

**Point 1 :::: E2-E3 Scale i.e. Standard Pay scales.**

**Point 2 :::: Standard Pay scales / Pay anomaly.**

**Point 3 :::: SAB at 30%.**

**Point 4 :::: MT recruitment.**

**Point 5 :::: DGM Recruitment.**

**Point 6 :::: CPSU cadre hierarchy.**

**Point 7 :::: 3<sup>rd</sup> PRC Formation.**

**Conclusion.**

**Point 1 :::: Question Raised in various whatsapp group @E2-E3 Scale.**

It's SNEA who has fought to upgrade the JTO pay scale and they also mention that in 2002 also they fought to upgrade JTO Group C to JTO Gr B, and they also mention the higher pay scale to JTO as Rs.9850/- Now at least from that claim we all BSNL DR must analysis the fact, that whether we have been benefited from their move fixing the BSNL DR at Rs.9850/- or we would have been fixed at Rs.10750/- as at that time there was no financial problem, as BSNL recruited are not covered under any pension scheme, so at least I am totally confused that whether they have done things in favor of DR or Against DR. So why I should vote for SNEA?

**Answer :::: First of all the pension for the BSNL absorbed employees decided on 30.09.2000 and Rule 37A notified, prior to the formation of BSNL.** Scales were offered in absorption letter as per direction of PCAT New-Delhi. Case was fought by SNEA only. Another Association was ready to get absorbed with Rs 2000/- per month as Adhoc amount. BSNL Offered E1 for JTO and E2 for SDE. **If E2 scale was offered then what is the need for agitation?** It was SNEA who demanded E2 scale for JTO and E3 for SDE. SNEA launched Organizational Action for five days. Effect was Delhi became Communication Island for those five days and management was compelled to negotiate with SNEA. As a negotiated settlement we got E1A and E2A. SNEA during discussion with 2<sup>nd</sup> PRC took up with Management and PRC also to recommend E2 and E3 pay scale for JTO and SDE respectively. Unfortunately that didn't happened in the PRC implementation in 2009. SNEA kept the demand live since formation / absorption process till date. SNEA will not allow demotion of the scale of JTO from E1A to E1 in any circumstances rather will ensure E2 for JTO and equivalent cadre and E3 for SDE and equivalent cadre. **So we need to Vote for SI No 9, SNEA.**

**Point 2::: Question / Rumours in WhatsApp Groups @Standard pay scale.**

SNEA claim that they have made the standard pay issue live from 2014 strike notice (and practical no strike was done)

Friends basic question is that whether SNEA was unaware till the 2014 about standard pay scale and if so then they does not deserved the DR votes and if they were aware about the standard pay scale then why SNEA was mum for almost 7 and half year and moreover if they are so strong association and just serving

the strike notice they made this issue alive, then why can't they gone on strike practically (on web site they always on strike to make DR fool)

Friends as all of you know that it was AIGETOA who is on strike in 2009 and 2013 gone for 22 days strike and AIGETOA has also filed the case in Chandigarh CAT and won the case also, so SNEA is just making fool to all DR to get the DR vote

**Answer:::: It was SNEA who demanded E2 scale for JTO and E3 for SDE since formation of BSNL. From 2009 to 2014 we struggled individually and in United Forum. Till 2014, BSNL was pursuing with DoT and DPE to get replacement scale of E1A in 2<sup>nd</sup> PRC which was not going to take place as per our earlier discussion with DPE officers. It was again singular effort of SNEA to see that the E1A and E2A proposal is rejected by DPE within a month's time. When management was inclined to give E2, E3 scales others started demanding E2 from 01.10.2000 and up gradation of all other pay scales. The SNEA started agitation alone in Feb 2014, Sept 2014 and April-May 2015 which resulted in the reconstitution of the Committee by Khan Committee. SNEA got the Khan Committee formed and the E2, E3 recommendations also. About court case in Chandigarh, "NO COURT CAN FIX THE PAY SCALE FOR ANY CADRE; COURT ONLY SAID STANDARD PAYSACLE MAY BE GIVEN, AS THE PROCESS UNDER CONSIDERATION BY BSNL". Even in 2002-03 also PCAT said that Pay scales should be clearly spelt out. Court has no role in deciding which scale to be given to which cadre. So Associations claiming that, because of court case E2 scale demand is live is false. SNEA once again reiterates that SNEA will not allow demotion of the scale of JTO from E1A to E1 in any circumstances rather will ensure E2 for JTO and equivalent cadre and E3 for SDE and equivalent cadre. Pay anomaly case of 2007 / 2008 batches (Rs.22820/-) on par with 2005 batch and 2010 JAO batch is being pursued with management. So we need to Vote for SI No 9, SNEA.**

