

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

Manifesto (The Sankalp Patra) for Membership verification

Strengthen SNEA, Strengthen BSNL, Vote for No: 9

SNEA stands for the UNITY OF EXECUTIVES.

Join SNEA, strengthen SNEA to cross 51% with 15000 votes in 2nd MV.

When many profit making PSUs including Oil Companies, Banks, Insurance companies are in the verge of divestments/ privatisation, with active organisational role of SNEA through AUAB and with the support of the Public, Media, Parliament members, Eminent personalities etc, the Trade Unions and Assns in BSNL compelled Government of India to declare BSNL as a strategic PSU and announce a comprehensive BSNL Revival Plan having the real capability for reviving BSNL. 4G spectrum allotted to BSNL free of cost. VRS for nearly 79,000 employees without any financial burden to BSNL as the total expenditure borne by the Government. For clearing the debts, land monetization for Rs 20000 Cr and long term bonds worth Rs 8,500 Crores approved. BSNL and MTNL merger only after sorting out the contentious issues. The struggle for revival of BSNL by the employees & Executives will be written in golden letters in Trade Union movement in India.

But of course only those who were part of that movement can understand the greatness and they only have right to be proud about the milestone achievements which ensured everything for employees of BSNL, the company which was recommended to be closed by none other than the highest policy making body of the Govt, NITI Ayog. This BSNL revival is particularly significant to young BSNL recruits as they have a long way to go and their family life is yet to be settled. The big role played by SNEA in the whole struggle proves the concern of SNEA towards the future of the young BSNL recruits by protecting BSNL, thereby protecting their jobs.

Besides the Revival plan announced, SNEA could achieve many important breakthroughs after the formation of the Company in HR front during the last 3 years of the recognition period, inspite of the huge losses BSNL incurring for years.

For the fulfilment of the Govt decisions and the proposal for BSNL Revival, for the implementation of the settled HR issues and for the settlement of remaining issues on HR front, your valuable support is requested to further strengthen SNEA as the Recognised Majority Association with more than 51% membership.

The vision and mission of SNEA:

SNEA is fully committed to the growth of the company and the career progression of the Executives. Our agenda and focus for the next three years is as follows.

PART A:

- i) **We seek your unstinted support for BSNL Revival and making BSNL a profit making CPSU with a professional management accountable to the fortunes of the company.** For i) Expeditious launching of 4G services, ii) Reduction of AMC, iii) Roadmap for Revival of BSNL after VRS, iv) Renting out vacant land and buildings to fetch more revenue, v) Upgradation of FTTH and Transmission Network, vi) Timely payment of salary, vi) Timely payment of instalment recoveries like LIC, Bank, Society, Vehicle Loan etc, vii) Timely labour payments, Temp advance, Electricity, Rental, Vendor payments. **A strong and vibrant SNEA only can oppose the wrong policies of the Govt and BSNL management.**
- ii. **For uniting all the Executives under one banner. Unlike in other CPSUs, where a single Association represents the entire Executive community, in BSNL, several Associations exist. One of the major objectives of membership verification is to end this multiplicity and bring about Unity among the Executives. Multiple Associations will only strengthen the hands of the Management and delay or deny the genuine cadre interests. Seek your unique choice for SNEA on 18.08.2020.**

PART B:

- 1) **i) SNEA could force BSNL to recommend standard Pay scale of E2 and E3 w.e.f. 01.01.2007 replacing the intermediary pay scales of E1A and E2A scales for all post 2007 rectx and the future rectx. SNEA stopped implementation of Presidential order of E1 and E2 scales approved by DoT on 28.03.2017.**

We seek your support for implementation of the upgraded pay scales of E2 and E3 w.e.f. 01.01.2007 for all post 2007 rectx and the future rectx.

ii) SNEA could convince BSNL management about huge Pay loss issue (Rs 22820) for 2007 & 2008 rect JTOs and 2010 JAOs.

We seek your support for extending Rs 22820/- as initial basic for those recruited in E1A scale with 9850/-. We will fight legally and organizationally for 22820/-.

