of the letter dated 28/03/2017.

SNEA also cited the DPE guidelines where it is clearly written there cannot be different scales in a single cadre and intermediate pay scales not be allowed but PO issued on 28/03/2017 violates these guidelines by allowing intermediate pay scale to some executives and also allows two scales in a single cadre. This is the reason why BSNL have not notified the PO of DoT dated 28/03/2017. SNEA also submitted that though DoT has taken up matter with DPE, it was wrongly submitted that E1/E2A were

pay scales approved for only DoT absorbed officers and for BSNL recruited officers E1 is pay scale. SNEA also submitted that DoT is recruiting JTOs at E3 pay scales, but it is not approving E2 pay scales for JTOs in BSNL. There are many such issues and all are submitted in the booklet consolidated by SNEA.

Association submitted a booklet along with summary and status on Standard Pay scales issue and informed that if management conveys us that the order dated 28/03/2017 is implemented in BSNL and there is demand of cascading effect from BSNL, then SNEA will take this issue fresh. In conclusion, SNEA requested to respond to the letter dated 29/04/2022 clarifying facts about cascading effect and non-implementation of this order in BSNL with reasons thereof.

Director HR agreed to the pleading of SNEA with facts and figures and directed PGM Estt to update him on the issue and also directed SNEA to give detailed feedback to PGM Estt. It was agreed that Estt. Branch will apprise Director HR BSNL Board in this case and case will be taken up with DoT by conveying facts about cascading effect and practical difficulties in implementation of DoT order and all other points submitted by SNEA justifying demand of Upgraded standard pay scales for BSNL Executives.

5. Response to DoT on Time Bound Functional promotions: SNEA submitted that the issue of Time Bound Promotions has been deliberately kept on hold on flimsy grounds of reservations due to dispute between the associations on its implementation. DoT has assured in terms and conditions of absorption of group B offices in BSNL, that executives in BSNL will be allowed upgradation to next higher IDA pay scale on bound basis, varying between 4 to 6 years up to the IDA pay scale of JAG selection grade, beyond which it will be depend upon availability of post.

In 2007 BSNL implemented EPP-2007 with only time bound financial up gradation without functional promotions. In 2018 BSNL full board approved BEPPARR in Hyderabad on 28/05/2018 which has provisions to promote up to AGM level for every 5 years. It is being projected by BSNL Management that this BEPPARR 2018 is not implemented in BSNL as DoT has not issued clarification required on reservations under this policy. But fact is that after approval of this policy by BSNL Board, though clarification is asked from DoT, BSNL has implemented this policy. SNEA submitted a copy of the note sheet about diversion of 5192 SDE posts for AGM promotion in 2018 due to implementation of BEPPARR 2018. Further the JTOs in the non-telecom wing are waiting for their first Promotion as SDE for the last 24 to 30 years and there is no proposal from BSNL Management to promote these officers.

Meanwhile, BSNL without getting clarification on reservation has proposed 12 Years Time Bound promotion policy for SDEs subject to creation of

vacancies. SNEA has submitted issues in implementation of 12 years post based promotions and it was asked to clarify if the issue of reservations is unsettled in Five Years non-post based Time Bound Promotion Policy up to AGM Promotions, how it is taken care in 12 Years post based promotions limited only up to SDE Cadre. As there was no justified answer on this crucial point, DoT has returned the proposal with clear directions that the revision of RRs should not have any impact on the BEPPARR 2018. Thereafter BSNL has reviewed RRs by withdrawing proposal of 12 Years Time Bound Promotions under SCF/LDCE quota. But no action has been taken either for getting clarification from DoT on implementation of reservations in Time Bound Promotions or for implantation of clarifications received from DoT since the year 2018.

There are ample clarifications issued by DoT on reservations and BSNL has issued promotions in many cadres on the basis of these guidelines, but is silent on implementation of Time Bound Promotions even after clear directions from DoT. SNEA also added that BSNL is already paying salaries at higher pay scales with EPP 2007 and about all JTOs/JAOs are already upgraded to E2 to E5 scales and hence there are no financial implications on implementation of BEPPARR 2018. SNEA narrated that BSNL has not responded to directions issued by DoT

It was intimated that BSNL Executive Promotion Policy Amendment and Recruitment Rules-2017 was conditionally approved by Board in its meeting held on 28/05/2018, subject to the compliance of reservation policy requirement of GoI and related Court orders and the matter was also referred to DOT. In view of the advice of Administrative Ministry, DoT, BSNL Board had re-examined the proposal post-VRS scenario and after detailed deliberations of the proposal, the Board directed that in view of the advice of Administrative Ministry, the matter was remitted back to the management for examining the case in supersession of earlier approval.

As per the decision of BSNL Board, the earlier approval stands superseded and a detailed proposal considering all pros and cons in post VRS scenario and suggest the way forward to meet the organisational needs and career progression aspiration of the executives shall be submitted. Thereafter, there has been an extensive review undertaken on all the HR policies and Recruitment Rules of all the executive grades / Streams from JTO level to PGM level have been reviewed and with the approval of BSNL Board revised Stream wise Recruitment Rules of all BSNL executive hierarchy have been notified.

Association submitted that there are changes in RRs for post based functional promotions , but no action has been taken for implementation of Time Bound Promotions even after clear directions from DoT vide letter dated 10/02/2023 and by now about one year has passed. SNEA requested to respond DoT directions by taking review of Time Bound

Promotions in post VRS scenario as directed by DoT and send proposal for implementation of Time Bound Promotions either as already approved by BSNL Board or revised proposal for five Time Bound Promotions in career of Executive in BSNL.

In conclusion, Director HR intervened and directed PGM Pers to brief him about this issue and also directed SNEA to submit fresh representation along with all supporting documents and then matter will be taken for review as fresh and if required it will be taken up with DoT also.

justifying demand of Upgraded standard pay scales for BSNL Executives.

6.Change of designation on implementation of EPP 2007: SNEA submitted that if there are any serious issues in implementation of Board approved or suitably revised Time Bound Promotions policy for any reason, then change of designations on implementation EPP 2007 should be given consideration. SNEA stated that BSNL Management has already implemented this change of designations in lower level for Gr C& D employees whose designations are changes after fixed years of services and same also is implemented at Higher level i.e. DGM and above level by giving designations as Jt GM, Add GM, GM, Sr GM & PGM etc. But this change of designation is not implemented for executives in the middle/lower Management i.e. at JTO to AGM level.

Association proposed that even in private firms also designations are given like Vice President and BSNL is the only organization in the Government and Pvt sector which is giving a higher salary up to grade of five steps up but keeps the designation as JTO or JAO. Officers in field units, when visiting to other officers locally. If the designations are changed on approval of EPP 2007, the major issues will be resolved and Functional promotions may be given in the due course of time.

Association added that there is not even a single rupee expenditure on part of BSNL but this change of designations will definitely boost morale of executives and at the same time the executives with upgraded designations will get good response from local authorities. SNEA proposed for Change of designation need to be dealt separately and need to be implemented to boost the image of executives working in the field. Designation change is already done in non-executive cadres, BSNL CO and Higher level as Jt.GM, GM, Sr.GM, PGM etc but not done for middle level management which is having actual interaction with customers.

Management responded that This is matter is related to time bound Promotions and as discussed under Time Bound Promotions, the matter will be reviewed as per feedback from the Associations and if required detailed feedback will be called from the associations. Director HR specifically responded that feelings expressed by SNEA are quite good but assured to take review of promotions prospectus as whole and to motivate the executives by promotions or by change of designations.

