

Write up uploaded in our websites regarding our Agitation:

SNEA served notice for trade union actions: Make all out preparations for the success of the programme

Charter of demands:

1. Implementation of Joint Committee recommendations on:
 - a) Standard pay scales of E2, E3 replacing E1A and E2A,
 - b) Time Bound Functional promotion or CPSU cadre hierarchy,
 - c) Uniform TBP between 4 to 5 years instead of 4 to 6 years w.e.f 01.10.2000.
2. 30% Superannuation benefit to BSNL recruited Employees.
3. Officiating pay fixation, pay protection – withdrawal of wrong clarifications issued on 30.05.2007 and 19.02.2010.
4. Promotions in different wings from JTO to SDE, JAO to AO, SDE to DE/EE, AAO to CAO and DE to DGM.
5. Membership verification among Executives Associations by addressing the issues raised. Restoration of trade union facilities and deduction of subscription from Salary till membership verification is conducted.
6. First Time Bound Promotion after 4 years from Lateral JTO and Sr SDE grades as done in the case of AAO and Sr AO grades.
7. Notional pay of E1A and E2A for Civil/Elect wings w.e.f 01.10.2000.

Programme of Trade Union actions:

Massive Dharna at BSNLCO, Circle/SSA HQs: 11th May, 2016

Relay Hunger Strike at BSNLCO, Circle / SSA HQs: 18th, 19th and 20th May, 2016.

If the issues are not resolved, more vigorous trade union actions will be resorted to from June, 2016.

Comrades, time has come when we have to begin extensive and widespread organizational preparations at the grass root level to start actions in near future for resolution of issues. We have left no stone unturned to ensure that issues are resolved through discussions and that trade union actions are averted under all circumstances for obvious reasons. But that has not unfortunately happened and worked and it appears that management is construing our silence as our weakness and resolution of issues continues to linger on.

Lot of HR issues are to be settled immediately, before the 3rd PRC. BSNL has to switch over to standard pay scales before 3rd PRC. Otherwise, not only the pay revision of the young Executives, the pay revision for the seniors also will also be in complete jeopardy when the entry level pay scales are not decided and finalized before 3rd PRC.

Day by day it is becoming crystal clear that CPSU Cadre Hierarchy is the only viable solution to overcome the deadlock on promotions in all the cadres. Promotions of the entire Executives are held up in court cases related to seniority and reservations. Against this background, only silver lining is the Joint Committee recommendations on CPSU cadre hierarchy. With lot of struggle for 3 years, SNEA succeeded in getting a recommendation that ensures Time Bound Promotions up to AGM level, delinking promotions from seniority and availability of posts. Since SNEA was fully involved in the deliberations of the Committee on

all the three demands, we cannot remain silent spectators when the implementation of the recommendations of the committee is getting inordinately delayed for no justified reasons. This is nothing but betrayal.

CPSU cadre hierarchy is a time tested and flawless mechanism of career growth, already in place in almost all the leading CPSUs like BHEL, NTPC, Oil Sector, SAIL etc.etc and its implementation in BSNL is not only badly needed but is ideally needed since our entire functional career growth is blocked because of very complex and innumerable court cases. JTO to TES Gr B, TES Gr B to STS etc.etc is deadlocked because of legal issues from which there appears to be no respite. In BSNL, delinking promotions from seniority and availability of posts will bring about drastic transformation in career growth, besides bringing about complete uniformity in career growth in all the streams. Existing discriminations will end.

It is because of the exquisiteness of this mechanism of career growth that SNEA raised the demand of its introduction in BSNL. Another area of serious discrimination is pensionary benefits of absorbed from DOT vis-à-vis direct recruits of BSNL. The huge injustice and discrimination that BSNL recruits are facing in this regard is unpardonable and speaks volumes about callousness, insensitivity and apathy of top BSNL management. Any discrimination in pay scales and promotions between different streams is not acceptable to us.

Finally, enough water has already flown and it is high and appropriate time that we start making very serious and extensive organizational preparations at the grass root level to deal with the precarious situation created because of lack of concern and interest on part of BSNL management to resolve the issues. We cannot afford any further delay in resolution of standard pay scales of E2 and E3, implementation of CPSU cadre hierarchy to break career growth impasse, 30% superannuation benefits, pay anomaly issues. We have waited enough and exhausted our patience and all persuasive methods of amicable resolution. Time is ripe enough to act and act decisively to get the issues addressed as quickly as possible.

Consistent stand of the Association on replacing non standard pay scales of E1A and E2A for JTO/JAOs, SDE/AOs and equivalent cadres by standard pay scales of E2 and E3 to be understood in right perspective since these cadres were demoted from E1A and E2A to E1 and E2. Also the mechanism of time bound functional promotion, CPSU cadre hierarchy, is a long term and everlasting career growth mechanism. We have to strive to facilitate its implementation.

This Association, as very responsible, realistic and credible institution, will act as an enabler and facilitator, not an obstructionist, to get the recommendations on these twin critical issues implemented, keeping in view the constraints and the ground realities.

Implementation of the recommendations remains a big challenge for us and let us stay united and vigilant to ensure that the recommendations are implemented as quickly as possible.

Joint Committee was constituted originally in 2012 and reconstituted in May 2015 to examine the crucial issues of introduction of standard pay scales of E2 and E3 to replace non standard pay scales of E1A and E2A, which were reduced to E1 and E2, for JTOs/SDEs and also to end the painful and continuing stalemate in our career growth by bringing in new mechanism of Cadre hierarchy, which assures time bound functional promotion, regardless of availability of posts and seniority.