2) More than 14,000 Executives promoted in 2018. SNEA negotiated and got the BSNL Board approval on 28.05.2018 for Non-post based Uniform Time Bound Functional Promotion policy (CPSU Cadre Hierarchy) w.e.f. 01.07.2018.

We seek your support for implementation of Non-post based Uniform Time Bound Functional Promotion policy (CPSU Cadre Hierarchy) w.e.f. 01.07.2018 for all the eligible BSNL Executives with PARITY and without linking with availability of vacancies, following the Govt policies on Reservation. All the JTO/JAOs with 4 to 5 years service to get SDE/AO promotion. Similarly promotion to AGM equivalent Grades also. **About 15000 Executives are expected to get promotion.**

3) SNEA and AUAB got the BSNL Board approval for 3rd Pay Revision with 15% fitment by relaxing the affordability clause. BSNL is the only one loss making CPSU recommended 3rd PRC.

We seek your support for the implementation of 3rd Pay Revision.

4) For post 2010 rectx, E1+5 increment proposal is pending in the BSNL Board. Side by side in the DoT order dated 28.03.2017, Rs 18850 (E1+5) is given as initial pay.

We seek your support for: i) E1+5 for post 2010 rectx JTO/JAOs, including SRD JTOs, JAOs and GATE JTOs as an interim measure till E2 scale is approved.

ii) Resolving pay loss issue for LICE/SRD/GATE JTOs and JAOs after addressing the pay loss issue for those recruited in E1A scale with 9850/- basic, legally and organizationally.

5) Superannuation Fund created with 5% contribution making total contribution 25.1%.

We seek your support for achieving remaining full contribution towards Superannuation Fund and for ensuring full 30% Superannuation Benefits.

6) SNEA got EPF contribution @ 12% of actual emoluments (current Basic+IDA) without the ceiling of 12% of Rs 15,000 (earlier 12% of Rs 6,500).

We seek your support for settling EPF Full Pension for better Social Security after retirement, including those recruited after 2014, the JAOs and GATE JTOs.

7) We seek your support for Uniform 1st TB Promotion, w.e.f. 01.10.2004.

8) We seek your support for cashless Medical facilities OR new Group Medical Insurance Policy for the BSNL Executives and restoration of w/o voucher for OP.

9) We seek your support for E1A & E2A pay scales notionally from 01.10.2000 for Civil/Elect/Arch/TF/PA/PS etc.

10) We seek your support for Fast Track promotions for meritorious internal candidates.

11) We seek your support for filling up of all vacant posts above AGM Grade on Regular basis in various wings from among BSNL Executives.

12) Settled FR22(1)(a)(1) pay fixation issue for Officiating JTOs.

We seek your support to resolve their Pay Recovery issues and extending the benefit for option for pay revision from date of regular promotion.

13) Hundreds of Rule 8 transfer of JTOs settled.

We seek your support for bringing back all JTOs working far away from their Home by streamlining the Rule 8 Transfer Policy.

14) We seek your support for: i) reducing Bond period of newly recruited GATE JTOs and JAOs to 2 years, ii) liberal leave rules for higher studies and iii) NOC.

15) We seek your support for: i) restoration of LTC facility, ii) review of other allowances parallel to other PSUs and iii) Compensation for using own vehicle for Official purpose.

16) Association stands fully committed to safeguard legitimate interests of SC/ST Comrades in accordance to the provisions of the Constitution and Govt policies with regard to their promotion, postings etc.

UNITED WE STAND, DIVIDED WE FALL

Achievements/breakthrough during last Recognition period:

Even when severe financial crisis crippled the company, with the active support of the Executives, SNEA could achieve many important breakthroughs in HR front during the last 3 years of the recognition period for the career progression of Executives.

