**CWC meeting at Hyderabad from 13th to 16th February, 2017**

**The first CWC meeting, after the landmark victory in the first membership verification among the Executives Associations, was held at Hyderabad from 13th to 16th February, 2017. The Open session was held on 13th A/N. It was an occasion for celebration for SNEA and we are extremely happy that our beloved CMD/BSNL and other senior officers of BSNL also joined with us in the celebration. DIR(HR) was very keen to attend the CWC but due to preoccupation, she could not.**

**This CWC was unique in terms that it was the first CWC to be ever held for three days, deliberating wide range of issues from accelerating the growth of the company, defeating the challenges to destabilize and weaken the Company, quick and timely resolution of impending and very crucial HR issues, was just extraordinary. Brainstorming deliberations continuing past midnight of each day, CWC was engrossed in working out strategies and plan of action on critical issues and holistic implementation of the most crucial and significant 3rd PRC.**

**Proposed deadly move to Close and Transfer Assets of BSNL to States and formation of subsidiary tower company are nothing but a well calibrated move of the Govt. to disintegrate BSNL, SNEA will defeat with all its might such ulterior motives of the policy makers. At the same time we will wholehearted support Tower sharing and other passive infrastructure sharing to monetise the infra without any expenditure. Monetising the land asset is a major challenge and revenue earning source, for that, mutation of land has to be completed first. On the growth front, provisioning of Broadband and FTTH connections through Franchisees/cable TV operators, as done by other ISPs, has to be accelerated. For reliable Transmission media with sufficient bandwidth, there is immediate requirement of replacement of OF Cables and OTN/PTN network implementation.Deployment of Accounts personnel in CSCs for the sales and cash collection in the CSCs was felt necessary. The Engineering and Technical staff deployed in CSCs is to be redeployed and effectively utilized in the field units, deployment of more Executives from Indoor and Office works into revenue earning field units is necessary, CWC unanimously felt. CWC expressed severe criticism on the quality of the NGN equipments supplied by M/s Huwaei and poor technical support extended by them to the field units. The Wi-Fi Hotspots proposed as an alternative to 4G have not attracted the users due to the poor coverage and poor marketing strategy. Introducing 4G services as quickly as possible to capture data market was the need of the hour, CWC opined.**

**Holding of Circle Conferences: Odisha, Bihar, UP(West) and KTK Circle conferences will be held during March-May, 2017. PB and HP Circles are to hold the conferences at the earliest.**

**Implementation of Joint Committee recommendations on Standard pay scales of E2, E3 etc, Pay Parity of Rs 22820 for post 2007 recruits, E1+5 increments for JTO/JAO recruited after 2010: Considering the latest developments in DoT on standard pay scales, it is decided to organise trade union programmes immediately in the month of March itself. The Pay parity of Rs 22820 to be vigorously pursued with the Committee for all the post 2007 recruits, ie JTO/JAOs recruited/promoted after 01.01.2007 during 2007, 2008, 2010, 2013, 2014, 2015 etc. Meanwhile the proposal for E1+5 increments will be pursued for all the post 2010 rects.**

**Implementation of Joint Committee recommendations on Time Bound Functional promotion or CPSU Cadre Hierarchy: With all functional promotions stalled due to litigations, BSNL has to switch over to CPSU Cadre Hierarchy, where promotions are delinked from seniority and uniformity prevails in all the streams, in the barest minimum time frame, CWC resolved. This should be in the top of the agenda and it cannot be delayed under any circumstances.**

**Superannuation benefit to BSNL recruited employees, Formation of Trust, Social security measures like Term Insurance, Corpus Fund etc. CWC strongly resolved to tirelessly continue struggle to get full 30%. The Superannuation benefit has to commence from 01.01.2007. For the benefit of full EPF pension, all legal remedies are to be explored for EPF Full pension option. This will be beneficial for the 2001, 2002 and 2005 rects as all of them already completed 10 to 15 years of service. The superannuation fund will not give them the full benefits as they are having less service. Hon Kerala CAT and HC given judgment in favour of some PSUs in similar cases. CS/KRL Circle is asked to explore the possibility to file a case at Ernakulam. The SNEA proposal for the social security to the BSNL directly recruited employees and others like Term Insurance and formation of a Corpus fund etc, taking contributions from the employees are to be pursued vigorously.**

**Finalization of HR plan: The arbitrary cut imposed on number of posts in Man power plan as recommended by the consultant M/s Deolittee is a serious threat on the promotional avenues. Management has to take immediate corrective steps when final round of discussion is going on with DoT.**

**First TBP after 4 years instead of 4 to 6 years w.e.f 01.10.2000: CWC decided to demand first TBP uniformly after 4 years instead of 4 to 6 years and to pursue it with management.**

**Notional pay of E1A and E2A for JTO/SDEs etc in Civil/Elect/Arch/ TF/ PA/ PS wings w.e.f 01.10.2000: The recommendations of Vinay Sahi Committee in this regard has been rejected by the BSNL Board in 2007 itself, including for JAO cadre. However, later on, as per V CPC, JAO cadre got 6500-10500 scale from 1997 and equivalent IDA scale of E1A in BSNL. For uniformity and parity in pay scales of all the similarly placed cadres, E1A and E2A pay scales notionally for the JTO/SDEs etc in Civil/Elect/Arch/ TF/ PA/ PS wings w.e.f 01.10.2000 are to be pursued with management vigorously.**

**MT and DGM Recruitment. Strategy to fill up the vacuum at top management: CWC reiterated its earlier decision to strongly oppose External recruitment of MT and DGMs. DGM rect and RR to be scrapped. Suitable fast track mechanism can be evolved after finalization of CPSU cadre Hierarchy.**

**Officiating pay protection and FR(22)(1)(a)(1) for officiating JTOs: Officiating pay protection issue is resolved and orders are expected soon. This will settle the long pending issue of pay recovery for about 15000 JTO/JAO/AO/SDE officiated in higher grades in DoT and BSNL. Favourable judgment from PCAT got for the SNEA members on pay fixation under FR(22)(1)(a)(1) without the restriction of FR35 for the officiating JTOs.**

**Rule 8 transfers, Soft tenure policy, recruitment to Tenure stations: All Rule 8 requests are to be settled during the JTO recruitment through promotion or direct recruitment. Guidelines will be issued by BSNLCO. Soft tenure policy to be amended extending the benefit of Circle break. Special recruitment will be pressed after the completion of ongoing JTO and JE recruitments through LICE and Direct Rect.**

**The CWC was conducted in an excellent manner by the Comrades of Hyderabad under the leadership of com A Viswanath, CP/AP Circle, Com G Ramesh, CS/Telangana Circle, Com Srinivas Prasad/CWC member and other office bearers. CWC congratulated all the activists for the excellent arrangements. This was the first meeting in the newly formed Telangana Circle.**