7. Revision of laptop policy and its extension to DGM and below level executives all over India @ uniform rate of Rs. 70000.00: SNEA narrated the disparities between two existing Laptop policies available in BSNL separately for GM and above level and DGM and below level and demanded that policy for DGM and below level may be abolished and policy for GM and the main issue with the existing policy is the disparity in rates of laptops for GM & above officers and also to the DGM & below level officers. Detailed comparison of the disparity in rates and other conditions were also given in the letter and also explained. SNEA demanded to have a uniform policy of Rs 70000/- to all Officers

Management side responded that GM CFA has been entrusted to study the proposal and mentioned that the amount sanctioned to DGM and below is Rs 35000 +GST.

SNEA submitted that this amount sanctioned for DGM and below level is not sufficient to get good and quality Laptops for day to day work. SNEA submitted that with implementation of this Laptop policy will save crores of rupees of BSNL and hence BSNL has to come forward for implementation of GM and Above level laptop procurement policy to all Executives working in the BSNL with immediate effect. SNEA submitted that due to issues with existing policy there are no takers for Laptop policy in BSNL, and there is a need to review the laptop policy. The lacunas in the DGM and below level policy is the main reason for poor acceptance of Laptop policy at BSNL Corporate Office. The funds of s 35000 for laptop are insufficient to purchase a good laptop with minimum required facilities for effective office functioning. The less cost of Rs 35000, and other deficiencies in the existing policy are reasons for the lackluster response for the policy in the corporate office where out of 640 Officers only 25 executives have opted this policy over the period of last one year.

From Management it GM CFA who was specially present in meeting intimated that the Reimbursement policy for Laptop in Circles for DM/SDE & above up to Addl .GM level officers was discussed in the Head of Circles Conference held on 21st and 22nd November, 2023. It was desired by CMD, BSNL that 100% data of desktops/ laptops of the circles should be captured in ERP-SAP and a certificate to this effect should be submitted to the corporate office and then the case shall be considered circle wise.

Association requested for revision of laptop policy and its extension to DGM and below level executives all over India @ uniform rate of Rs. 70000.00 as per detail proposal submitted by SNEA along with supporting documents. SNEA also requested that in case it is not possible to enhance the Amount, then BSNL should procure and supply the laptops to all executives in BSNL.

It was agreed by Director HR to examine the request by SNEA and check all possibilities to enhance laptop reimbursement amount suitably by

analyzing the market price of good laptop available in the Market and reviewing the two policies and bringing Laptop policy acceptable to all.

8. Enhancement of Mobile reimbursement amount @ Rs 20000 per executives: SNEA demanded revision in Mobile reimbursement rates and stated that demand is intensified with implementation of online attendance and many other BSNL Apps are used by employees in the field which necessitate them to buy smartphones.

Association elaborated that recently on 27/12/2023, SNEA has submitted its proposal along with all supporting documents and guidelines for enhancement of Mobile handset reimbursement uniformly to all officers in BSNL @ Rs 20000 per head Executives in BSNL.

Association put up the strong view and told that in the present scenario executives are having around 70 apps and department related portals etc which are to be accessed by the executives on a day to day basis, which is not possible with amount of Handset reimbursement for JTOs, SDEs, SEs and DGMs. SNEA stated that on each and every activity BSNL is in need of online access e.g. e file, ERP, ESS, online attendance and there are about 35 Aps which needs to be utilized by executives in field units. Hence in changing scenarios BSNL has to come forward with enhancement of Mobile reimbursement amount uniformly to all executives at minimum Rs 20000 per executive. SNEA specially submitted that if Management do not want to enhance reimbursement amount, the quality handsets and no need of reimbursement handsets.

It was intimated that it's a policy matter subject to financial viability. . Management agreed that the said demand is genuine and more burning after implementation of the new attendance system from the New Year. Management told that market survey in this regard is under process and a mobile handset cost around 8000 having present needed functions.

It was responded very positively by the Director HR BSNL Board that there are about 70 Mobile Apps which needs to be accessed on mobile and mobile use has become mandatory for all. He assured to consider the demand by SNEA but informed that exactly the rates quoted by SNEA cannot be agreed and requested SNEA to further negotiate so that BSNL does not get much financial burden and executives get good quality handset may be procured by BSNL and supplied to the executives all over India.

9. Modification in policy for CSS Cadre transfer to other Circles: SNEA submitted that the PA/PS of CSS Cadre are facing a lot of family issues due to their repatriation back to Delhi in Year 2021. It was narrated that there are only Nine PA/PS who are badly in need of transfer back to the Circles they have opted for. Many of them are having critical family issues and staying away from the family.

Association stated that though the CSS/CSSS/CSCS cadre employees are HQ cadre, if desired the employee may be allowed to take transfer so that the employee and the family may not suffer.

It was intimated by DGM Legal/CSS that no such policy is existing and however, CSS cadre is for HQ only.

Association submitted that there are clear guidelines which are part of terms of absorption in BSNL wherein it is clearly mentioned that these executives will not be shifted out of Delhi till they desire . But the same has been wrongly interpreted by Pers section and after VRS, by quoting reason of shortage of PA/PS in BSNL CO, these executives are forcefully brought to the corporate office by ERP relieving. It is unfortunate that they were brought to Delhi for PA/PS work but their services are not utilised at these posts and many of them are working at other sections like Admn, Training, SR , Pers etc and only three out of Nine Executives requesting for transfer to choose circles are working as PA. SNEA submitted that there are ample executives who have opted for posting to BSNL CO at their own cost and willing to join BSNL CO. These Executives may be allowed to join BSNL CO and PA/PS of CSS Cadre may be allowed to join back to their families.

After much deliberation in the matter it was agreed that Pers cell will brief Dir HR in detail on this matter and Director HR was kind enough to agree with the hardship faced by these executives and assured to give due consideration to genuine issues and if required the policy may be suitably modified as being done in other cases.

10.Urgent Issues related to Promotions : SNEA submitted that there is mass unrest among the executives in BSNL as about each and every executive in BSNL on completion of minimum eligibility services required for promotions is waiting for his/her promotion and whatever may be reasons BSNL could not issue single promotion order during Year 2023, due to stand to conduct DPC for LICE and SCF together. But as no LICE was conducted during Year 2023, no SCF promotions are issued and this has created mass unrest among the executives.

SNEA conveyed thanks for considering the request of SNEA and starting the process of Restructuring review, but expressed that even after seven months some of Circles have not sent even basic data. SNEA demanded for early action for completing the Restructuring review in a time bound manner and specially requested for a need of additional sanctioned posts from JTO to GM level by sympathetic consideration and by addition of different works to the executives in BSNL.

There is mass unrest against introduction of LICE at every stage and diverting existing posts under LICE quota. The posts of Executives are reduced during Restructuring review and Executives are made to suffer even for a single promotion in their career .

It would have been better if the LICE could have conducted against additional sanctioned posts and existing posts could have filled under SCF quota. JTOs in all wings are most sufferers and BSNL has to look into their first promotions by special approach.

SNEA stated that the issue of AGM Regular/DGM Adhoc to DGM Regular has been unnecessarily dragged citing court orders. There was no court case and stay were granted at one of the initial hearings but since last six years, this court case could not be cleared causing adverse impact on DGM, AGM, SDE and JTO Promotions in Telecom wing.