1. BSNL gone through the worst financial crisis during last three years. Even BSNL was under the threat of closure. NITI Ayog recommended closure of BSNL. Different Ministries supported it. SNEA and AUAB launched series of agitational programs and due to the unprecedented support received from the public, media and the political leaders, Govt reversed its stand and approved a comprehensive Revival package without putting any financial burden on BSNL. The BSNL Revival package consists of: 1) 4G spectrum free of cost, 2) Land Monetization for Rs 20000 Crores to clear the debt, 3) Sovereign guarantee for long term bond for Rs 8,500 Crores, 4) VRS package for about Rs 15000 Crores funded by Govt and 5) BSNL and MTNL merger. SNEA played a leading role in AUAB in all the struggles, protecting BSNL from closure, thereby protecting the job of all the employees.

2. Implementation of CPSU Cadre Hierarchy: Worked tirelessly for five years Since Khan Committee formation in May, 2015. Negotiated with the management for the best Non post based Time Bound Functional Promotion policy or CPSU Cadre Hierarchy with 0% dropping and got the BSNL Board approval on 28.05.2018. CPSU Cadre Hierarchy promotion following the Govt policies on Reservation.

Highlights are: i) Three assured Time Bound Functional Promotion in 15 years, after every 5 years, upto AGM equivalent Grade. ii) 0% dropping in all Grades. In other PSUs, compulsory dropping from 15% to 60%. iii) Designation change as Deputy Manager, Manager, Senior Manager, Asst General Manager (AGM) and Jt DGM. iv) Parity in promotions among various Grades. v) One year relaxation for the same rect/vacancy year appointees. By this large number of JTO/JAOs will get promotion in 4 years. vi) Residency period for 1st TB promotion reduced from 6 years to 4-5 years in the new policy (SDE/AO promotion reduced from present 20 years to 5 years). vii) Future promotions will be on Rect year/ Vacancy year basis which will address the seniority issue of LDCE passed. viii) Promotion without new DPC for those in higher scales. ix) Relaxation in qualifying service from 5 years to 3-4 years for Sr SDE/AO Grade promotion. x) Efforts to reduce the residency period for promotion to AGM equivalent Grade from 12 years to 8-10 years for the seniors working in higher scales (DE/CAO/EE promotion reduced from present 20 years to 10 years). xi) EPP for E5 & E6 scales will continue.

3. Filling up all the vacancies in all cadres by promotion in different wings through DPCs and LDCEs till Time Bound Functional promotion is implemented:

100% completed in all the Cadres, except SDE(T). 14082 Executives promoted during the recognition period. 5237 promotions made in SDE(T) cadre. In SDE(T), further promotion could not take place due to the Hon HC order in AIGETOA activists case quashed the JTO seniority from 2001 rect onwards and direction to prepare the eligibility list based on Date Of Joining and the contempt case filed by AIGETOA. The management offer for giving promotion and to withdraw the contempt case not accepted by them.

4. Implementation of standard pay scales of E2 and E3 replacing E1A and E2A w.e.f 01.01.2007: The BSNL recommendation for E2, E3, --- E7 scales rejected by DoT in Aug 2016 citing financial implications. SNEA got the proposal modified, limited to E2 and E3 alone. The contempt case filed by AIGETOA, given an opportunity to DoT to approve lower pay scales of E1 and E2 on 28.03.2017, lowering the pay scales from E1A and E2A. **SNEA did not allow BSNL to implement E1 and E2 pay scales during the entire Recognition period.** SNEA alone pursued E2 and E3 scales in DoT, DoPT, DoE and DPE. During the financial crisis, SNEA did not allow this issue to close. Again we started pursuing after the VRS, part of Revival plan.

5. 3rd Pay Revision: SNEA made presentation to the 3rd PRC. The 3rd PRC recommendations accepted by the Govt. Due to affordability clause, BSNL was not eligible for the 3rd PRC. SNEA and AUAB could convince the BSNL Board including four External Board members and two members from DoT for the need for Pay revision. BSNL Board recommended 3rd PRC with 15% fitment by relaxing the

affordability clause. BSNL is the only one loss making CPSU recommended 3rd PRC. Proposal pending for Govt approval.