Let us understand the basic fact regarding replacing non standard pay scales of E1A and E2A by E2 and E3 for JTOs/SDEs. Equivalent scales of E1A and E2A were not agreed upon by DOT and DPE. BSNL Management, instead of upgrading these scales to higher stages of E2 and E3, brought them down to E1 and E2. That is precisely where we intervened and strongly opposed the move to demote the cadres of JTOs/SDEs from E1A and E2A to E1 and E2. This is the genesis of the issue and that is why the Joint Committee was tasked to examine the issue

of these cadres alone, and not others. These terms of reference were accepted in principle by all the three Associations who were part of the Joint Committee and thus negotiations and the final recommendations of the committee are obviously restricted to JTO/JAO, SDE/AO and equivalent cadres only. This fundamental fact has to be understood and appreciated. The committee did not have mandate to go beyond this.

Change in pay scales from E3 to E4, E4 to E5 and E5 to E6 and E6 to E7 (cascading effect) were not in the terms of reference of the Joint Committee since those pay scales are standard pay scales and already approved by DoT. Nevertheless that never means that we shall not be struggling in the days to come to raise this issue once the crucial issue of the reversion of cadres of JTOs/SDEs is defeated and resolved conclusively. This is time to exclusively and single-mindedly focus on replacing E1 and E2 by E2 and E3 for JTO/SDEs. Let us not get distracted under any circumstances to get this serious anomaly corrected now itself to pave the way for future upgradation of pay scales for Sr SDEs/DEs/DGMs/SG DGMs equivalent cadres.

Change in the above pay scales not going to give any financial benefit to the existing Executives as all of them crossed the minimum of the next higher scales as on 01.01.2007. Settlement of E2, E3 pay scales will take us close to our original demand of E2, E3 to E7. This demand is still on and can be taken up at appropriate time. E2, E3 will be the stepping stone for this in the future.

Implementation of E2, E3 scales will definitely benefit the young JTO/JAOs recruited in 2007, 2008, 2010, 2013 and 2014 and future recruits. Similarly the Executives becoming SDE/AO after 01.01.2007 also as they will reach E3 scale directly instead of E2A scale, in 5 years.

Seniors reached E3 scale in 10 to 11 years, now our juniors will reach E3 in 5 years, it is not demoralisation but really motivation to the cadre.

Joint Committee recommended E2, E3 scales replacing E1A and E2A. Cascading effect is not considered or recommended by the committee as it was not in the terms of reference. Then raising the demand now after becoming part of the Joint Committee recommendation when management is considering implementation of E2, E3 scale is nothing but delaying or derailing tactics on implementation of E2, E3 scale?

If Sr SDE equivalent scale is abolished, one upgradation got between 2007 and 2016 to E3 scale in Sr SDE equivalent grade and consequent fixation for large number of Executives will be affected and all will face recovery and reduction in pay. Further, youngsters will lose one assured promotion in their entire service. It will create lot of anomalies also.

If Sr SDE equivalent grade is abolished, then it has to be merged either with SDE or DE. Merger with SDE is not acceptable to us. In case of merger with DE, thousands of Executives in E3 scale from 01.01.2007 has to be shifted to E4 scale. Then naturally Executives in E4 has to be shifted to E5 and so on. This is nothing but cascading effect which management not ready to consider at all.

The reversion/demotion of the JTO/JAOs from E1A to E1 and SDE/AOs from E2A to E2 is more demoralising than a Sr SDE continuing in the same pay scale of E3 without any financial loss. That also when he reaches E3 scale in 5 years instead of present 10 to 11 years.

If E2, E3 scale is not implemented, youngsters and the cadre will lose heavily but seniors will not lose anything even if cascading effect is not implemented.

Contradicting or changing stand from the Joint Committee recommendations at this point of time will be the only stumbling block in implementation of E2, E3 pay scale for the youngsters. They are torpedoing the E2, E3 scales and the future of the cadre as well as the 11,000 JTO/JAOs recruited in 2007, 2008, 2010, 2013 and 2014 and the future recruits.

Joint Committee recommendation on CPSU cadre Hierarchy, assuring three(3) functional promotions in addition to financial upgradation to E5 and E6 scales is as under:

- a) JTO to SDE grade after 5 years of regular service as JTO.
- b) SDE to Sr SDE grade after 5 years of regular service as SDE.
- c) Sr SDE to AGM grade after 5 years of regular service as Sr SDE.

All the three Associations are signatory to the above recommendations.

In CPSU hierarchy, all promotions are functional promotion and nothing is there like non functional promotion. In CPSU Hierarchy, Sr SDE grade is also functional promotion.

In the joint committee, SDE to Sr SDE and Sr SDE to DE promotions are recommended by the members, then how the stand is changing now by demanding to abolish of Sr SDE grade.

If Sr SDE equivalent grade is abolished, then it has to be merged with either with SDE or DE. Merger with SDE is not acceptable to us. Management will not agree for the other proposal.

If Sr SDE grade is abolished, youngsters will lose one promotion in their entire service. After 20 years of service (E2 to E6 scale, each after 5 years), for the remaining 15 years of service, they will not have any promotion, demoralising the entire Executives.

For the sake of seniors to get an early promotion to DE grade who already enjoyed the benefit of promotion to Sr SDE scale earlier, it is not fair to abolish one promotion for the youngsters for their entire service period.

It is not a new phenomenon in BSNL alone that two grades, SDE and Sr SDE equivalent are in the same pay scale of E3. In NTPC, E2(Sr Asst Engineer) and E2A(Engineer) grades are working in the same E3 pay scale and E7(Dy General Manager), E7A(Addl General Manager) and E8(General Manager) grades are working in the same E8 pay scale. In BHEL, E5(Sr Manager) and E6(Dy General Manager) Grades are working in the same E7 pay scale and E6A(Sr General Manager), E7(Addl General Manager) and E8(General Manager) grades are working in the same E8 pay scale. In BSNL itself, Addl General Manager, General Manager, Chief General Manager and Executive Director are working in the same pay scale of E9.