The JTOs in Telecom wing are the worst sufferers as only few hundred vacancies are shown against the need of thousands of vacancies required to promote about 10000 JTOs who are eligible for SDE promotions. SNEA demanded that Proper vacancies calculation should be done to avoid injustice with eligible JTOs and ensure to add/ restore the vacancies utilized for AGM Promotion/unfilled LDCE Quota vacancies and 1891 vacancies should be given for SDE promotions so more than one third of executive strength get due promotions well in time.

In similar manner, JAOs are victims of pending AO to CAO court case even though many of them are working as AO LA and some have given responsibility as CAO. The hearing in AO to CAO promotions completed in Oct 23, but even after passing three months, advocate of BSNL could not get copy of judgement and no any strong pursuation has been done by BSNL also.

Association elaborated the issues created due to abolishing all the post of SDEs under LICE quota and filling posts only under SCF quota and demanded to give consideration to the request by SNEA to restore the SDE Telecom posts under LICE quota.

Association also pointed out that SDE Reversal, AGM Reversal and PwBD sealed cover promotions and JAOs to AO promotions from Kerala need to have special consideration and promotion orders needs to be released by taking special review.

In conclusion, SNEA demanded that promotions for all wings and cadres must be immediately issued for minimum required motivation of the executives. The subsequent vacancies arising out in promotions in higher posts must also be filled on notional basis and all the vacant seats must be filled including those of SC/ST category posts by widening the zone of consideration to all the unfilled vacancies.

It was intimated that SCF promotions in all cadres and streams of BSNL executives have already been done wherever feasible. However, in some cases, such as AO to CAO and AGM Telecom to DGM Telecom the promotion activities could not be completed due to the issues being sub-judice. All efforts which could be made by the management, are being

made for early resolution of the court cases. For LICE quota promotions the notifications have been issued by Recruitment Branch and efforts will be made for promotions due in 2024 under SCF quota of vacancy year 2023 and 2024 also.

On SDE reversal case, SNEA explained about how the nearly 95 SDEs across India are not given their AGM promotions, and there has been a recent verdict in Chennai Court which has been pronounced in favor of the applicants and the judgement copy is awaited. Based on this judgement other applicants in Ernakulam CAT will also expect a quick favorable verdict and requested management not to go for any appeal against the verdict so that the issue can be settled. SNEA specially elaborated about the injustice being meted to these candidates as their juniors are being promoted as AGM under SCF quota and they are deprived from AGM Promotions. SNEA requested for early justice to these executives by clearing issues with sympathetic consideration.

Summarizing the issue, Director HR informed that Management is ready for promotions for all wings and cadres and the court cases are the main hurdles in it. He appealed all to have discussions before approaching the court and not to drag issues in courts, before getting resolved by discussions. The prolonged stay on some promotions has adversely affected promotions in BSNL. He assured that as new Director HR he has a mission to give one due promotion to all eligible executives and SNEA should come forward with such a proposal. He added that he wants the BSNL workforce to be highly motivated by their timely promotions. He directed SNEA to submit the issues of promotions elaborated in the meeting with supporting documents and be assured and assured to give it sympathetic and genuine consideration.

11.Promotions of JTOs in ACE wing: SNEA submitted the hardship faced by JTOs in Arch, Civil, Elect and TF wing due not getting their first promotion as SDE even after completing service of more than 23 years. The JTOs Arch of 1995 batch, JTOs Elect of 1996 batch and JTOs Civil of 1999 are waiting for their first promotions as SDE for quite a long time only due to lack of sanctioned posts and non-implementation of board approved Time Bound Promotion policy. SNEA stated that about all of them are being paid E5 scales and under-utilized as JTOs who have no statutory/financial power as per CPWD work pattern in which they are working. These highly qualified Engineers are under sheer frustration as their colleagues in BSNL and outside are occupying the positions of AGM/DGM in Telecom/Account wing of BSNL and other organizations.

To address this issue BSNL management came with BEPPARR in the year 2017 where it was assured uniform time bound functional promotions among all cadres. Then SDE RRs was proposed with a modification of provisional promotion of JTOs, those who are deprived of promotions

even after 12 years of regular service as JTOs. Unfortunately, both the proposals for JTOs in ACE wing are not implemented for various reasons and they are made to wait for first promotion even after an average 25 years of service. The review of restructuring norms has badly affected the promotions in these wings as VRS was taken by the Executives on higher post and policy decisions BSNL has abolished all the posts surrendered against VRS.

In these wings about all JTOs were not eligible for the VRS and only higher officers were eligible and hence number of JTOs are more as compared to SDEs/AGMs. In TF wing there are 27 SDEs working but the sanctioned posts are only 21 in the Restructuring review done in 2019. All these JTOs would have got their legitimate promotions had the restructuring norms been framed considering the geographical jurisdictions of the area covered/ number of buildings and installations manned by them instead of DELs, which is applicable to Telecom Main stream, and career progression of the executives.

To address this issue of non-promotions of entry cadres even after 24 years of service, new SDEs and AGMs posts are required to be sanctioned. This can be done without any single rupee expenses to the company as all have crossed two or three scales above E5. In Civil wing there is no issue in JTO to SDE Promotions and all JTOs can be promoted as SDE if the promotional prospects in EE cadre are restored. Earlier in every Circle one post of AGM L&B was sanctioned but the same was abolished in Restructuring review which has blocked all promotions to EE/AGM Cadre. It happens when DoT has given target of land monetization to Civil wing in addition to all works that Civil wing EEs were carrying out earlier. If these posts of AGM L&B are restored then the promotions in Civil wing will be smooth in EE as well as SDE Cadre. SNEA requested to give consideration of proposal for restoration of AGM L&B posts in Civil wing and give way to promotions for all executives in Civil wing.

SNEA submitted that in Electrical wing posts of SDEs are drastically reduced even sufficient posts were proposed by the field units. There are about 210 JTOs working in Electrical wing who have completed 24 years of service as JTO and are waiting for their first promotion as SDEs. Though the works of Electrical wing are added with increasing work of Solar Energy projects and 4G saturation Project, the post of SDEs in Electrical are reduced as per policy of VRS and there are many OAs where no single post of SDE Elect is justified. SNEA requested that BSNL should review restructuring norms and the post of JTOs in these OAs may be upgraded to SDE or additional posts of SDEs may be sanctioned at OAs. This review will open the way for promotion of all JTOs in Electrical wing and the ongoing problems of continuous working for 24 years in the same

post of JTO Elect will be addressed without single rupee expenditure in BSNL.

In a similar line ,the post of SDEs in Arch wing may be reviewed to accommodate all the eligible JTOs who are waiting for their promotions by reviewing SDE Vacancies by upgradation of JTO post as SDE.

TF wing is having issue of educational qualification even for SDE Promotions and promotions of chemists as SDE TF and requested Management to take review so that all JTOs in TF/Chemist wing who are waiting their first promotion for more than 24 years get their first promotions as SDE at least in Year 2024.

Association also submitted that there are many JEs working in Elect/Civil wing but no LICE for promotion as JTOs has conducted for years together. As the numbers of vacancies are more in JTO Cadre and less candidate's available, as one time major all eligible JEs may be promoted as JTOs in order to meet the shortest of JTOs in these non-telecom wings.