6. **Pay loss (Rs 22820/-) issue:** Finally, SNEA could form a Committee and convince the BSNL Management about the huge pay loss for the 2007, 2008 rect JTOs and 2010 rect JAOs recruited in 9850/- scale. However BSNL did not agree to address the pay loss by extending Rs 22820/-, comparing to the JTO/JAOs joined after 01.01.2007. SNEA decided for legal remedy for getting Rs 22820 for the 2007, 2008 rect JTOs and 2010 rect JAOs. In parallel, we will try to address it by giving additional increments once E2 and E3 scales approved.
7. **Implementation of 30% Superannuation benefits:** The contribution increased from 3% to 5%, taking the total SAB contribution to 25.1% out of 30%. BSNL is the only loss making CPSU, Superannuation Fund formed. It is not there even in MTNL. SNEA nominated one member to the Board of Trustees, managing the Fund.
8. **Hundreds of Rule 8 transfer of JTOs settled. Rule 8 transfer policy modified.**
9. We were able to formulate a unique GTI for Rs 50 lakhs for all Executives.
10. Bringing Uniformity and Parity in promotion in Civil / Electrical/ Arch wings at par with Telecom and Finance wings achieved through the approval of CPSU Cadre Hierarchy.
11. **Uniform 1st Time Bound up-gradation w.e.f. 01.10.2004:** Issue put on track and BSNL sought the details of the Executives affected by this. However due to the financial crisis crippled the organization, all issue having financial implications kept pending and this issue also. We are waiting for some improvement in the Revenue.
12. **Settlement of long pending pay anomalies:** After 10 years of struggle over the issue, management accepted our demand for Pay protection as per FRSR during Officiating Promotion and orders issued on 28.02.2017.
13. **"Full Pension option" for EPF pensioners:** SNEA and its members becoming direct party in the Review Petition and SLP pending in the Hon Supreme Court on the matter.
14. **JTO rect, both Dept through LICE & Outsider quota:** LICE made current. Outside rect also conducted through GATE score.
15. Training of LICE JTOs simultaneously in various RTTCs, in the same Circle to the maximum possible extent.
16. **All the BSNL Board positions filled as selection to DIR(Fin) completed.**
17. **No subsidiaries by breaking BSNL into pieces:** On Tower Subsidiary issue, in addition to organizational actions, SNEA & Others filed case at Delhi High Court challenging the decision. Any decision on Tower Subsidiary will be subject to the outcome of the case which slow down the implementation.
18. **Merger of BSNL and MTNL only after addressing the contentious issues:**
We taken up this issue very seriously and demanded that before merger, all contentious issues are to be addressed. Union Cabinet agreed to our demand and our demand become part of the Cabinet decision.
19. **Association stands fully committed to safeguard legitimate interests of SC/ST Comrades in accordance to the provisions of the constitution and orders of DOP&T issued from time to time with regard to their seniority, promotion, postings etc.**
20. **Extending E1A/E2A pay scales notionally w.e.f. 01.10.2000 to JTO(C/E/Arch/TF), SDE (C/E/Arch/TF), PA and PS etc:** We could convince the management about this serious issue. The proposal approved by the Management Committee of BSNL Board. However, DoT did not allow its approval in the Board. We are waiting for improvement in the financial condition.
21. **External MT stopped.** Internal MT Exam conducted for Fast Track promotions to meritorious Internal candidates.
22. **Unique Welfare Scheme for its members:** Payment increased from Rs 1 lakh to Rs 1.5 lakh to the family of a deceased member.

A strong and vibrant SNEA only can resolve YOUR issues.

History of SNEA during last five decades

Even before the valiant freedom fighters of the country wrested out a well-deserved Independence, the Telecom Engineers formed an Association to stand for them, fight for them and win for them. Yes, the Telephone Engineering Supervisors' Association (TESA) was born in 1946. And it is this great legacy that the SNEA carries forward. No wonder that it is still this Association that represents the united, common will of the Executive community.

