



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Dr. Shri. R.G. Meena Ji,
Dy Chief Labour Commissioner (Central),
Shramev Jayate Bhawan, Room No 111,
G-4, Sector -10 Dwarka, New Delhi-110075.

No. SNEA/Corr/DyCLC/2023-23/

Dated 21/06/2023.

Sub: Submission of SNEA say on the reply of BSNL and DoT w.r.t. ongoing Conciliation proceedings being held under your High Office.

Ref: 1. DyCLC Office Letter No. ND.8(01) 2021 PADYC Dated 23/02/2023.

2. BSNL Letter No. BSNL/7-1/SR/2022 Dated 19/01/2023.

2. DoT Letter No. 24-04/2018-SR (Part-I) Dated 19/10/2022.

Respected Sir,

With reference to above subject and letter, we convey sincere thanks and gratitude to your kind honour for considering our request for changing over date of proceedings from 15/05/2023 to 22/06/2023 due to administrative reasons.

We once again convey that for holding very Healthy and fruitful conciliation Proceedings between our Association and BSNL and DoT and we are confident that with this approach the issues will be resolved to better extent and the industrial peace among BSNL will continue thereby directly supporting the Government of India which has funded labour two lakh crore rupees for revival of BSNL.

Sir, with reference to directions by your good office to submit say of SNEA on stand of BSNL and DoT to conclude the ongoing proceedings as SNEA is not representing the labour class which are covered under Trade Union act 1926 as SNEA is representing officers, the following is submitted for your kind and sympathetic consideration.

1. We are here in conciliation proceedings just because BSNL has failed to maintain the industrial peace and SNEA was compelled to go for an agitational programme.
2. The similar request has been made by DoT in Oct 2022 and the same has been kept aside by your good office with say that its responsibility of your office to maintain industrial peace.
3. The agitation and the resultant reconciliation proceedings cannot be concluded purely on technicalities and jurisdictional grounds.
4. The Agitational call has been withdrawn due to initiation of the conciliation proceedings started by office of DyCLC and with initiatives of office of DyCLC only the voice of SNEA is being heard by the BSNL, DoT. Otherwise all our demands though genuine are always shown dust bin and we were compelled to go on streets and agitate.

5. It is agreed that SNEA is registered under Societies Registration Act 1860 and not under Trade Union act 1926 and this is not new and it is wrong that at this stage of Conciliation of proceedings when decision is required from DoT and BSNL on the genuine demands of executives in BSNL.
6. When it is propagated that SNEA represent Officers, BSNL Management has never given us treatment like officers. While handing the office responsibilities we are treated as officers and we are compelled to hold higher post under look after arrangements that to two upward higher grade. But when it is atter of any benefits we the executives in BSNL are compared with non-Executives. By stating that we are officers, BSNL and DoT cannot run away from responsibility of settlement of both these issues.
7. It is also agreed that some Executives affiliated to SNEA are performing Managerial and administrative roles, but this is not applicable to all the members and many of them do not have any administrative or managerial powers as no single staff or officer is posted under him/her.
8. In technical role there is nothing remarkable difference in eyes of management like executive and non-Executive except added value and whatever works are there, may it be related to Non-Executives, BSNL compelled the executives to perform duties of non-Executives.
9. In one of the court case, DoT has submitted that BSNL is empowered to take decision and there is no role of DoT, but in case of Time Bound Promotions and Standard Pay scales no such powers are allowed by DoT to BSNL.
10. Officers needs to be given separate arrangements for cabin and related infrastructure but BSNL is not giving any such treatment and even Group A officers are compelled to function from desk as that of desk allotted to Gr C & D employee and even some times these officers are compelled to share the office desk with Group D staff.
11. Workwise also, there is need of demarcation of roles of officers and staff but officers in BSNL are allotted the works of Gr C & D employees as there is no supporting staff for them even for completing routine office works.
12. BSNL uses word 'Officers' only or GM and above officers and members of SNEA are names as Executives and kept at par with non-Executives.
13. One side BSNL is quoting that SNEA is officers association and hence restricting that SNEA cannot approach to office DyCLC, but other side given permission and authorisation to other Officer association to go far affiliation to Mazdoor Sangh. If BSNL agrees for affiliation of officers association to Mazdoor Sangh, BSNL has agreed that officers are also at par with Labours. BSNL cannot take dual stand for two officers associations in BSNL.
14. BSNL has approved EPF for the executives which is normally for Non-Executives and BSNL cannot take stand that these are officers and cannot approach be protected under Trade Union act 1926
15. BSNL does not respect them as executives which are part of the Management as stated and we have to be on street for settlement of agreed genuine and critical demands of executives are not decided for years together.
16. Management is calling meetings of SNEA and similarly placed associations together with Unions and treated Unions and Associations at par and only to run away from responsibility cannot take stand the present stand.
17. BSNL has not given financial powers of even hundred rupees to the we executives and majority of members of SNEA do not have administrative powers