It was intimated that the Promotions of JTO to SDE in Architect under seniority quota up to VY 2022 has been issued on 30/08/2023 and the LICE for SDE promotions are scheduled on 04/02/2024. In Civil and Electrical, previously Notification for the LICE on Pre-VRS CQ vacancies issued on 02/01/2017 for Civil/Elect & TF quashed by CAT Chandigarh, BSNL field WP in High court Chandigarh. Process for withdrawal of WP by filing of MA has been initiated. After getting clearance, the process may be started. BSNL is making efforts to get the case settled at the earliest wherein promotions against existing vacancies will be issued. The matter is sub-judice, therefore, it was agreed to take action accordingly.

On restructuring review, Management informed that the process of restructuring review has been initiated for all wings and by now data is being scrutinized for addition of the posts. It was mentioned that there are chances of reduction of vacancies due to reduction of Infra over the period and mainly due to closure of Landlines. In conclusion, Director HR agreed to the issues of SDE promotions in ACETF wing and assured to ascertain all the possibilities suggested by SNEA for promoting all JTOs waiting for their first Promotions after years of their eligibility for the same. He directed SNEA to submit the views in detail with supporting documents and also directed PGM SR to give due consideration to it by briefing him on these over delayed SDE Promotions.

12.Issues on Educational Qualifications in Promotions in Arch Civil

Elect wings : SNEA submitted that there is injustice to a group of JTOs/SDEs in Civil/Electrical/Arch wing due to modified MSRR 2023. SNEA has submitted its views in writing along with all supporting documents and BW wing has submitted proposal for the same and action is required on part of Pers section. With these RR 2023

modifications, once again the restrictions are put on AGM /EE and above level promotions of Non-Engineering Graduates executives thereby closing doors permanently that too with retrospective effect. This has caused mass unrest among Executives in BSNL and hence needs revisit to the case. The issues created due to modifications in Recruiting Rules of Civil/Electrical/Arch wing in year 1993, 1997 were cleared by the clarification issued by BSNL in 2015. But unfortunately this issue is reopened in MSRRs 2023, by restoration of this clarification on MSRRs from retrospective date 15/07/1994 i.e. 29 years before, which not correct

Association narrated that SDE Telecom RRs 2009 were amended by putting word Executives in Place of Asst Engineer and demanded for similar changes in SDE RRs of other wings, thereby bringing parity among all wings. No such disparity on educational qualifications is maintained by any other departments including CPWD, railways which are taking care of all such major Civil/Electrical wing works. SNEA has submitted all relevant RRs of different departments/originations which clears the picture.

The restoration of this dispute of educational Qualifications is required at this stage because, in EE Civil promotions issued in Jan 2023, some Non-Engineering Graduates are promoted as EEs, but some seniors are denied the promotions due to modifications of RR 2023. This is the reason for the pending court case for EE Promotions in Civil wing. SNEA also added that recently some non-Engineering graduates have approached court for allowing for LICE examination and court has permitted them, but it is not applicable for all non-Engineering graduate which may cause more court cases and disparities. Further, recently one of the court cases filed in CAT Chennai on the same grounds of restricting Non Graduates of BSNL from AE/AGM Promotions has been dismissed. SNEA submitted that all the Executives in Civil/ Electrical/ Arch wing are already granted Time Bound Non-Functional Promotions and all are working in E5 Scale. If their names are given consideration in EE Promotions, there will be no single rupee burden on BSNL with these promotions. In conclusion, SNEA demanded for maintaining parity in RRs of Telecom wing and other wings by replacing word AE by Executive at par with SDE RRs 2009 for Telecom wing.

PGM Pers responded that his office in receipt of proposal from SNEA as well as by BW Unit, by e file but the file was returned to BW Section calling for additional information. He informed that very shortly a meeting of CGM BW, CGM BW will be arranged by the Pers section under chairmanship of Director HR and accordingly matter will be reviewed for clearing this disparity about the educational qualification for EE/AGM Promotions. He assured that Management also is of the opinion to clear

this dispute and suggestions given by SNEA will definitely be given due consideration during this special review meeting.

13. Issues related to Long Stay Transfers : SNEA conveyed thanks that Management has come forward and taken the decision of restricting Intra Circle transfers in case of the Executives completing 20 years of service in Circle.

Association further submitted that BSNL has started wrong policy of mass transfers on the name of long stay thereby rotating officers from one Circle to another Circle. This process of long stay transfers has continued for the last one year and it has affected hundreds of families. SNEA requested management to have white paper on the long stay transfers and how it has benefitted to BSNL. SNEA submitted that long stay transfer has not benefitted BSNL in any way, rather it has created a negative impact on the workforce of BSNL.

In the wrong policy, instead of meeting shortages at certain Circles, BSNL Management has dislocated Officers from all locations including Circles having shortages. SNEA demanded for stopping long stay transfers on name shake and proposed that long stay transfers should be limited only to fill vacant posts to some extent in Circles having acute shortages of Executives.

Association narrated in detail the hardship and difficulties faced by the executives due to such mass long stay transfers.

SNEA also submitted that transfers should be limited to 10 % of the working strength of executives in Circle. Executives should be given posting to one of the options they have posted. SNEA submitted to keep Inter Circle long stay transfers minimum by giving weightage to number of Intra Circle Transfers individual have faced i.e. due weightage should be given to intra Circle transfers rather if one has undergone Intra Circle Transfers more times, he/she may be excluded from long stay transfers.

SNEA submitted that about all organizations including BSNL till last year have exempted female executives from long stay Inter transfers though Intra Circle Transfers were issued. SNEA submitted that female executives have some specific family responsibilities and hence transferring them from families at faraway places is harassment. Some of the courts have also given directions for excluding females from long stay transfers.

Association submitted that some Executives who have recently undergone long stay Intra Circle Transfers are again harassed by the Inter Circle Transfers. SNEA requested management to give due consideration to the difficulties faced by Female executives by excluding them from long stay inter Circle Transfers.

SNEA also demanded that the executives transferred under long stay transfer should be given firm assurance to bring back to parent/choice Circle on completion of two years' service at transferred place and transfer them on completion of two years. SNEA also demanded for arrangements to listen to the grievances of the executives under long stay in Time Bound Manner and no executive should be suffered due to non-consideration of the genuine requests by individuals.

Association pointed out that cut off period for long stay transfers should be fixed and management must stick to it and it will be better if it is fixed as 25 years for all. There should not be variation that at one time it is 25 years then it is 23 years and so on.

Transfer orders should not be issued for executives whose children are studying in 12th standard and having self or dependent critical medical issues and they should not be made to suffer by issuing transfer orders. If long stay transfers of Female executives are issued then their request to options given should be given due consideration while issuing Inter Circle transfer/ Intra Circle Transfer.

In conclusion, SNEA submitted that the transfers should be minimum and the suggestions given by SNEA should be given due consideration so as to avoid harassment and hardship to the executives under transfers.

It was intimated by PGM Pers that long stay transfers are being carried out as per the transfer policy. While effecting the long stay transfer, due weightage to medical / immunity to office bearers are given as per transfer policy. Keeping in view of the issues raised by various stake holders from time to time, the transfer policy related to tenure areas have also been amended vide this office order dated 19/09/2023.

