**No: SNEA(I)/CHQ/CMD/2012-14/38 Dated 10.06.2014.**

**To**

**Shri R. K. Upadhyay,**

**CMD/BSNL, New Delhi.**

**Sub:- Resolutions passed by the Central Working Committee meeting of SNEA(India) held at Jaipur on 26th and 27th May, 2014 reg:**

Sir,

The Central Working Committee meeting of Sanchar Nigam Executives’ Association (India) was held at Jaipur on 26th and 27th May, 2014. The CWC is a core group consisting of Central office bearers, Circle Secretaries and CWC members, numbering around 120, and involved in framing strategic policies and finalization of strategies to accomplish the decisions taken thereof. CWC had intense, elaborate and mind boggling discussions on varied issues of growth and viability of BSNL and also the career growth of its members. These discussions eventually crystallized in culmination and adoption of resolutions on various issues which are being enclosed herewith for your kind consideration and appropriate and expeditious follow up action.

We are quite confident that given the critical significance of the issues, these resolutions will definitely receive your unqualified and prompt support.

With regards,

**(K. Sebastin)**

Copy to:

1. Sri. A. N. Rai, DIR(HR), BSNL for information and n/a please.
2. Sri. N. K. Gupta, DIR(CFA), BSNL for information and n/a please.
3. Sri. Anupam Srivastava, DIR(CM) for information and n/a please.
4. Sri. Neeraj Verma, GM (SR) for information and n/a please.
5. **Resolution on first time bound promotion uniformly after four years.**

CWC unanimously resolved and urged upon the BSNL Management to suitably and appropriately amend the relevant provision of the EPP regulating first time bound promotion by immediately doing away with existing unjust and discriminatory provision EPP provisions which mandate reaching the minimum of next scale (not exceeding six years) in order to be eligible to get first time bound promotion in time frame not exceeding six years..

This discriminatory provision has led to a highly anomalous situation in that JTOs having already put in more than seven to eight years of service as JTOs got their first time bound promotion after six years in sharp comparison to JTOs recruited much later who got their first time bound promotion after four years. This uncalled for and unjustified provision in EPP needs to be revisited immediately in order to get rid of the highly anomalous situation that it has resulted in.

CWC accordingly took a very serious exception and view to this discriminatory provision whose amendment the management has ignored despite consistent pleadings by this Association and thus urges upon the management to initiate immediate action in the direction of carrying out immediate and suitable amends in the existing provisions so as to set aside the existing aberration in the provisions of EPP and thus get rid of unwarranted and highly anomalous situation that it has created.

1. **Resolution to extend “Full Pension” option to the Executives and employees recruited directly by BSNL.**

CWC unanimously resolved and urged upon the BSNL Management to extend full pension option to executives recruited by BSNL as a onetime measure since EPF pension with “Full Pension” option is equivalent to Govt pension. BSNL Management must initiate appropriate action also to sort out the issue with EPF authorities at appropriate level. Further the CWC urges BSNL management to immediately switch over to centralized EPF payment mechanism.

1. **Resolution on generalization of “notional date of promotion” for the Executives promoted in 2004 LDCE.**

CWC unanimously resolved that BSNL Management, consequent to the final disposal of the case by Hon’ble Supreme Court on the matter, must immediately decide on generalization of extending notional fixation to all executives promoted in LDCE held in year 2004 regardless of whether they have got judgment in their favour, depending of course on the final outcome of the case in the Hon’ble Supreme Court.

1. **Resolution on bringing about complete parity in RRs regulating the functional promotions of executives of Civil/Electrical/Architecture etc. with Telecom and Finance.**

CWC noted with serious concern delay on part of BSNL Management in bringing about total parity between executives of Civil/Electrical/Architecture etc. with Telecom/Finance in so far as RRs regulating functional promotions is concerned. CWC unanimously resolved that it will oppose tooth and nail any kind of disparity in functional RRs between the two streams since such a disparity would not only be unwarranted but a clear breach of earlier decisions of BSNL Management to bring about total parity and homogeneity between various streams of executives in BSNL. Continuing disparity in functional RRs thus needs to be corrected immediately without any delay, CWC resolved.