Implementation of CPSU cadre hierarchy will ensure one functional promotion for atleast 30,000 Executives to SDE/AO or Sr SDE/Sr AO or DE/CAO/EE equivalent grades on the day of its implementation.

All the Executives promoted or recruited prior to 2012 will get one functional promotion on the day of CPSU implementation.

Any effort at this crucial stage to ask for amendments of the recommendations of Joint Committee is nothing but a clear attempt to derail and defeat settlement of both the crucial issues of introduction of standard pay scales for JTO/JAOs, SDE/AOs and equivalent cadres as well as CPSU cadre hierarchy. Implementation of 3rd recommendation is fully depending on the first two issues. We have a unique, distinguished and chequered history of facilitating and enabling the implementation of the recommendations of the committees, of which we were part and parcel and signatory, to get the issues resolved, not derailed or defeated by having second thoughts after being part and parcel of the committee, its deliberations and the final report submitted by the committee. Raising extraneous issues at this crucial hour is nothing but a sinister and clear move to defeat settlement of both these crucial issues. Let us remain united and extraordinarily vigilant to ensure implementation of the recommendations of the Joint Committee in letter and spirit, at the earliest and hidden agenda or selfish motives are not derailing the recommendations. Our eyes should be all set on resolution of these critical issue.

Why Recommendation of Joint Committee is not implemented by BSNL?

Truth in reference to the SDE and Sr. SDE to remain in E3 pay scales for 10 years: Comrades, being a member of Joint Committee and having signed the recommendation on Standard pay scales of E2 and E3 replacing the non standard pay scales of E1A and E2A for JTOs and SDEs, it was known to all constituent Associations that SDE and Sr. SDE will remain in E3 pay scale for 10 years because SDE in E2A scale is getting upgraded to E3 scale, 5 years in advance. That is

why provision is made in recommendation that necessary provision/changes in EPP should be made to give one increment after five years for TBP from SDE to Sr. SDE Grade.

Our humble appeal to all members of Joint Committee is, LET US HONOUR OUR OWN RECOMMENDATIONS and maintain same stand in discussion with Sr. Management of BSNL to pave way for E2 and E3 pay scale implementation for JTO and SDE cadres before 3rd PRC.

CPSU cadre Hierarchy is the only viable alternative:

Our agitation should force management to fast track its implementation as happened in 2015 in Joint Committee formation

All the promotions from JTO to SDE, JAO to AO, SDE to DE, AO to CAO etc are held up due to litigations. Since Nagaraju judgment of the Hon SC on reservation is still in force and even the previous Govt could not amend the constitution to nullify the judgment, there is remote possibility to get a favourable judgment from the lower courts. Hon SC reiterated the same judgment several times later on.

If we are not working out alternate solutions, our future will be in dark. On this contest only we are looking towards CPSU Cadre Hierarchy. Since residency period for JTO to SDE promotion and 1st TBP is worked out by the Joint Committee on the basis of E2, E3 pay scales, finalization of E2, E3 pay scales only will drive attention towards CPSU Hierarchy. So delay in implementation of pay scales naturally delays CPSU Hierarchy as well as 1st TBP, which is the demand of SNEA alone.

On CPSU Hierarchy, Jt Committee recommended promotion from JTO to SDE in 5 years, SDE to Sr SDE in 5 yrs (total 10 years from JTO), Sr SDE to DE in 5 years (total 15 years from JTO), thus assuring three functional promotions from JTO to SDE to Sr SDE to DE equivalent grades in 15 years. As on today, a direct rect JTO after 30 to 35 years of service is waiting for the promotion as DE. So bringing the time period from 30 years to 15 years for DE promotion will be a great step in the given situation. Promotions beyond DE, ie to DGM will be on post based. But Jt Committee recommended to continue with two more financial upgradations from DE to DGM to SGDGM scales.

CPSU cadre hierarchy should address the seniority related issues between direct rects and promotes, seniority and LDCE promotions etc as the promotions will be based on rect year or vacancy year basis as done in the case of JTO to SDE promotion. Seniority and vacancy will have relevance only for DGM promotions.

During implementation, SNEA is struggling to see that the Executives in higher grade is getting promotion directly, atleast to the next grade, simply by taking VC without waiting for conduction of one more DPC. This will give immediate relief to thousands of Executives waiting for promotion for years together.

SNEA had the history of struggling for the genuine demands with conviction and commitment till we achieve the demands. We never failed in that respect. We remind those friends having doubt that:

Those advocated to get absorbed in BSNL as bonded labourers for Rs 2000/- in 2002 without knowing terms and condition for absorption and who could not settle a single issue since formation had no right to advocate what trade union or agitation is.

1. The only Assn in BSNL struggled in 2002 for terms and condition for absorption is SNEA. We fought successfully till end and settled the terms and conditions of absorption like pay scales (all got more than 5000 rupees hike in place of Rs 2000 offered), point to point fixation and five Time Bound promotions upto SGJAG(E6 scale) which we all are enjoying now. On that platform and foundation laid by SNEA in 2002, now we are trying to implement CPSU Cadre Hierarchy.