Further, the suggestions given by SNEA are always welcome and will be incorporated suitably. Director HR cleared that suggestions for reduction of total number of long stay transfers are welcome but stopping all long stay transfers at this stage is not possible and SNEA should review its stand. T

he transfers to meet acute shortages is need of the time and hence some long stay transfers are always expected and required for effective functioning of organizations. He directed SNEA to submit its comments on long stay transfers and assured to accept all possible suggestions by SNEA to reduce the total number of Transfers. He concluded these discussions with assurance that his office will look into concern expressed by SNEA and efforts will be made to keep transfers minimum. He assured to take proper review before issues transfer orders so that minimum grievances are raised by the executives and also assured for resolutions of raised grievances

14. **Holding LICEs of Year 2023 and 2024 for all wings and all cadres during April to Sept 2024:** SNEA submitted that though all RRs were modified overnight on 31/12/2022 projecting hurry and urgency, but no single promotion could happen during Year 2023 as LICE could not be conducted for any cadre and wing. SNEA has demanded for conduction of diversion of LICE quota to SCF quota as one time measure and fill up all post of Year 2023 under SCF quota, but our neither LICE was held nor the LICE posts are diverted to SCF quota and result is even single promotion could not happen in Year 2023.

SNEA requested to fill up all available vacancies of Year 2023 and 2024 for all wings and all cadres during April to Sept 2024. Hence LICE for two Year vacancies i.e. of 2023 and 2024 are now due. SNEA demanded that calendar for the DPC for vacancies of 2023 and 2024 should be published. LICE for vacancies of 2023 are being notified but no action has been taken to conduct LICE of Year 2024 which is also due. SNEA suggested that BSNL Management should plan LICEs for all wings and cadres every year from April to June so that the entire process of LICE is completed and promotions are issued well within that particular year and all promoted officers join promotional posts within the Calendar Year.

It was intimated that Rectt. Branch has already issued the dates for LICEs for various exams of Year 2023 but action is to be taken for LICE of Year 2024. Director HR intervened and directed GM Rectt to check possibilities of holding LICEs of Year 2024 also so that the entire process of DPC and promotions are completed in Calendar Year 2024. GM Trg informed that the proposals for LICE of 2023 are received by her office and process for all such possible LICEs is started and on getting such requests from Pers, BW and EW section her office will conduct LICE from Apr to Sept 2024. Director HR asked PGM Pers to send the proposals and see that similar proposals are sent by other verticals for timely conduction of LICEs and DPCs for promotions. Director HR instructed that in all wings and cadres where no litigation is pending Promotions against vacancies of Year 2023 and 2024 should be completed in Calendar Year 2024.

15. **DGM Telecom Adhoc/Regular Promotions :** SNEA stated that the issue of DGM Adhoc to DGM Regular has been unnecessarily dragged out citing court orders when there was no stay. AS per court orders in 2017, at the initial hearing the court stayed the DPC till next hearing and thereafter stay was never extended. But officers in BSNL wrongly pleaded for stay on DGM Regular Promotions and DGM Regular promotions are not issued. When BSNL has submitted an application for permission for going ahead with DPC for regular promotions, the court has given stay for the regular promotions and allowed to go ahead with Adhoc promotions. But since then no efforts have been made by

BSNL for vacating stay or clearing the court case. Total 1116 posts of DGM Regular promotions are vacant and non-filling of these posts has caused adverse impact on the below level AGM , SDE and JTO promotions as vacancies are not created from AGM level. SNEA has already submitted that as of today there is stay on DGM regular promotions but court has given clearance for DGM Adhoc promotions but no action has been taken by BSNL for DGM Adhoc promotions also.

PGM Pers informed that as per request of SNEA the process of DPC for Adhoc DGM Promotions has been initiated and further action will be taken for same will be taken shortly. SNEA submitted that DPC for DGM Regular promotions also can be held by adding names of the applicants , who are already retired. Further DGM Regular or Adhoc Promotions can be held by including the names of applicant in court case and DPC has to take decision on inclusion of their name. But BSNL management has not taken any step in this directions for last four years . Now about all AGMs promoted in Year 2018 are eligible for DGM Regular promotions, Management has to come forward either for DGM Regular Promotions or for DGM Adhoc promotions. SNEA also demanded that if the concern expressed by applicant is given consideration , this court case be settled.

It was intimated that this point is already under examination and feasibilities are being explored to make progress in this issue which is held up due to court cases PGM Pers specifically added that as per concern of SNEA the process for DGM Adhoc DPC was insisted and management is ascertaining possibilities of DGM Promotions and it was agreed to explore all the possibilities for holding early DPC for DGM Regular or Adhoc promotions on priority. He also directed SNEA to give feedback so that DPC for DGM Telecom Promotions is expedited.

16.Issues related to court cases and response from BSNL Advocates:

SNEA submitted that Court cases particularly in Chandigarh are lingering since long as the cases are not properly defended by BSNL advocates in Chandigarh Court. This issue was already brought to the notice of all senior officers in BSNL and BSNL has issued directions to CGM PB Circle for change of advocate in Nov 2023, but till today PB Circle has not acted on it. It is observed that there are many advocates from BSNL Panel and this particular advocate is being engaged by BSNL in all court cases such as the JTO to SDE, DGM Adhoc to DGM Regular, AO to CAO Regular etc are undecided for years together. Pending for long time. Particularly in AO to CAO case, the judgement is reserved since Oct 2023 and BSNL advocate could not get a copy of this court judgement for last three months. SNEA side demanded to expedite the court cases by changing advocate and issuing pending promotions at the earliest.

It was intimated that review of different court cases on HR issues are already being done on a time to time basis. PGM Pers informed that he also has got similar feedback from his legal team and accordingly directions are already issued to CGM PB Circle and assured that matter will be taken fresh with CGM PB Circle for expediting court cases and ascertaining possibilities in utilization of services of Panel advocates available with CGM PB Circle.

It was also agreed that proper monitoring of pending court cases at CAT Chandigarh will be done for early hearing and declaration of results in court cases, but court cases have its own time but firmly assured for looking into concerns expressed by SNEA.

17. Status of grant of facilities to Recognised Majority SNEA : SNEA demanded that SNEA being the Majority SNEA may be involved in framing/reviewing different policies/guidelines before issuing policy /guidelines and making it public. Facilities of Mobile for its OBs. It also requested to mark circulars to SNEA Further SNEA demanded for separate email id and e file access for GS and CS/DS of associations for official correspondence with management. It was also requested to extend facility of the Residential accommodation at Circle/BA/OA Level. Raised the matter of disparity in Allotment residential accommodations to SNEA and further demanded furniture, Computer, Printer and Internet /FTTH Connections required for SNEA CHQ Office Eastern Court

The proposal for additional mobile connection for OBs of SNEA as Majority Recognized SNEA is received by SR Cell and it will put up for the consideration of the competent authority as per extant rules. The facility is extended to recognized unions RNEU rules 2012 for Marking of copies of circulars/orders related to staff matters, such as general letters, orders, circulars, circle gradation list, etc., which are not marked as 'Top Secret', 'Secret', 'Confidential' or 'For Official Use only'. Views of recognized SNEA before framing/reviewing/issuing different policy /guidelines in the HR vertical are always taken and the policy will continue. e-office is a portal run by NIC for processing official files. At present, any DoT/Do PT guidelines on providing an official login/access to service associations is not in the knowledge of SR cell, but by understanding the need of fast and digital communications, the possibilities for providing e-office access as demanded by SNEA will be examined.

