



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

Strengthen SNEA, Strengthen BSNL

A thought for unity, a vote for SNEA

MANIFESTO FOR MEMBERSHIP VERIFICATION

The origins of SNEA(I), speaking in real terms, date to pre-colonial era of 1946 when first Association of Telecom Engineers, known as **TESA, Telephone Engineering Supervisors Association**, took birth in 1946. Urge, commitment and determination of our ancestors to fight against injustice, deprivation and discrimination brought them together on this platform and since then till date this platform been continuously expanding and transforming to keep pace with incredibly rapid technological changes in the telecom sector as well as successfully meeting, in course of its journey, the huge challenges and needs of career growth of its members thrown by continuous and massive technological changes.

Thus this Association taking its birth as **TESA in 1946** underwent significant metamorphosis, from **TESA to JETA** when Telephone Engineering Supervisors were re- designated as Junior Engineers, from **JETA to JTOA**, in 1987, when the cadre of JE earned huge recognition, from National Productivity Council, of being distinguished as a separate entity, different from JEs of other central departments, and was designated as JTO and upgraded to the scale of 1640-2900 after a historical struggle spanning over three years from 1984-87. JTOA strove like anything to get a unique and unprecedented distinction conferred on the cadre of JTO when 5th CPC in 1996 in an unprecedented and unique manner further upgraded the cadre of JTO from Group C to Group B Gazetted along with upgradation of pay scales once again to 6500-200-10500, paving the way for yet another big transformation from **JTO to TEOA** so as to make it a platform for multi cadres. This greatest breakthrough in the career upliftment of the JTO cadre came about as a result of incredibly tireless hard work and sustained efforts of the central leadership of the then TEOA and this led to yet another landmark breakthrough of JTO getting absorbed as an Executive in BSNL.

Finally TEOA blossomed into a fully grown platform of SNEA in the year 2003 after it launched yet another historical struggle in the year 2000 to defeat the sinister move of the then BSNL Management to force our absorption into BSNL without deciding our basic service conditions of absorption. After a very protracted legal and organizational crusade, BSNL management was forced to define three basic service conditions of absorption i.e pay scales, promotion policy and fitment criterion and we got absorbed in BSNL with legitimacy and dignity, not compromising our legitimate right to have basic service conditions defined to enable us to take an informed decision on the issue of absorption. **Our absorption in BSNL led to TEOA getting transformed into a formidable platform of SNEA.**

Thus journey from TESA to JETA to JTOA to TEOA and finally to SNEA has been not only arduous but quite stimulating, challenging and highly satisfying. Looking back, this journey has been truly memorable since every transition was marked and accompanied by great breakthroughs, one after another. Every transition is a remarkable and historical manifestation of career upliftment of the cadre of JTO and onwards. Transition was never meant simply to change the nomenclature. Thus SNEA truly speaking is not merely an Association but a movement that has traversed and transformed the very complexion of the cadres from JTO onwards. And then, on the top of the table, is the herculean effort and solitary role of SNEA in opposing and defeating repeated attempts of the successive Governments to destabilize and weaken BSNL. In safeguarding the Company and not allowing Govt. to wreck havoc on this National Telecom Institution of the country, SNEA has been in the vanguard of every struggle to defeat diabolical designs of vested interests and the Govt. to disintegrate the Company from time to time.

However, unlike in other CPSUs, where a single Association represents the entire Executive community, in BSNL, several Associations exist. One of the major objectives of the membership verification is to end existing multiplicity and forge unity among all the Executives. Multiple Associations will only strengthen the hands of the Management and deny the genuine cadre interests. That is precisely what we have been witnessing during the last several years.

To help our comrades and for the benefit of all executives for an informed choice to decide the Association to represent them we just recapitulate the past radical breakthroughs accomplished by this Association, SNEA has come out with a Manifesto which clearly spells out the vision and mission of the Association and also broadly spells out the future agenda of the Association. This we believe is going to be a very significant blueprint while reaching out our comrades at the grass root level in the course of ensuing membership verification. The veracity of this document is impossible to be challenged.