2. SNEA alone struggled to get the EPF contribution @12% of the actual emoluments without ceiling instead of a fixed amount of 12% of Rs 6500/-(with the ceiling). Orders issued in Aug 2005 with retrospective effect from 01.10.2000.
3. SNEA and AIBSNLEA together struggled for implementation of EPP as per terms and conditions of absorption and orders issued in 2007.
4. SNEA alone struggled in Dec, 2006 for 50% IDA merger, gone for two days strike and got 50% IDA merger.
5. SNEA, AIBSNLEA and AIGETOA together struggled for BSNLMS RR and orders issued in 2009 eventhough AIGETOA given dissent note.
6. SNEA, AIBSNLEA and AIGETOA struggled together in 2012 and Joint committee formed.
7. Singular efforts of SNEA in 2013 increased the DE Regular quota from 50% to 75% and ended Adhocism in DE promotions.
8. SNEA alone struggled in 2014 when BSNL tried to demote the JTO cadre to E1. The pay scale issue referred to DoT again and then to DPE. SNEA efforts in DoT and DPE ensured that DoT and DPE rejecting the non standard pay scales of E1A and E2A, setting stage for the settlement of our demand for standard pay scales of E2, E3.
9. Again in 2015 our struggle alone resulted in the reconstitution of the Joint Committee and fast tracking it. Our serious persuasion with the management as well as the in the Joint Committee resulted in very positive recommendations from the committee which we could not achieve since 2012.

These are some of the milestones in HR front. Can others mention a single struggle or achievement other than this during the last 15 years?

Our friends conveniently quoting part of the provisions of EPP which suits them by concealing the fact that the provision of EPP "first time bound financial up gradation during 4-6 years and subsequent time bound financial upgradations after every 5 years only" provides upgradations from E1A to E2A to E3 to E4 to E5 to E6 scales with five upgradations.

Our minimum demand is that

1. JTO/JAO and SDE/AO cadres should not be demoted to E1 and E2 scales. E2, E3 scales should be implemented for JTO/JAOs and SDE/AOs w.e.f 01.01.2007.
2. The five promotions already have from JTO/JAO upto SGJAG should not be disturbed.

In the Joint Committee meetings, management very clearly told and recorded that the cascading factor will not be considered and made recommendations restricted to replacement of non standard pay scales of E1A to E2 and E2A to E3 as per the terms of reference and further told that SDE and Sr SDE will remain in the same pay scale of E3. Further to protect the 5 promotions already given from 01.01.2007 and ensure pay fixation on promotion from SDE to Sr SDE grade in the same scale of E3, Jt Committee recommended suitable changes in the EPP also (2nd part of first recommendation). Further Jt Committee recommended promotion from JTO to SDE to Sr SDE to DE in 15 years in CPSU cadre Hierarchy. **Then why all these dramas and crocodile tears on cascading effect now when management is implementing the recommendations as recommended by the Committee and they are signatory to the recommendations? Is it a delay tactics or want to derail it? Friends, you are playing with the future of the cadre and future of more than 10000 Executives recruited after 01.01.2007 who are eagerly waiting for the implementation of E2, E3 pay scales and CPSU Cadre Hierarchy.**

BSNL management was not ready, even to discuss replacement of non standard pay scales of E1A and E2A by E2, E3 with cascading effect (E2 to E7) in the Joint Committee constituted in 2012(only one meeting on pay scales from 2012 to 2015) as all other pay scales are approved by DoT and implemented. So, in 2014 Jaipur CWC itself, SNEA decided to stop the demotion of the basic cadres of JTO/JAO and SDE/AO to E1 and E2 at any cost and restricted our demand to replacement of non standard pay scales of E1A and E2A with E2 and E3, without

affecting the 5 promotions. If mgt is not agreeing for cascading, it has to be addressed later in 3rd PRC, it was suggested.

Raising the demand of cascading at this point of time when implementation of E2, E3 scale is under process will only further delay it or management may even keep it in cold storage once again as done till 2015. Further other two recommendations of the Committee on CPSU Hierarchy and 1st TBP also will go to cold storage.

If somebody now propagating promotion to DE in 10 years, why they recommended promotion to DE in 15 years in the Joint Committee recommendations? After thought or ignorance or simply confusing the Executives?

Similarly, if Sr SDE grade is to be abolished now, that also w.e.f 01.01.2007, then why they recommended promotion from JTO to SDE to Sr SDE to DE grade in 15 years in the Joint Committee recommendations? Again -----?

We are very serious on resolution of all the issues raised. It is not our culture that we will keep mum on important issues like 30% superannuation, pay scales, CPSU cadre hierarchy etc and will give notices only when MT issue comes, whether it is MT or MT(SRD) for few posts and get some assurance on that subject, leaving all other issues. MT(Intl) is the promotional avenue for the talented Executives to reach the top mgt positions and requirement of the company. Since abundant talent is available within the organization, there is no need for MT(Extl).

Once again we appeal to them, as a last opportunity that struggle for the cadre, instead of demanding something like moon, be realistic and try to address the basic issues which are to be resolved before constitution of 3rd PRC. We already lost many years on pay scales, 30% superannuation, CPSU etc etc by making such unrealistic demands.

Finally the valiant comrades of SNEA, the real fighters and all the Executives together will show once again what struggle is and how the issues will be settled.