**Point 3::::Question / Rumours in WhatsApp Groups @30 % SAB.**

30% SAB as per their website they claim that their consistent effort in 2014 makes aware the management and they will fight for full 30% SAB. Friends it means SNEA has not gone in detail of 2nd PRC that's why they rose the issue in 2014 by serving the strike notice for lunch hour demonstration, more over it was Sh RP Sahu who has studied whole PRC and it was one of the strike agenda point in 2009 and 2013 and every one can see the strike notice and strike done in 2009/2013 where we BSNL DR sit on the strike for 22 days ,then why SNEA is trying to publish again and again false fact ,whether we are illiterate or SNEA think that we all DR fool

**Answer:::: In 2004, Govt. Of India decided that now onwards there will not be any Govt. Pension for any recruitment either done by GOI or CPSUs. Taking cognizance of that 30 % SAB was recommended by 2<sup>nd</sup> PRC in 2009. Prior to that BR Employees were getting EPF benefit. After 1<sup>st</sup> recruitment in BSNL, EPF was getting deducted 12 % of minimum of scale (Rs 6500) of BR Employees. In 2002-03, SNEA took up the issue with Management that EPF contribution should be 12 % of Actual Basic + IDA. At that time also only two Associations were there and matter was raised by SNEA Only. In 2005, Management agreed to SNEA demand, orders issued on 12.08.2005 with retrospective effect and since then 12% of Actual Basic + IDA (without the ceiling of Rs 6500) is deducted from salary of the BR Employees and equal amount is contributed by BSNL to EPF Account. The arrears also credited to the account of the employees.**

Further since 2009, we continued our demand of 30% SAB as recommended by 2<sup>nd</sup> PRC. In 2012, JAC comprising of All Unions and Associations went on strike for SAB. CMD BSNL agreed to give 4% SAB with assurance that on 1/1/2015 it will be reviewed. SNEA was of the opinion that we should take 4% and

continue struggle for remaining 8%. None of the unions and Associations responded positively. In 2015 CMD BSNL announced 6% initial contribution for SAB in AIC of SNEA at Jaipur. Unfortunately others didn't responded positively. During proposal, Finance wing showed about 13% contribution towards PRMB (Post retirement medical benefits). **The management proposed 3%, but unfortunately those opposed 6% didn't opposed the proposal.** Now 3 % is approved by DoT also and pension fund formation is in progress. The PRMB is worked out between 3 to 3.5 % taking the total contribution to 22.8% to 23.5%. SNEA will continue struggle for left out 7%. **So we have to vote for SI No 9, SNEA who ensured that SAB get started with 6% and reach full 30% which is our rightful due.**

**Point 4 :::: Question / Rumours in WhatsApp Groups @ MT recruitment**

Friends at least in case of MT SNEA has the clear stand and they have many times publish and written letters to management that they want MT. So friends do we all DR want MT? If no, then why we should cast our valuable vote to SNEA.

Friends all of you take guarantee, that if SNEA won this election, then nobody can stop MT and our carrier will be finished ,just casting our vote in favour of SNEA and all of you know that till date we all DR have not allowed MT and gone on strike in 2008/2009/2013/2015 and many more, friends please recall that period of strike, it was SNEA who played very very negative role in terms salary cut, memos and many more ,friends can we forgot the mental torture given by SNEA , So friends before casting your vote to SNEA please go through the history