As per the extant Guidelines/Policy, the necessary approval has already been conveyed vide letter dated 14/12/2023 for allotment of one residential quarter up to Type-IV on rent equal to License fee to CHQ body of SNEA from BSNL at Delhi. The facility of Residential accommodation is provided to associations in BSNL HQ at Delhi as per

"Policy for allotment of Accommodation to Unions and Associations of BSNL 2022" dated 18/10/2022. As per policy, there is no provision for facility of Residential accommodation at Circle/BA/OA Level SNEA demanded that there is no uniformity in the accommodation policy and associations/unions with very few members are allotted big Bungalows and SNEA having highest membership among all Unions/Associations is being allotted Type IV Staff quarter that to be at the different corners of Delhi city. SNEA has already submitted in writing to clear disparity by allotting one of the Bungalows available at Actual Grove Road for SNEA also and at least maintain the equality in allotment of Staff quarters to recognized Majority SNEA and other applicant associations.

PGM SR informed that SR cell is receipt of all such written requests from the associations but due to time constraint, all these issues cannot be discussed today. But assured for holding separate discussions on the facilities to be extended to SNEA and take positive action on it. by putting up for the consideration of the competent authority as per extant rules.

18.Implementation of PwBD Reservation in Promotions: SNEA submitted that though there are clear guidelines on implementation of PwBD reservation, BSNL Management has not implemented in true spirit and matter is litigated. There is always need to give due consideration to the needs and requirements of the employees recruited under PwBD category but the same is not happening in BSNL.

Even the clear guidelines of DoPT for granting four special CL for PwBD employees has not been given consideration for the last ten years and reservations in Promotions are not granted even after clear guidelines from DoPT which are endorsed by DoT. Though it has been assured for implementation of PwBD Reservations in BSNL but till today no single executive is befitted with reservations and these employees are compelled to approach court of law.

Recently on 20/12/2023, DoPT has issued clear guidelines for implementation of PwDB reservations with retrospective effect from 30/06/2016 subject to the fulfilment of eligibility conditions, but till no action has been taken by BSNL. Even the sealed cover promotions of PwBD candidates for SDE to AGM DPC are not released even after clarity of the issue and recent guidelines.

Association requested to give the left-over promotions and to fix notionally from 30/06/2016 and requested to issue sealed cover promotions of AGMs without further delay.

Association had given request along with all supporting documents for sanction of Four Days special CL and specially argued for its sanction to all Employees recruited under PwBD Category on humanitarian grounds. It was responded by Management that already four days

special CL are granted to all employees and there is no need of additional four special CL. SNEA submitted that this is wrong interpretation by BSNL and in all Govt Depart and PSUs Four days Special CL are granted in addition to the common CL available to general employees and submitted supporting orders showing grant of additional four days special CL for PwBD Category employees.

Intervening the discussions, Director HR added that the stand of SNEA is correct and four days special CL needs to be granted to all these employees and firmly assured that the issue of Four days CL will be given consideration as priority item. He also assured that BSNL is duty bound in implementation of Reservations for PwBD Candidates but it is big exercise to review the promotions issued since 2016 and adding 4% reservations in it is tedious process and it will definitely take time. On Sealed cover AGM promotions, PGM Pers informed that matter is sub-judices and the sealed cover process has been adopted as per directions of PCAT Delhi and BSNL will take immediate action on outcome of the court case or litigation is over. It was agreed that the matter will be taken up as per the existing guidelines in the mater.

19. Allowing Deputation of BSNL Officers out in other Government Organisations /Depts: SNEA demanded that the ban on deputation to outside organisation should be lifted immediately. One side management is unable to provide better career opportunities to its executives and on the other side they are stopping them from moving to outside organisations also. During revival package II, it is projected that there are excess executives in the BSNL but for deputation outside BSNL it is projected as shortage. SNEA submitted that deputation helps in exchange of working culture and building co-ordeal relationship between both the organizations.

There is good demand for talent of BSNL and on deputation the expenditure on salary of Executives will be saved for BSNL and at the same time Pension contribution will be taken care of by the department where the executive is deputed. This deputation will not make any loss to BSNL but it will definitely benefit BSNL. SNEA demanded that the current ban is just over and henceforth no ban should be put on deputation and willing executives may be deputed to any Govt Organization/Institution or PSU as per the feasibility instead of partial deputation allowed to DOT and TRAI and that too for limited numbers which creates discrimination within the organization.

It was intimated that deputation of BSNL Officers to other Govt. Organization Other than DoT/TRAI is not allowed in existing policy due to shortage of staff after VRS. Director HR informed that this is a good proposal and such exchange of executives with different organizations will improve work culture of BSNL Executives. He added that though it

is policy decision not to allow any deputation other than DoT/TRAI/CCA, but by understanding concern expressed by SNEA, some percentage of officers may be sent on deputation every year for limited and fixed period and this proposal will be reexamined with fresh feedback and accordingly this issue will be decided.

20.Organizational Structure of Recognized Association: SNEA demanded to decide guidelines for District Branches at Either all BAs defined in restructuring norm including that of Telecom Districts and Non-Recruiting Units or allowing District Branches at all OA Level with limiting Immunity facility as defined by SR Cell just before MV SNEA also requested for Restoration of District Branches/Bodies at all Circle Office of each Circle including Non-Recruiting Circles wherein more than 10% of executives of that Circle are posted.

Further administrative working of BAs and Circle Office is different and both cannot smoothly function under the same branch as the total number of executives in such branches will be more than 100. In short SNEA demanded for Restoration of District Branches/Bodies at all BA in Telecom Districts, . Restoration of District Branches/Bodies at offices headed by CGMs, Restoration of SNEA Branches/Bodies at OA level, and Restoration of SNEA Branches at BAs of Non-Recruiting Circle. For smooth functioning of SNEA as Recognized majority SNEA with more than 14000 Members and more than 52% historical Voters in 3rd MV Process.

It was intimated by PGM SR that as per REA rules 2014, the organizational structure of the associations in BSNL shall operate at three tiers – CHQ, circle and district/SSA. Vide Restg. Letter 4-02/2014 – Restg Vol. V (Pt.) dated 27/08/2020, the SSA concept has been replaced by BA and OA whereby, Business Area is now the primary unit where HR, Finance, Planning and Procurement related processes are being handled. OA is no longer an administrative unit. Therefore, after the 3rd MV, associations have been recognized at Corporate level, all Circles and BA level vide letter dated 25/09/2023.

But SNEA elaborated the issues faced by SNEA in such restricted functioning of branches how it is adversely affecting the functioning of SNEA including non-recruiting units or at OA as was allowed before completion of MV Process. SNEA demanded that the concept of four year tenure be implemented from next tenure and similar manner the OA level functioning of SNEA branches' may be allowed to continue till completion of 3rd MV and decision on its implantation on BA level may be taken in due course of time after taking views of Association.

SNEA submitted that SR Cell has to decide working of SNEA branches' either as per BA concept allowing one branch in each BA including BAs of Telecom Districts or allowing existence of Branches at all OAs of

Telecom Circle and District Branches at Non Recruiting Circle offices headed by CGM level officers. Director HR has asked for detailed submission on this case and assured to decide the matter accordingly.

21. Review of REA Rules : SNEA demanded that change of periodicity of MV may be applicable from Current Tenure. Review of grant of facility for deduction of SNEA subscription from Salary twice in year and limiting it to applicant SNEA securing certain percentage of Votes in MV process or allowing it to each and every SNEA registered under society act even though it may not be applicant SNEA like CBOWA.

Association also submitted that in any elections process there are certain restrictions while applying for all India level elections like existence in particular number of Branches/Circles, Minimum number of members supporting the association, the security deposit which is ceased if the association/candidate did not get certain percentage of minimum votes etc.