Agenda meeting with Smt Sujata T Ray, DIR(HR):

GS, CHQ President, AGS Com P P Rao and Jt Sec Com A Dahiya held detailed discussions with DIR(HR) in the scheduled meeting today for almost two hours over the left over issues in the charter of demands. GM(Estt), GM(Pers), GM(SR) and DGM(Estt) was also present in the meeting. This meeting was in continuation to the earlier meeting held on 07.04.2016. The following issues discussed:

1. **30% Superannuation benefit to BSNL recruited Employees:** Detailed discussions held on the subject. Assn pointed out that the calculation made by EF section is nothing but an attempt to derail the long pending issue. EF section is changing the figures on medical (PRMB) frequently from 1.5% to 3% and then to 13.8% without any proper study or calculation. In all other PSUs, the contribution towards PRMB varies between 3% to 4.5% and there is no justification in the BSNL stand that the expenditure is 13.8%, Assn pointed out. It is not acceptable to us, Assn clearly told management. DIR(HR) agreed to our view point and informed that mgt couldnot consult SNEA and some major unions before taking a decision on 3% as all of us are out of station. So to start with, it is proposed 3%. After detailed discussion, DIR(HR) informed that mgt is not agreeing with the views of EF section and assured Assn that the exact amount will be worked on medical (PRMB) and review will be made on the contribution after that. After review, further increase will be made based on the actual calculation. This is a major breakthrough on 30% superannuation issue. We are closely monitoring further developments on this issue.

2. **Officiating pay fixation, pay protection – withdrawal of wrong clarifications issued on 30.05.2007 and 19.02.2010:** Detailed discussions held on various provisions of FR, Supreme

Court judgment on pay fixation on officiating promotion, DoT orders, EPP and the clarifications issued to EPP. Assn pointed out that, former DIR(Fin) of BSNL clearly mentioned in a note that the stand taken by the Pers section that there is no pay protection is not correct as it is against the provisions of FR and DoT orders. We had given of copy of the document to establish our stand on the issue to the mgt. Hon Supreme Court also held that pay protection given on officiating promotion is correct. Moreover, in all the court cases, DoT stated that pay protection on Offtg promotion was given and BSNL cannot change the stand now. After discussion, DIR(HR) directed GM(Pers) to re-examine the whole issue based on the relevant rules and the documents submitted by SNEA.

3. Implementation of Joint Committee recommendations on:

a) Standard pay scales of E2, E3 replacing E1A and E2A:DIR(HR) told that frequent change of stand by some Assns is the stumbling block in the resolution of the issue. If all are taken a common view to address the issue of E1A and E2A pay scales, it would have been addressed long back. If Assns are demanding cascading effect, mgt will not consider the issue at all due to financial constraints. Mgt also not referred this matter to the committee, committee has been asked to examine introduction of E2 and E3 replacing E1A and E2A without touching other grades/scales. In order to address the issue, mgt taken steps by E1+5 increments and E2 scales. Assn clearly told that we stand by the Joint Committee recommendations on E2, E3 scales and it has to be implemented in letter and spirit. In the name of divergent views, mgt cannot deny the legitimate issue of standard pay scales of E2 and E3. This issue has to be resolved before the constitution of 3rd PRC, otherwise Assn or BSNL will not be in a position to submit even a memorandum to the PRC.

b) Time Bound Functional promotion or CPSU cadre hierarchy:The proposed presentation to CMD, BSNL is postponed to 26.04.2016.

c) Uniform TBP between 4 to 5 years instead of 4 to 6 years w.e.f 01.10.2000. During discussion, it is assured that it will be processed immediately after CPSU hierarchy as it is linked with the first two recommendations on pay scales and CPSU Hierarchy.

4. On JTO to SDE promotion under seniority quota, Mgt assured that all the formalities will be completed in advance. Action is taken to collect the VCs. All CSs are once again requested to send the VCs immediately. As updation of VC data will take lot of time for thousands of cases, VC has to reach BSNLCO well in advance. Efforts are being made to break the stalemate on LDCE promotion also, Mgt informed. SDE to DE promotion case is coming on 22.04.16, tomorrow. On AO and CAO promotion, the case is coming on 20.05.2016.

5. Membership verification among Executives Associations. Restoration of trade union facilities and deduction of subscription from Salary till membership verification is conducted. Mgt informed that subscription deduction cannot be considered at this point of time as it will affect/influence the outcome of membership verification. Further mgt assured that all efforts are taken to conduct the verification at the earliest. Appropriate action will be taken shortly to conduct the verification.

6. Time Bound Promotion after 4 years from Lateral JTO and Sr SDE grade as done in the case of AAO and Sr AO grades: It is a long pending demand of the Association. However it was not agreed by the mgt which had taken a stand that these are all upgradations. In EPP, hierarchy is defined as JTO/JAO to SDE/AO to DE/CAO and hence it cannot be considered. Further it was examined by a committee headed by Sri KCGK Pillai and the committee also found that these are upgradations and not post based promotions following the Hierarchy. Recently management issued clarifications allowing upgradations after 4 years from AAO and Sr AO grades. This discrimination has created large scale resentment among thousands of lateral JTOs and Sr SDEs. Assn requested to extend the same benefit to lateral JTOs and Sr SDE grades also to end discrimination. After discussion, it was assured that mgt will consider the case.

7. Notional pay of E1A and E2A for Civil/Elect wings w.e.f 01.10.2000: Assn request to consider the case sympathetically based on Vinay Sahi Committee recommendations. On comparison with JAO, mgt categorically informed that these two cadres are not identical as in the case of JAO, it was implemented as per the direction of Govt, Ministry of Finance. JAO pay scales were upgraded from 1997 itself, notionally. Further, similar cadres like PA/PS etc also to be taken into account. According to Estt section, huge financial implication is there, about 161 Crores, mainly on pension contribution. Later on Assn held further discussions with GM(Estt) and collected the details. The discussion will continue after examining the inputs.