**Answer ::::** SNEA's stand is by stopping examination of Internal MT (12.5%) we are killing carriers of our own Executives. SNEA's stand is "No Outside MT" but hold Internal MT Examinations immediately" Necessary changes in RR should be done immediately. Comrades, we should accept the fact that When Management invited applications of 87.5 % Internal MT, more than 11000 Executives applied for that. So let us not kill the carrier progression of our own young and talented Executives. Let Talented Executives amongst us go to DGM and above. By just opposing, AIGETOA and AIBSNLEA has killed the aspirations of our own Thousands and Thousands talented Executives. Let us not be afraid that my junior will get qualified in Internal MT and will become my Boss. Dear friends, if we fail to bring Executives below the age of 54 yrs to DGM Grade, our senior positions of GM, PGM, CGM will be occupied by ITS and when they leave BSNL, by the IAS officers. We must remember that the present regular DEs are in the age group of above 55 and only few are eligible to become even DGMs before retirement. **To understand the stand of AIBSNLEA & AIGETOA, please go through the MOU signed by them in 2014 at page no.9. SNEA OPPOSES ANY OUTSIDE RECRUITMENT ABOVE THE LEVEL OF JTO/JAO. So we have to vote for SI No 9, SNEA.**

**Point 5::::Question / Rumours in WhatsApp Groups @ DGM Recruitment ::::**

Friends SNEA does not oppose the DGM recruitment in 2010 and give the easy path to management, friends though AIGETOA has done strike in 2009, but management ask us why we are opposing DGM, As BSNL DR does not have the 12 years experience and SNEA does not oppose that DGM, even though nearly 2000 B.Tech SDOs/Sr. SDOs were there with nearly 15 to 20 years experience ,

Friends when again BSNL issued advertisement for recruitment, then It was AIGETOA who fought in 2013 strike and filed the case in Chandigarh CAT and PCAT Delhi and make eligible to apply the form, but here one interesting thing I share with all of you that without doing anything SNEA wrote to its site that

"Congratulation friends with the consistent and legal effort of this association all of you become eligible to apply for DGM post "

Whereas AIGETOA has never taken the credit, as AIGETOA never want MT and DGM, The case was also filed to derail the recruitment process and two days before the DGM Exam, BSNL won the case and does not allow to write the exam, friends it was RP Sahu who give the direct threat to management and make us to write the exam, because RP Sahu ji know that, if once we write the exam, then it is not going to happen and see the result today, till date those DGMs have not been appointed till date and we all know that it was RP Sahu ji who derail the process .

**Answer::::**Fast track mechanisms and methods are required for screening DGMs and taking few of them to the top positions. During ITS absorption, onetime recruitment of Extl DGMs making Internal candidates eligible was our demand, as a onetime measure. But what others did --- they fought in the PCAT and High Court for eligibility, written the DGM examination. When they lost everywhere, they are now telling that they oppose DGM recruitment. Their stand was, Make us Eligible and go for DGM rect., otherwise No DGM Recruitment. !!!! Stand of SNEA earlier was for one time measure clearly stated and further NO DGM RECRUITMENT. **So we have to vote for SI No 9, SNEA.**

**Point 6::::Question / Rumours in WhatsApp Groups @ 3rd PRC Formation**

Friends as per SNEA site they claim that due to SNEA strike notice and lunch hour demonstration (practically we all know that they only do lunch hour demonstration on site only), they force the govt. of India to form the 3rd PRC, Friends one basic question arises in mind if SNEA is so strong and can force the GOI then ,why they were not able to resolve BSNL DR issue ,or they are making all BSNL DR fool, we must think and cast our vote accordingly

**Answer::::** SNEA was the only Association from BSNL to be the part of NCOA. Member Association of all CPSUs is putting cumulative efforts to ensure that 3 PRC constituted. We are proud to be part of NCOA and appreciate contributions of Officers associations of other CPSUs who are member of NCOA. What we are telling is, from BSNL, Only SNEA is a member of NCOA. No Association from BSNL has any role played in formation of 3<sup>rd</sup> PRC. **So we have to vote for SI No 9, SNEA.**