SNEA is not just an Association, it is a movement which traversed and transformed from TESA to SNEA. This outfit has its set goals with the major objective focussed on striving for the welfare of Executives in BSNL, without shifting its concentrated concern on the survival of BSNL. The history of SNEA is synonymous with the history of the JTO cadre, from ESP to JE and then JE to JTO, Group C to Group B gazetted and finally Executive in BSNL. Along with the change in designation of the cadre, the pay scales and the status also changed. In tune with that the name of the Association also changed from TESA to JETA(I), JETA(I) to JTOA(I), JTOA(I) to TEOA(I) and finally to SNEA. The fortunes and the future of the cadre witnessed drastic changes for the better, consequent on the series of struggles staged by our senior comrades from time to time under the banner of JETA(I) / JTOA(I) / TEOA(I) / SNEA.

Some of the milestones in this journey for the last 5 decades are:

1. **After a series of struggles during 1983 to 1987, the JE cadre was re-designated as Junior Telecom Officer (JTO) and the pay scale was upgraded from Rs 1400-40-2700 to Rs1640-60-2900 from 1st Jan 1986 (4th CPC recommended only Rs.1,400/- for JEs). It was a historical decision taken by the Union Cabinet.**
2. In 1988, the Association was able to work out a major change in TES Group B recruitment rules by getting "Selection" replaced to "Seniority cum fitness". Thereby the usual dropping in DPCs was reduced from 30% to practically "nil".
3. **The historic joint struggle organized by JTOA(I) and TESA in the 1990's for lateral advancement or time bound financial upgradation. Once again a first time history was created when lateral advancement (Time Bound Financial Upgradation) scheme was introduced in JTO and SDE cadre, though after 12 years, ie. From JTO to Lateral JTO in 12 years and SDE to Sr SDE in 12 years, till then unheard of in any Central Government Department. Another decision by the Union Cabinet, consequent upon unmitigated struggle.**
4. **The struggle against reversion of 550 SDEs to JTO cadre in 1992-93 due to hostile implementation of TES Group B rect rules was transformed into promotion of 8000 JTOs to SDEs, again another history created only by this Association.**
5. **Constant interaction with the Vth CPC and National Productivity Council by JTOA(I) resulted in the recommendation of Group B Gazetted status and upgradation of pay scales of JTO cadre by the Vth CPC. The pay scale was upgraded from Rs 5500-150-9000 (pre-revised 1640-60-2900) to Rs.6500-200-10500 w.e.f. 01.01.1996. Upgradation of pay scale of entry cadre of JTO resulted in the upward revision of pay scales of SDE and other cadres also.**
6. **As per V CPC recommendations, JTO(Telecom) cadre was elevated from Group C to Group B Gazetted which paved the way for absorption as Executives in BSNL. JTOA(I) become TEOA(I).**
7. **During 1998 to 2000, about 9,500 JTOs were promoted as SDEs.**
8. BSNL started JTO direct recruitment in BSNL as demanded by the Association.
9. **On BSNL absorption, TEOA(I) tirelessly fought, both legally and organizationally, for absorption on declared terms and conditions (like pay scales, fitment formula & promotion policy) and thus defeated sinister move of the Management to absorb us by offering Rs 2000 and not defining our basic service conditions in BSNL. TEOA(I) along with BSNL EA, launched Country wide struggle for about ten days in Nov.,2002, demanding IDA scales of E2, E3, ---E7 in BSNL. BSNL offered E1, E2, ---E6 scales. Eventually through a negotiated settlement, E1A, E2A, E3, --, E6 scales were finalized and E1A scale extended to JTOs recruited by BSNL also since initially BSNL Management took a position that negotiated pay scale of E1A would be extended to JTOs getting absorbed in BSNL from DOT and not to JTOs recruited by BSNL. Five Time bound promotions between 4 to 6 years of service (earlier in**

DoT, only two TBPs) and point to point pay fixation on absorption were finalised. The hike in pay was between Rs 3500/ to Rs 5000/ where as the adhoc payment offered by BSNL was only Rs 2000/. Terms and conditions for absorption of Executives in BSNL were finalized prior to that of the Non Executives.