Considerable optimism and confidence, regarding resolution of some critical HR issues, which were gathering dust for about four years, was generated when present CMD and Dir(HR) took over and effectively and decisively intervened to address the issues by setting up a fresh committee and tasking the said committee to give its recommendations on these issues within stipulated timelines which were met by the committee in an exemplary manner. With decisive intervention of CMD and Dir (HR), we decided to put in our entire energy and focus on revival of BSNL. Since we felt that resolution of issues would be taken care of by the management, so we decided to single mindedly focus on issues of growth of the Company. However, things have not really gone the way they should have. Virtually, the recommendations of the committee on twin crucial issues of standard pay scales of E2 and E3 and CPSU cadre hierarchy are really not getting the kind of engagement from the management which it ought to have. We have tried our level best to prevail upon the management to address these crucial issues as quickly as possible since our next wage revision is fast approaching and there is an imminent need to resolve these issues well before that. On the contrary, the developments of the last about eight months have been extremely disappointing, disgusting and discouraging. When other verticals in the Company like CFA, CM and EB made significant improvements during the last one year, HR vertical has continued its dismal performance on all fronts, except recruitment. On Pay scales, Promotions and Pensioners benefit, situation remains the same. DGM promotions are an exception.

Even on 30% superannuation benefits, we have been completely betrayed. While we were categorically assured that another 6% would be extended, we understand that 3% is under consideration. This betrayal is nothing but outrageous and just condemnable. We are not going to lie low, but are committed to fight it out tooth and nail. We have never accepted betrayal and this is nothing but a shameful and naked betrayal. Management is undermining our capacity and strength if they think that by taking some people into confidence they can betray us. We will hit back with greatest ferocity and solidarity. Betrayal is something that we have always exposed and defeated.

Against the backdrop of these developments, Kolkata CWC has given a broad mandate to the CHQ leadership to start trade union actions in case following issues are not resolved.

1. Implementation of Joint Committee recommendations on:
 - a) Standard pay scales of E2, E3 replacing E1A and E2A,
 - b) Time Bound Functional promotion or CPSU cadre hierarchy,
 - c) Uniform TBP between 4 to 5 years instead of 4 to 6 years w.e.f 01.10.2000.
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5. Membership verification among Executives Associations by addressing the issues raised. Restoration of trade union facilities and deduction of subscription from Salary till membership verification is conducted.
6. Time Bound Promotion after 4 years from Lateral JTO and Sr SDE grade as done in the case of AAO and Sr AO grades.
7. Notional pay of E1A and E2A for Civil/Elect wings w.e.f 01.10.2000.

Implementation of all the three Joint Committee recommendations

All the three Joint Committee recommendations are inter-related, it cannot be implemented in isolation. It can be implemented in the same order of recommendation. CPSU recommendation is based on standard pay scales of E2, E3 and the demand of first TBP is based on the pay scale and CPSU hierarchy since anomaly happened after 2nd PRC. If pay scale from 2007 is not finalized, the residency period from JTO to SDE promotion cannot be decided and demand for first TBP also will be delayed. In short all the three recommendations are related and to be implemented in totality without any change.

Our demand on pay scale was replacement of E1A, E2A, E3, --- E6 scales by E2, E3, ---- E7 scales, ie with cascading effect. BSNL is not ready to touch E3, E4 --- E6 pay scales as: a) they are standard pay scales already approved by DoT and b) having huge financial implications of more than 300 Cr in terms of pension contribution to Govt. BSNL moved further to demote the JTO, SDE equivalent cadres from E1A to E1 and E2A to E2 by even amending the RRs. Then Assn decided to first protect the cadres from demotion. All other Assns also had the same view and Joint Committee constituted in 2012 with the limited terms of reference of E1A to E2 and E2A to E3. So for the time being, the demand restricted to replacement of non standard pay scales of E1A and E2A with standard pay scales of E2, E3. This has been discussed and decided in the CWCs and last Jaipur AIC also.

The Jaipur AIC further resolved to get E2, E3 pay scales by protecting the 5 promotions already we have by continuous struggle in 2002 and 2005. Why the Executives has to lose one promotion in their service? How an Assn can think about a promotion policy where executives are losing one promotion without any benefit?

Some real examples:

- a) **1993/94 rect JTO joined in 1997:** 1st TBP(E2A) in 2005 instead of 2006, E3(SDE grade) on 01.01.2007, 2nd TBP(E3, Sr SDE grade) in 2010 instead of 2011, 3rd TBP(E4) in 2015 instead of 2016, 4th TBP(E5) in 2020 instead of 2021 and 5th TBP(E6) in 2025 instead of 2026. If Sr SDE grade is abolished, the Executive will reach E6 scale in 2020 itself and 5th TBP and fixation in 2025 will lose. Result in cascading effect and mgt and DoT will delay implementation.
- b) **2001 rect JTO joined in 2002:** 1st TBP(E3, SDE grade) in 2007, 2nd TBP(E3, Sr SDE grade) in 2012, 3rd TBP(E4) in 2017, 4th TBP(E5) in 2022 and 5th TBP(E6) in 2027. If Sr SDE grade is abolished, the Executive will reach E6 scale in 2022 itself and 5th TBP and fixation in 2027 will lose. Result in cascading effect and mgt and DoT will delay implementation.
- c) **2007 rect JTO joined in 2008:** 1st TBP(E3, SDE grade) in 2013, 2nd TBP(E3, Sr SDE grade) in 2018, 3rd TBP(E4) in 2023, 4th TBP(E5) in 2028 and 5th TBP(E6) in 2033. If Sr SDE grade is abolished, the Executive will reach E6 scale in 2028 itself and 5th TBP and fixation in 2033 will lose. Result in cascading effect and mgt and DoT will delay implementation.