29. Proceedings are going on for last two and half years and needs some conclusion with assurance by BSNL Management and DoT on pending HR issues of Executives of BSNL with firm assurance for resolution of the pending issues.
30. Proceedings may be closed after firm assurance from BSNL and DoT for resolution of the issues or with written assurance by BSNL to take care of industrial unrest among the executives of BSNL which is due to ongoing disparities as represented by SNEA.
31. When the Government is supporting BSNL such proactively, it is need on part of BSNL Management that the issues creating unrest also needs to be settled by BSNL management and attempts should not be made to spoil the image of BSNL by resorting the agitational programmes and this is his only concern at this stage.
32. SNEA has taken very positive stand and we recognise some good steps taken by the Government of India, certain assurances from DoT for settlement of issues, we are trying to get issues resolved by dialogue and ongoing proceedings are part of dialogue to resolve the issues.
33. CMD BSNL and Director HR have taken a very positive role on both the demands earlier and has requested for approval from administrative Ministry and has already expressed willingness to settle both the demands. Now it is turn of DoT that it conveys the approval of both the proposals.

Thus the request by BSNL for concluding the reconciliation proceedings is purely based on jurisdiction issues and involves more of the technicality aspects rather than on merits of the case. BSNL has still not implemented the Presidential Order dated 28/03/2017 because they too acknowledge the fact that there is pay loss to the Executives recruited on or after 01/01/2007.

The pendency of these two main issues is reason for mass unrest among the BSNL Executives compelling to agitate on roads and instead of addressing the issues raised, the request by BSNL to conclude the reconciliation proceedings is untenable. Instead of that a firm assurance to resolve to address this issue should be given by BSNL to resolve this disputes and when the issues are resolved, the reconciliation proceedings would automatically be rendered infructuous.

We hereby humbly submit following Prayer for desired action on part of BSNL and DoT to give justice to these Executives in BSNL by approval of Time Bound promotion Policy equally applicable for and also for approval of BSNL request for replacement of Non-Standard pay Scales e1A and E2A Scales by Standard Pay scales E2 and E3.

I. For Time Bound Promotions:

Prayer To DoT:

- A.** Issue clarification called by BSNL on issues reservation on Time Bound Promotions BWPPARR 2017 related issues raised by BSNL and give green signal to go ahead with earlier decision approved by BSNL Board. **OR**
- B.** Review the proposal for SDE RRs with Personal Upgradation with span of five years instead of present 12 years and delinking it from the vacancy availability and may be with introduction of fast-track promotions through fair competition. **OR**
- C.** Direct BSNL to just change the designation of executives at Middle management on Time Bound Financial Upgradation as being implemented to Top and Bottom levels in BSNL working cadres.

Prayer To BSNL:

Request to Adhere to the Terms of absorption of conditions conveyed by DoT for five Time Bound Promotions in service Pan of executive in BSNL by delinking these promotions by reviewing the BEPPAR 2017 or by framing new Policy for Change of designation on implementation of Time Bound Financial Upgradation with and fast track promotions for promoting talent through Competitive quota.

II. Replacement of Non-Standard Pay Scales E1A and E2A with Standard pay Scales of E2 and E3.

Prayer To DoT:

1. To make it clear that BSNL is not demanding Cascading effect as being assumed and interpreted by DoT.
2. Review the Presidential Order Dated 28/03/2017 issued by DoT for reduction of pay Scale and issue revised Presidential Order for replacement of E1A scale with E2 and E2A Scale with E3 as being repeatedly requested by BSNL.

Prayer To BSNL:

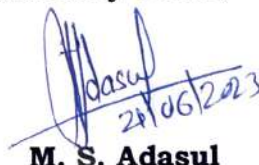
Request BSNL Management to firm on its continued demand for replacement of E1A scale with E2 and E2A Scale with E3 without cascading effect and convey same to DoT in response to letter No. 62-4/2020 SU (E 103496) Dated 28/04/2022.

Sir, we are confident that with ongoing Conciliation Proceedings and positive response from BSNL, and DoT, the issues will be resolved suitably.

With Warm Regards,

Encl: AA

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ, New Delhi.

Copy to:

1. Member Services, DoT, Sanchar Bhavan, New Delhi for kind information please
2. Director HR BSNL Board for kind information please.
3. DDG Estt/SR DoT, Sanchar Bhavan, New Delhi for kind information please.
4. PGM SR/Estt/Pers for kind Pers BSNL CO Delhi Information please.