**Point 7:::: Question / Rumours in WhatsApp Groups @ for CPSU cadre hierarchy.**

Now again my basic question is that SNEA was unaware about CPSU CADRE HIERARCHY till 2014, even after formation of 14 Years of BSNL, if so then they do not have the moral right to run the association, more over after formation of AIGETOA, the AIGETOA have submitted the CPSU CADRE HIERARCHY proposal to then CMD Sh Kuldeep Goyal in 2008 itself and then Cmd sh kudeep Goyal has commented that if I am the owner of this company ,then I will be the first person to implement this CPSU cadre hierarchy, and he told that there are many other association who oppose this proposal, friends in SNEA Proposal ,they want SDE to Sr. SDE time bound must 10 years, now you think why they want such proposal

**Answer::::** First time in the history in Central Govt as well as DoT, Time bound promotions were approved for JTO and SDE cadre in 1990 and was the biggest achievement of SNEA (Then JETA). It was continuous struggle by which we got time bound promotion for JTOs and SDEs. And in BSNL it was SNEA who fought in various CATs for, Pay scales, service conditions and promotional avenues. PCAT clearly directed DoT and BSNL to decide pay scales, Promotional policy and Fixation method before calling options. The

judgment and the subsequent agitation of SNEA forced BSNL management to give commitment in writing in Absorption offer as well Absorption letter "Time Bound Promotions up to SG JAG grade will be given between 4 to 6 years". This is nothing but the CPSU Cadre hierarchy which we are demanding now, its implementation in letter and spirit. While implementation in 2007, Management split that line in two parts, (1) TB Financial Promotion and (2) Post Based Promotions. So It is because of SNEA's stand "Not to get absorbed without detail terms and conditions" we are now going to get CPSU cadre hierarchy i.e. Time Bound Functional Promotion. The present CPSU demand in nothing but the non implementation of terms and conditions of absorption in the presidential order achieved by SNEA during absorption through organizational and legal struggles in true spirit.

The Khan Committee constituted on 07.05.2015 through agitation of SNEA. Khan Committee recommended TB promotion from JTO to SDE to Sr SDE to AGM grades after every five years, ie in 15 years of service, a JTO will become AGM. During implementation we are trying to render justice to the Executives whose promotion delayed due to dept reasons by giving suitable relaxation in qualifying service to them for the next promotion so that they also will get the CPSU promotion at par with the Executive promoted for the same vacancy / rect year. This will be pursued as per the decisions taken in the Kolkata CWC. This demand along with other demands is accepted by the management in principle.

We have to be vigilant in the coming days as some Associations are demanding merger of SDE and Sr SDE grades to make Khan Committee recommendations unimplementable and sabotage the implementation of CPSU Hierarchy.

**Conclusion:::** So, Dear all Executives of BSNL, as a Cadre Based Association as JETA in 4<sup>th</sup> pay commission, as a JTOA in 5<sup>th</sup> Pay Commission and as a SNEA in 2002-03, we ensured three consecutive pay scale up gradation single handedly. Today's All Executives in BSNL, i.e. Telecom, Finance, Civil, Electrical, PA / PS are getting Time Bound Financial promotion due to the PCAT Judgment and subsequent agitation of SNEA, Management was compelled to offer in Absorption Letter "Time Bound Promotions upto SG JAG grade will be given between 4 to 6 years". At that time there were two Associations only, and other was ready to get absorbed at an Adhoc Amount of Rs.2000/-. Now it is time to expose those who claim to be sole custodian of Executives in BSNL. They were and are in fact the biggest blockade for betterment of Carrier progression of All Executive Cadres all along as at the time of absorption.

**We always believe in collective effort for our own right full cause. SNEA is having history of three pay scale up gradation achieved single handedly in Cadre based single Association era. Now since last 7-8 years, cadre issues are stuck up because of the fact that Multiple Associations are writing something, signing in committee something and that in discussion conveying something to Management. Having this situation, Management is getting every room to play with cadre prospectus of Executives.**

**So Membership Verification on 7/12/2016 is a Golden opportunity in front of us to choose the unified voice which will represent Executives issues effectively for all cadres in BSNL.**

**Our Humble Appeal to one and all is Vote for Sr No 9, Sanchar Nigam Executives Association and make SNEA the strongest Majority Association with maximum bargaining power.**