It was also suggested that there should be single SNEA which will represent the issues and concept of Support SNEA should be abolished in all further election process. SNEA proposed that in all PSUs and Govt Organizations there is only one SNEA representing Officers, but only in BSNL Multiple functioning of associations is allowed damaging the unity of executives and disputes in thought process of different associations on different issues is the reason for pendency of the majority of HR issues.

Association also demanded Changes in eligibility criteria for participating in the Membership Verification process viz. Condition of Existence of SNEA at least in a certain minimum number of Circles/BAs. Redefining the recognition process from OA/BA to Circle CHQ level with Clear and firm stand in defining the Names of Recognized Majority SNEA and Support Association. SNEA also drew attention of management towards Use of Recognized SNEA Tag without mention of Support SNEA and its endorsement by SR Cell. If SR cell is not respecting its own guidelines who else will respect it and if the result of extensive MV Process with Crores of Expenditure is not to be respected then what is the purpose of conducting the MV.

It was intimated that the necessary instructions regarding Change of periodicity of MV have already been issued vide letter dated 26/12/2023 and will be applicable from date of next MV. Ssubscription from Salary is extended to all Applicant Associations to ensure a level playing field. Associations are governed by REA Rules 2014. On the basis of secured votes through membership verification, the status of "Recognized Representative Association" and "Support Association" is given to the associations. It was informed that concern expressed by SNEA regarding changes required in MV Process and other related issues can be looked

into and SNEA should submit details in writing and SNEA agreed for the same.

- 22. Clearance of disparity in Salary cut during agitations held in the past:** SNEA demanded that there should be no salary cut during agitations by any association. The agitation against any issue is democratic right of associations and Management has to come forward with proper solutions on the issues raised. It is good that in many cases Management has come forward and taken efforts to settle the issues by listening to grievances.

But unfortunately it happened in past that salary cut was applied for some agitations of only SNEA and for similar situation agitations no action was taken against leaders and members of any other associations. SNEA is not demanding that salary cuts should be applied for other associations, but request that the salary cut applied only to SNEA should be restored to be against leave. In no other case remarks are put in the ESS, but in case of SNEA leaders and members the remark of strike is applied in ESS with salary deduction. SNEA requested for removal of strike remarks in ESS by accepting leave and giving equal treatment to all associations.

It was intimated that the action regarding salary cut during Strike is being taken in BSNL, as per DOP&T guidelines issued from time to time. It was also agreed to look into concerns expressed by SNEA about disparity.

- 23. Review of TA/DA rates:** SNEA narrated the difficulties faced by the executives in field units due to non-revision of TA DA rates. It was elaborated that at present TA/DA rate even one time dinner cannot be arranged as cost has increased much and TA DA Rates are not revised for the last 15 years. There are important projects like the 4G saturation project being implemented by BSNL, all the executives are facing hardship in meeting office requirements from the present TA/DA applicable and everybody has to put a major amount from their pocket.

By elaborating all the field difficulties by executives in BSNL, SNEA demanded for revision in TA/DA and other allowances at par with the current market conditions and the need of the organization. This action on part of management will definitely motivate the concerned executives and they will definitely feel that Management is standing behind them in execution of projects.

Director HR agreed to the feeling expressed by SNEA and noted it as an important point to be given consideration as priority item. It was intimated that the revision in these Rules shall be initiated by the PAT section subject to the decision of management.

In conclusion, it was agreed by Director HR to look into the matter and take up early action on revision of TA/DA rates as a priority work for motivation of executives in field units.

24. Issues related to Rule 8/9 Transfers all over India: SNEA submitted that hundreds of JTOs are waiting for consideration of their Rule 8 and Rule 9 request Transfers but there is no uniformity and many JTOs are waiting for their transfers. Further there is no transparency in issuing Rule 8/9 transfers and one has to run from pillar to post with hard copies and its recommendations at different levels in. Many of these JTOs have completed more than six years in the recruited Circle, but no chance of consideration of their request. SNEA specifically mentioned that JTOs working at All India Hard Tenure Stations like J&K, NE-I, NE-II and Assam are most sufferers as even request for Circles having shortage of JTOs is not given consideration and huge waiting list is maintained and no one knows when his/her position will come.

In case of UPE Circle and TS Circle the CGM concerned are not giving consent for acceptance of Rule 8 transfers. In UPE many Rules 9 requests on critical grounds are not accepted and they have to run from pillar to post. TS Circle is having shortage of JTOs, but they are counting strength of JTO plus SDE and showing excess strength.

As these requests are not given consideration the vacancies of JTOs are not counted in JE to JTO LICE and no substitutes are available for their relieving and this has become a trap for the JTOs who are highly qualified and talented JTOs.

CGM J&K has sent proposal for posting substitute JTOs but no substitute is available. CGM J&K has proposed posting 35 SDE in place of about 75 JTOs who are waiting for their transfers, but no action has been taken for posting SDEs, even though there is a huge waiting list of SDEs for posting to J&K Circle.

Even JTOs recruited under PwBD category are sufferers and this is not a good sign for BSNL as our young talent is suffering for no mistake on their part. Many of them are waiting for their marriages and facing hardship being at faraway Circles, many have critical family issues.

Association also pointed that the data of Excess/shortage of JTOs is published is very old and updated data is not published and even though vacancies are created in some circle, the exceeds/deficit position is changed, no action has been taken for issuing the Excess/shortage data which needs to be published every six months or at least every year by updating current position,

By narrating all these difficulties SNEA demanded for

- Consideration of Rule 8 request of JTOs from all circles who have competed five years with priority to JTOs from all India hard Tenure Circles.
- There is provision in the ESS for consideration of online JTO Rule 8/Rule 9 transfers and same or OTP like procedure should be used for consideration of all Rule 8/9 Requests of JTOs/JAOs in online manner at par with OTP Request transfers and no hard copy application should be called for.
- Waiting lists of all Circles may be published centrally so that the possibility of mutual transfers/chain transfers can be ascertained by individuals.
- The strength of JTOs for showing Excess/Shortage position of Circle should be done only by giving consideration to strength of JTOs and no addition of SDEs should be done in it as being done by TS Circle.
- The revised and updated Excess/shortage strength may be published every six months /year so that the consideration of Rule 8 requests will be given consideration with the current situation.
- For rule 9 transfers the criteria of Excess/shortage should not be applied and all Rule 9 requests on genuine grounds should be given consideration in a Time Bound manner of one month.
- Similarly the timeline for consideration of JTO Rule 8 transfers should be fixed and no JTO should be made to wait for consideration of his/her request after completion of six years' service in the recruited Circle.
- JE to JTO LICE should be conducted every year by adding vacancies against Rule 8 pending requests so that substitutes are available for consideration of Rule 8 requests. On posting of newly promoted JTOs, all pending rule 8 requests may be given consideration.
- The Request from J&K Circle to post willing SDEs as substitutes for JTOs waiting for Rule 8 transfers may be given consideration on priority and in similar manner willing SDEs may be posted to all India Hard Tenure stations so that JTOs waiting under Rule 8 are relieved without any issue by recruiting Circles.
- There should not be any delay in consideration of JTOs recruited under PwBD Category and their request should be given consideration on completing eligibility of five years or some relaxation may be given to these JTOs.
- Circles having excess JTOs like TS and UPE Circles may be directed to convey acceptance of Rule 8 requests at least in the second year request without giving weightage to excess strength.