On CPSU Cadre Hierarchy, Joint Committee comprising of all the 3 Assns (SNEA, AIBSNLEA, AIGETOA) recommended promotions after every 5 years from JTO to SDE, SDE to Sr SDE, Sr SDE to DE and De to DGM. All are of the unanimous opinion about this new hierarchy. If Sr SDE grade is abolished now, then recommendation will become invalid and CPSU cadre Hierarchy cannot be implemented as recommended by the Committee. If Sr SDE grade is abolished, seniors, juniors, fresh recruits, all will lose one promotion. If the real intention is

to stop the implementation of CPSU Cadre Hierarchy and come out of the seniority tussle, then one can go ahead with fresh fresh demands for decades together.

On pay fixation in the same E3 scale on promotion from SDE to Sr SDE grade, we very well know that nothing will come without struggle. When management decided to demote E1A to E1 and E2A to E2, we never accepted it and struggled to get E2 and E3. Similarly if fixation is not given, we have to struggle for that with BSNL, DoT, DPE etc. Those struggled, like BHEL, NTPC etc they got it. We had already discussed this issue with senior officers in DPE and they assured that if administrative ministry refer the matter, they will allow it as in the case of other PSUs. So don't surrender without any struggle.

If Sr SDE grade is abolished from 01.01.2007, the likely anomalies to be created, one simple example:

Situation I:

On 01.10.2000: E1A scale (JTO/JAO), 01.10.2004: E2A Scale (SDE/AO, functional), on 01.01.2007: E3 scale and on 01.10.2008: E4 Scale.

On 01.10.2000: E2A scale (SDE/AO), 01.10.2004: E3 Scale (Sr SDE/Sr AO) and on 01.10.2009: E4 Scale.

Result: A JTO in 2000 reaches E4 scale in 2008 where as an SDE in 2000 reaches E4 scale in 2009.

Situation II.

On 01.10.2000: E1A scale (JTO/JAO), 01.10.2004: E2A Scale (SDE/AO, functional), on 01.01.2007: E3 scale and on 01.10.2008: E4 Scale.

On 01.10.2000: E2A scale (SDE/AO), 01.10.2004: E3 Scale (Sr SDE/Sr AO), 01.01.2007: E4 scale as Sr SDE grade abolished, 01.10.2009: E5 Scale (DGM), 01.10.2014: E6 Scale (SG JAG) and no promotion or fixation in 2019 which is available now.

OR

On 01.10.2000: E2A scale (SDE/AO), 01.10.2004 E3 Scale (Sr SDE/Sr AO), 01.01.2007 E4 scale as Sr SDE grade abolished --- 01.01.2012: E5 Scale (DGM) if residency period in E4 scale only counted on 01.01.2017: E6 scale (SG JAG) and no promotion or fixation in 2019 which is available now.

Result:

- 1. Change over to E4 scale on 01.01.2007 will not give any fixation benefit. One promotion and fixation benefit will lose in entire service.**
- 2. This results in cascading effect which management opposes. The implementation of standard pay scale, CPSU and first TBP implementation will delay. In the similar manner, all Executives in E4 scale to be shifted to E5 and E5 to E6 as on 01.01.2007.**
- 3. Recovery and reduction of one increment drawn between 2009 to 2014 on CAO/DE promotion.**

Similar anomalies will occur for various batches.

One increment given on promotion to SDE/AO/DE/EE/CAO/DGM will be withdrawn which will create anomaly as Executives will be at loss.

To address this issue, Joint Committee recommended to retain Sr SDE/Sr AO grades in the same scale of E3 and recommended to make necessary changes in the EPP to give fixation benefit on promotion from SDE to Sr SDE in the same pay scale of E3.

In the name of who become CMD, Director, CGM, GM, the future of more than 90% of the Executives (about 43,000) whose journey ends at E6 scale in SG DGM grade (very few posts

available at GM/CGM level, about 800, 2% of the total Executives) should not be spoiled, that is the firm stand of SNEA.

Story:

A father left 17 Camels as an Asset for his Three Sons. When the Father passed away, his sons opened up the will. The Will of the Father stated that.....

The Eldest son should get Half of 17 Camels,

The Middle Son should be given 1/3rd of 17 Camels,

Youngest Son should be given 1/9th of the 17 Camels,

As it is not possible to divide 17 into half or 17 by 3 or 17 by 9, the sons started to fight with each other. Finally, they decided to go to a wise man.

The wise man listened patiently about the Will. The wise man, after giving his thought, brought one camel of his own & added the same to 17. That increased the total to 18 camels.

Now, he started reading the deceased fathers will.

Half of 18 = 9. So he gave 9 camels to the eldest son.

1/3rd of 18 = 6. So he gave 6 camels to the middle son.

1/9th of 18 = 2. So he gave 2 camels to the youngest son.

Now add this up: $9 + 6 + 2 = 17$ and this leaves 1 camel, which the wise man took back.

The attitude of negotiation & problem solving is to find the 18th camel, i.e. the common ground. Once a person is able to find the common ground, the issue is resolved. It is difficult at times but not impossible.....

In standard pay scale issue, the 18th camel is staying in E3 scale for 10 years (by reaching E3 scale 5 years earlier in SDE grade and another 5 years in Sr SDE grade on promotion) without losing financially, also ensuring 5 TBPs as in existing EPP and also BSNL need not loose around 400 Cr in the form of pension contribution. And we can always take back the 18th camel once the financial health of BSNL is improved, which is very much visible. Now let us decide whether we are ready to add the 18th camel to resolve the standard pay scale issue or keep it tangled.

Remember the need of the hour is replacing E1A and E2A with E2 and E3 as this is having the direct impact on post 2007 executives and the 3rd PRC due on 01.01.2017. And those of who are worried about eligibility to DGM RR(External Recruitment) can wait for some more time.....