- 10. TEOA(I) and BSNLEA merged together at Kanyakumari in 2003 to form SNEA(I), which could embrace all Executive cadres under a single umbrella.**
- 11. Payment of EPF contribution @12% of the emoluments (current Basic + IDA) was worked out without the ceiling of Rs 6500/-:** From 2001 to 2005, the EPF contribution was a fixed amount of Rs 781/- (12% of Rs 6500) for BSNL recruits irrespective of the emoluments (Basic + IDA). After struggle, the EPF contribution was enhanced to @12% of the emoluments (Basic + IDA) without ceiling, in 2005 with retrospective effect, from the date of joining in BSNL. BSNL Management agreed for the same in May, 2005, Board approved it on 11.07.2005 and orders were issued on 12.08.2005. SNEA was alone in the fight for securing this benefit.
- 12. SNEA(I) took the lead from the very beginning and was in the forefront of the struggles with other Unions/Associations against continuation of deputation of ITS officers in BSNL.**
- 13. In 2006 SNEA(I) participated in the "stay out strike" under the banner of NCOA demanding 50% IDA merger with basic** till the demand was met. This boosted the confidence of NCOA and established it as a worthy fighting force.
- 14. Time Bound promotion policy was formulated after strenuous and sustained efforts by the Association to get stringent attendant conditions considerably toned down** and orders were finally issued on 18.01.2007, thus paving the way for implementation of best promotion policy available in any CPSU which ensures 5 time bound promotions from JTO/JAO to SG JAG between 4 to 6 years in a span of maximum 26 years of service.
15. The Association fought tooth and nail against unbundling of copper cable and stopping of ADC charges without proper compensation.
- 16. The Association was always in the forefront to protect the interests of the BSNL and ensure its growth in the face of the worst adversities.** SNEA(I) started the struggle against 45.5M GSM tender cancellation in 2007 by the then Telecom Minister Sri A. Raja. All the Unions/Associations in BSNL, subsequently joined us to stall the move of the minister to cancel the whole tender.
- 17. During the 2nd PRC, Association through serious discussions with the Pay panel, ensured 30% fitment through our thorough and well studied presentation before the PRC. Another historic settlement to win sizable increase in emoluments with 30% fitment.**
- 18. Landmark breakthroughs in career progression of Executives in BSNL by working out the BSNLMS R/R 2009.** Highlights are: 1) Decades- long JTS bottle neck broken and direct promotion from SDE to DE, 2) 50% STS (DE/CAO) posts earmarked for regular promotion directly from SDE/AOs, remaining 50% for adhoc promotions and 3) External MT quota reduced from 100% to 25%, which ensured smooth career progression for the Executives. As a result, the Executives are now getting functional promotions upto DGM, in future, setting them up in line for promotion to GM cadre.
19. In 2009, for the first time in the history of BSNL, SDE/Adoc DEs were promoted as DEs and then to DGMs.
20. In 2010, 2710 SDEs were promoted as DEs on Adhoc basic and 1571 on Regular basis.
- 21. SNEA(I) was in the lead and struggled from the very beginning against deputation of ITS officers in BSNL. The other Unions/Associations also joined suite. The Union Cabinet after long struggles decided to complete the absorption process in BSNL/MTNL. The vacant posts in various cadres in BSNL are exclusively earmarked for the absorbed/recruited employees of BSNL. The unabsorbed ITS officers will no longer get any promotion on BSNL posts.**
22. The deployment of unabsorbed ITS officers in BSNL for the next 10 years has been legally challenged by SNEA(I) and others.
23. Successfully traced international calls wherein RCom had illegally changed the CLI and routed the International calls as local calls. Hence RCom was made to pay the huge penalty for it.
- 24. Historic struggle for 78.2% IDA merger** in which SNEA(I) played the crucial role in mobilizing other Unions and Associations for reaching a negotiated settlement with BSNL Management and further pursued with BSNL, DOT and BRPSE for its implementation.
- 25. Between 2001 to 2013, 18,970 JTOs promoted as SDEs in BSNL.**