1. **Resolution on Centralized payment of EPF contribution by BSNLCO for directly recruited Executives of BSNL:**

Some Circles like Maharashtra already started payment centrally for all the BSNL recruited employees. Centralized payment of EPF contribution will settle almost all the issues related to EPF contribution. BSNL Executives transferring from once place to another place is finding it very difficult to get the EPF a/c transferred to the new places.

The Central Working Committee meeting of SNEA (India) unanimously resolved that BSNL Management should take necessary action to make EPF payment centrally and preferably by BSNLCO for the BSNL recruited Executives.

1. **Resolution on Expedite the recruitment to the cadre of JTOs in 50% dept quota from among the eligible candidates as per JTO R/R:**

The 50% departmental quota from the vacancy year 2000 onwards is lying vacant in which hardly 500 vacancies each year are filled upto the year 2007 by diversion of posts. More than 7000 JTO posts are lying vacant in this 50% Dept quota alone. There are thousands of eligible candidates, most of them are young Engineering graduates waiting for their promotion from TTA cadre to JTO cadre under 50% dept quota. The recruitment process was delayed due to litigations and now there is no legal hurdle for making the recruitment. Expeditious action may be taken to complete the recruitment.

The Central Working Committee meeting of SNEA (India) unanimously resolved that the recruitment to the cadre of JTOs in 50% dept quota from among the eligible candidates as per JTO R/R 2001 has to be expedited as thousands of JTO posts in the 50% departmental quota is lying vacant and thousands of eligible candidates are waiting for their promotion to JTO cadre.

1. **Resolution on Pay anomalies, antedating etc for the Executives of BSNL:**

The CWC expressed serious concern on denying the settlement of pay anomaly and other issues related to pay revision and Time Bound promotions to the Executives of BSNL by wrongly interpreting the EPP and FRSR provisions. The concerned authorities are wrongly interpreting the EPP provisions on pay anomaly to deny the same. Hon Kerala CAT and High Court already ruled that it is an anomaly and directed to settle the pay anomaly. The pay anomalies in respect of Non executives are already settled as per the Hon Supreme Court order. There should not be different criteria for the employees of the same company. Non settlement of this issue creating series of issues among the Executives like non fixation of pay on promotion to next higher grade, as pay is not fixed in the previous grade, settlement of pension etc.

The Central Working Committee meeting of SNEA(India) expressed serious concern over denying the settlement pay anomaly and other issues related to pay revision and Time Bound promotion by wrong interpretation of EPP provisions and unanimously resolved that **Pay anomalies, antedating etc to be settled at the earliest**.

1. **Resolution on Regularization of officiating JTOs as a onetime measure:**

Last seven years, RSA/TTAs who passed the qualifying examination held in 1995-96 and 2000 as per the Pre-1999 JTO R/R are officiating as JTOs. They are practically functioning as JTOs. In 2004 itself as per the decision of Ludhiana CWC, Association demanded that all of them have to be regularized as a onetime measure. Instead of that, BSNL gone ahead with diversion of 500 posts each year which finally resulted in litigations. Now this has become a major HR issue and it has to be resolved at the earliest by regularizing them as JTOs on a one time measure by amending the JTO R/R and declaring them qualified as per the R/R. As of now there are around 1600 such officiating JTOs working in BSNL.

The Central Working Committee meeting of SNEA(India) unanimously resolved that the officiating JTOs should be regularised as a onetime measure by amending the JTO R/R.

1. **Resolution on Deduction of monthly Subscription from Salary and Membership verification among Executives Associations:**

The Central Working Committee meeting of SNEA (India) unanimously resolved that Subscription has to be deducted from the salary of the Executives and Membership verification among Executives Associations should be conducted at the earliest. It is already implemented for the Non Executives.