I. Recommendation of the Joint Committee on standard pay scales:

As per the detailed calculation by AGM(Estt.I) U.O Note no. 1 -01/2012-PAT(BSNL), dt, 9th June 2015, the annual implication for replacing the pre-revised E1A and E2A pay scales with the revised E2 and E3 pay scales is estimated to be about Rs.40 crores. If arrears are also paid, then the expenditure shall be Rs,260 crores without cascading effect of replacement of higher pay scales and Rs. 400 crores for change with cascading effect on successive higher pay scales.

The committee hopes that the young executives and all staff of BSNL will work hard to turn around BSNL.

BSNL is on recovery path, as Hon MOC mentioned that BSNL has come on the State highway and now it has to move on to National Highway. When the executives, JTO/SDE and equivalent cadres go on deputation to BBNL, MTNL or any other organization, they are fixed with lower status due to this anomaly. **The Committee recommends the following:-**

i. The standard pay scales for JTO and equivalent grades in replacement of the pre-revised E1A pays scales may be fixed at E2 level in revised scale. Similarly, those of SDE and equivalent grades may be replaced from pre-revised E2A pay scale to E3 in the revised scale.

ii. Necessary changes in the EPP may be made, if required, and also the approval of DoT for issues of related pension outgo, gratuity etc., may be sought by concerned wings of BSNL.

II. Recommendation of the Joint Committee on CPSU Hierarchy and first TBP w.e.f 01.10.2000:

Thus, the following is recommended:

a).JTO to SDE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as Good and not more than one Average For SC/ST candidates two Average may be allowed.

b).SDE to Sr. SDE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as Good and not more than one Average. For SC/ST candidates two Average may be allowed.

c).Sr SDE to DE and equivalent eligibility shall be 5 years of regular service in the grade and benchmark to be kept as Good and not more than one Average. For SC/ST candidates two Average may be allowed.

d).DE to DGM and equivalent promotion will be restricted to availability of posts. The balance DEs may be promoted as Jt. DGM (parking Lot). DE to DGM and equivalent eligibility shall be 5 years of regular service as DE and benchmark to be kept as Very Good and not more than one Good. For SC/ST candidates not more than two Good.

e). DGM to JAG-SG and equivalent may be promoted in the grade of E6 in 5 years as per existing time bound promotion scheme with the benchmark of Very Good and not more than one Good. The benchmarks in above (c)&(d) are same as in Schedule-II of existing CPC as per Group A RRS.

f) There are some UPSC recruited DEs or equivalent of 1995 batch etc., as on today. All UPSC recruits; of all batches may be promoted en-bloc to DGM if they meet the benchmark. The executives already promoted to higher post on post based promotion will stand senior en-bloc.

Agenda No.3:

To examine the implementation of first time bound promotion uniformly after four years w.e.f. 01.10.2000.

Committee is of the view that after the recommendation given above for CPSU hierarchy, this issue gets resolved partially. As per recommendation already given for Agenda 1 in the third meeting of committee on 09.07.2015, the minimum service required for upgradation from E2 to E3 as proposed in (a) above is 5 years.

To address the anomaly, **the Committee recommends that first pay scale upgradation will be given in maximum of five years instead of six years, notionally w.e.f. 01.10.2000. However, existing provision of first time bound promotion after reaching minimum of next higher scales in four year shall remain unaffected.**

From the above recommendations it is evident that Jt Committee recommended promotion from JTO --à SDE --à Sr SDE --àAGM -à DGM equivalent grades. We stand by those

recommendations. Jt Committee recommended promotion from SDE to Sr SDE and Sr SDE to DE and not recommended to abolish Sr SDE grade as it will create serious anomalies:

Some examples of pay fixation on such cases:

BHEL pay revision order, page 3.

6.2 Pay Fixation on Promotion: One notional increment equal to the increment being drawn by the executive in the pay scale, before such promotion would be granted and pay fixed in the promoted pay scale and rounded off to the next multiple of Rs.10.

NTPC pay revision order, page 6.

6.0 Pay Fixation on Promotion:

Basic pay shall be fixed in the promoted grade after allowing one notional increment at the rate of 3% of basic pay in the pre-promoted revised pay scale and rounded off the resultant to the next multiple of Rs.10/

It is really unfortunate that during last few years we are witnessing that whenever management inclined to consider implementation of standard pay scales of E2 and E3 replacing the non standard pay scales of E1A and E2A, some section starts counter demands in the form of E2, E3 from 01.10.2000, cascading effect etc to scuttle its implementation. They may not be bothered about the demotion of the basic cadres of JTO/JAO and SDE/AO to E1 and E2 scales respectively, rather they are concerned that the juniors recruited after 01.01.2007 ie. 2007, 2008, 2010, 2013, 2014 and the fresh recruits are getting E2 and E3 scales.

Upto 2012, all Assns demanded upward revision of all pay scales. After realising the ground realities, all Assns agreed to address the issue of non standard pay scales and Joint Committee formed in 2012 with specific terms of reference.

The Joint Committee discussed all the issues in detail and finally made the recommendations for replacing the non standard pay scales by standard pay scales of E2, E3 and CPSU cadre Hierarchy from JTO/JAO -àSDE/AO -à Sr SDE/Sr AO -àAGM/CAO/EE. When everybody in the Committee realised that cascading effect is not possible at this point of time, keeping that demand open to address in future, made the recommendations about replacement of E1A and E2A. Any deviation from Joint Committee recommendation on pay scale and CPSU Hierarchy at this point of time will put both the issues again in the cold storage as happened for the last 4 years since 2012.

This time we will not tolerate it and all our field units should be in full organizational preparedness to defeat this sinister move of management and some sections of Executives.