26. In 2013, 120 DEs promoted as DGMs, 1700 SDEs promoted as DE(Adhoc) and 295 SDE/Adhoc DEs promoted as DEs on Regular basis.
27. LICE to JTO cadre started in 2013 after lot of legal hurdles.
- 28. Continuous efforts of the Association to end the Adhoc promotions resulted in the amendment of BSNLMS RR earmarking 75% STS posts exclusively for "Regular promotion from SDEs" and remaining 25% STS(DE) posts for MTs thereby ending Adhocism.**
- 29. By increasing the Regular DE quota from 50% to 75% to end Adhocism, 2557 SDE/Adhoc DEs were promoted as DEs on Regular basis.**
30. The proposal of intermediary pay scales of E1A and E2A got rejected by DoT and DPE in July, 2014.
- 31. JTO RR amended in 2015: i) Qualifying service of TTA reduced from 7 years to 5 years, ii) the inter-se seniority of JTOs defined and iii) Regularization of Officiating JTOs as a onetime measure.**
32. The Association's struggles and pressures caused the reconstitution of the Joint Committee in May, 2015 with Shri Mohamed Ashraf Khan, ED(NB) as its new Chairman. The new Committee was directed to submit its recommendations in three months.
- 33. The Joint Committee submitted positive recommendations on i) standard pay scales of E2, E3 ii) CPSU Cadre Hierarchy and iii) 1st TBP after 4 to 5 years instead of 4 to 6 years.**
- 34. 3% Superannuation benefit to BSNL Directly recruited employees approved by BSNL Board.**
35. Struggle by SNEA/ NCOA, results in constitution of 3rd PRC.
- 36. Cabinet extends 78.2% IDA fitment to pensioners, notionally from 01.01.2007 and on actual basis from 10.06.2013.** The very important provision of 60:40 removed by the cabinet decision, making BSNL pensioners at par with Govt pensioners.
- 37. This Association has been focussing, from the formation of the BSNL, on the financial viability of BSNL and the consistent improved growth of the Company.** Association recognised that this is an area where more focus and attention is required in future also. SNEA(I) has been and is struggling against the policies of the Govt, struggling for professionalism in the management for reforms, modern procurement mechanisms, proper monitoring, enforcing a new work culture and discipline in the company, SWAS program and Customer Delight year.
- 38. Refund of BWA spectrum:** SNEA(I) initiated and pursued at all levels the surrender of obsolete BWA spectrum and refund of the spectrum charges. Finally the Govt agreed to refund the BWA spectrum charges of Rs 6572 Cr to BSNL.
- 39. The illegal 3G roaming by private operators** in the name of "Intra Circle Roaming agreement" was challenged by SNEA(I) in the Hon Delhi High Court. BSNL and DoT started acting against the private operators only after our intervention.
- 40. The Association struggled against Tower subsidiary formation.**
- 41. Struggled against MTNL & BSNL merger without addressing contentious issues.**
42. Payment of pension contribution on actual basic pay instead of maximum of the pay scale was pursued by SNEA(I) and was favourably responded by DoPT etc.
- 43. The Assn stands out with a unique Welfare scheme for its members: Payment of Rs One lakh fifty thousand to the family of a deceased member.**
44. Constructed many SNEA Bhavans with the contribution from members at the following prime locations for the comfort of the members and their families: New Delhi, Bangalore, Chennai, Kolkata, Hyderabad, Tirupati, Guwahati, Trivandrum, Bhopal, Dehradun and Jaipur.
- 45. SNEA has successfully fought a number of court cases/ legal battles to safeguard the interests of the common members unmatched by any Union/Association.**

(A A Khan)
CHQ President

(Sebastin. K)
General Secretary

(R. Rajan)
CHQ Treasurer