- TS Circle may be directed to count the JTOs strength excluding SDEs and convey acceptance of all pending Rule 8 requests to TS Circle.
- JAO/JTO who are on deputation and have completed Five years of JTO service their Rule 8 request may be given consideration on Priority.
- Association suggested that if any JTO from any Circle is willing to work at all India Hard Tenure stations under Rule 8/9 transfers the same should be given priority to get the substitute to consider pending Rule 8 request of Tenure Circles.

DGM Estt informed that many issues are under consideration as discussed by the association. The proposal for online Rule 8 and Rule 9 transfers is being examined and proposal has been already sent to ERP Team and efforts are being made that all rule 9 transfers will be given consideration as immediate action and Rule 8 transfers will be given consideration in online manner from the New Financial year.

About calculating strength of JTOs, it was informed that strength of Exclusive JTOs is to be counted and no addition of SDE and if TS Circle calculating strength by adding SDEs, suitable instructions will be passed to TS Circle for corrective action. Revised data was published last year, and fresh excess/shortage data is being calculated and will be published within fortnight.

Rule 9 requests are given consideration immediately on its receipt by the Estt Section by checking grounds on which temporary transfer is applied and its provision in Rule 9 policy. The JTOs/JAOs on Temporary transfers for specific years will not be allowed to continue as permanent transfer and will be repatriated to parent circle on completion of the Temporary transfer period. This action is being taken in view of many complaints made on such unofficially extended deputations beyond limit.

The vacancy for JE to JTO LICE should be calculated by adding vacancies against pending Rule 8 transfers, but not Rule 9 Temporary transfers and if any Circle is not counting vacancies accordingly, the same will be looked into.

On posting of substitute willing SDEs for JTOs in all India Hard Tenure station, PGM pers informed that proposal is received at his office and same is being examined and decision on it will be taken in policy manner.

In conclusion, Director HR informed that the concern expressed by SNEA about consideration of Rule 8/9 requests is genuine and due consideration will be given to all suggestions made by SNEA so that pending Rule 8 requests will be given consideration without further delay and rule 9 requests will be routine procedure.

25. **Safeguarding interest of BSNL in ALTTC along with and its Executives.**: SNEA expressed that the issues created due to take over of ALTTC Campus by DoT needs to be taken care. It was brought to the notice of Management that there is fear in minds of the executives at ALTTC about continuation of trainings at ALTTC. It is unfortunate that the trainings at ALTTC are postponed or kept on hold or being conducted without hostel facility. There is a lack of co-ordination between ALTTC and NTIPRIT Management when DoT has already conveyed for co-existence of ALTTC and NTIPRIT.

SNEA has taken up this ALTTC issue with all concerned in DoT and it has been assured by Secretary DoT that ALTTC BSNL and NTIPRIT DoT will continue to co-exist at ALTTC Campus. DoT will build a world class Training Centre under NTIPRIT. On completion of works, BSNL will also permit for conduction of trainings. But as today, there is deadlock which needs to be cleared and ongoing trainings needs to be continued. ALTTC has been instrumental in imparting majority EPP trainings in BSNL and its forceful closure will have very adverse impact on training programme of BSNL.

Association informed that Members Services during last meeting has firmly assured to allot infra as required by BSNL. Association, but there is no proposal being sent from ALTTC to NITPRIT. SNEA further requested that the Executives working at ALTTC are under fear of transfer to Jaipur or other places by closure of ALTTC.

It was intimated that it is a policy matter wherein DoT has taken over ALTTC Campus. Efforts are being made on part of ALTTC for continuation of the ongoing trainings and issues related to Infra Requirement is also being given as regularly and allotment is being given by NTIPRIT. Though it was proposed by NTIPRIT that BSNL trainings at ALTTC will be conducted by NTIPRIT and not by BSNL, same was discussed in length and it has been finally decided that trainings at ALTTC will be conducted by BSNL and required infra will be shared by the DoT. Issues related to Hostel allotment will be sorted out. When CPWD Takes over the Main Buildings and Hostels for renovation, that BSNL will reschedule trains at other training Centre.

Director HR specially informed that efforts are being made to resolve issues created and it is proposed for co-existence of ALTTC and NTIPRIT. ALTTC works will be continue at ERP building and this ERP building will be renovated by BSNL for ALTTC Training Centre Hostel infra will be taken from ALTTC and Co-ordination Committee of two GM/PGM officers from BSNL and DoT will interact to resolve issues if any. He firmly assured that Executives at ALTTC will not be dislocated as ALTTC will continue its functioning from ERP building. Further RTCC Jaipur which is presently not fully occupied and BSNL will start a new Training Centre

at Jaipur which will take care of additional requirement of training for BSNL Executives. It was agreed to take suitable action in the matter.

Though SNEA has submitted a detailed agenda for the meeting, all the points could not be covered due to shortage of time and mainly due to the busy schedule of the Director HR BSNL Board. SNEA requested for discussions on all remaining points and special and deep discussions on critical issues which have direct impact on career progression of executives. It was assured by Director HR that all the remaining issues will be discussed in separate meeting in his chamber in presence of these PGMs/GMs and selected representatives of SNEA and this meeting will be held very shortly.

Director HR BSNL Board conveyed thanks to SNEA leaders for maintaining a peaceful and amicable environment during the meeting. In conclusion, he firmly assured for positive steps on all feedback given by SNEA and asked SNEA to continue to give their feedback with supporting documents

Vote of thanks were conveyed by Smt. Samita Luthra, GM Rectt BSNL CO, wherein she expressed happiness about very fruitful discussions on different HR issues for period of about four and half hours where leaders of SNEA have given valuable feedback which will be helpful for taking further course of action for resolution of pending HR issues. She conveyed special thanks to Director HR BSNL Board for sparing his valuable time and deep involvement in discussions held on each point. She also conveyed thanks to all PGMs and officers from the management side. GM Trg appreciated the overall response from SNEA leadership in this formal meeting and conveyed thanks for making this meeting successful with valuable feedback.

SNEA CHQ also conveyed sincere thanks and gratitude to Dr Kalyan Sagar Nippani, Chairperson and Director HR BSNL Board for giving patience hearing and firm assurances to look into issues. SNEA also conveyed thanks to Smt. Anita Johri, PGM SR BSNL CO, Smt. Asha Bavalia DGM SR BSNL CO, Dr. Vipul Shrivastav, AGM SR BSNL CO, Shri. Santosh Kumar DM SR Cell for allotting suitable time of Director HR from his busy schedule for the formal agenda meeting and for nice arrangements of the meeting.

SNEA specially conveyed sincere thanks and gratitude to Shri. Adhir Kumar Singhal PGM Pers BSNL CO, Shri. S. P. Singh PGM Estt BSNL CO, Smt. Samita Luthra, GM Rectt BSNL CO, all DGMs and AGMs from other vertical heads for very fruitful and elaborate discussions with nice arrangements during this first Formal Agenda meeting of SNEA as recognized Majority Representative Association.

SNEA CHQ also conveyed special thanks to the **esteemed Circle Secretaries and Circle Office Bearers of SNEA from different Circles** who spared their valuable time while being at Delhi for attending CWC Meeting and have witnessed the discussions by their valuable presence in this agenda meeting.

The meeting, spanning from 1100 Hrs to 1530 Hrs, was marked by an atmosphere of collaboration and openness and concluded the working lunch arranged by SR cell.