Some of the miles stones in this journey for the last 3 decades are:

1. Upto 31st Dec 1985 (3rd CPC), the pay scale of JEs (Junior Engineer) was Rs.425-15-700, a pay scale lower than that of JAOs and even selection grade RSA/PIs. After a series of tireless crusades 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). Distinguishing the cadre of JE telecom from JEs of other Central Govt. by designating it as JTO and upgrading its pay scale to 1640-2900 was a historical decision taken by the Union Cabinet in 1987. This breakthrough underlined the strategic importance of the cadre of JTO in building telecom infrastructure and contributing towards all round growth of telecom in the erstwhile DOT. Rightly described as "BACK BONE OF TELECOM GROWTH", the cadre of JTO continued to enjoy a privileged strategic position. As a consequence of this radical breakthrough, JETA(I) got transformed to JTOA(I).
2. In 1988, the Association succeeded in getting TES Group B RRs amended by getting Selection criterion replaced by "Seniority cum fitness", thereby reducing the droppings in DPCs for promotion from JTO to TES Group B from 30% to nil.
3. The historic joint struggle organized by JTOA (I) and TESA in the 1990's for lateral advancement or time bound financial upgradation does not easily fade from the memories of anyone. Once again a first time history was created when lateral advancement (time bound financial upgradation) scheme was introduced in JTO and SDE cadre, for the first time in any Central Govt. department - 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. This was the first time bound promotion of officers of Central Govt much before the implementation of 80:20 upgradation in Accounts wing and the ACP in central govt. as recommended by 5th Pay Commission.
4. The struggle against reversion of 550 SDEs to JTO cadre in 1992-93, due to the breakdown of TES Group B RRs, was of such magnitude and determination that this reversion was transformed into promotion of 8000 JTOs to SDEs, again another history, that only this Association could create.

TES Gr.B qualifying examination was a pre requisite for promotion to SDE which has resulted many JTOs remained as JTOs till their retirement perhaps the only cadre faced such a situation. With the consistent and strong struggle the TES Gr B. qualifying examination was scrapped by SDE Rectt Rule 1996 and the eligibility for promotion reduced to 3 years from 5 years. Today we are able to ensure that all JTOs entered in the cadre will get their SDE promotion without any examinations.

As far as LICE for promotion from JTO to SDE the Association could bring sweeping changes with respect to paper and mode of examination by removing General Knowledge, objective type question and finally online examination which has become transparent and ensured passage to many in thousands in place of few hundreds in the past.

5. Tireless efforts of the central leadership of JTOA(I) in 1996-97 and critical inputs it gave to the Vth CPC, based on the work study conducted by National Productivity Council,

resulted in historical recommendation by Vth CPC to upgrade the cadre of JTO from Group C to Group B gazetted. The pay scale was upgraded from Rs 5500-150-9000 (pre-revised 1640-60-2900) to Rs.6500-200-10500 w.e.f 1st Jan 1996. Upgradation of pay scale of entry cadre of JTO resulted in the upward revision of pay scale of SDE to 7500-12000. Consequent to JTO being upgraded from Group C to Group B gazetted in DoT, greatest ever milestone accomplished by the Association, it was again renamed from JTOA(I) to TEOA(I). No other cadre could make this type of upgradation of status from Gr.C to Gr.B with increased pay scale which in turn resulted the upgradation of SDE pay scale from Rs.6500 to Rs.7500.

6. As per the recommendations of V CPC, JTO(Telecom) cadre was elevated from Group C to Group B Gazetted, which paved the way for absorption of not only JTO but all other equivalent cadre like PS, ADOL, JTO Civil/Electrical/TF Architect/JAOS etc as Executive in BSNL.
7. During 1998 to 2000, about 9,500 JTOs were promoted as SDEs only through the unrelenting efforts of the Association.
8. **BSNL was formed on 01.10.2000. TEOA(I) was the only Association that fought for pension and terminal benefits for the BSNL absorbed as well as directly recruited employees along with Group C Unions and Rule 37A introduced.**
9. **Today all absorbed executives are retiring peacefully with assured government pension only because of the timely trade union action launched by the non-executives federations and TEOA in the year 2000 against corporatisation while all others were lured by the unrealistic prospects of corporatisation.**
10. **TEOA(I) was the only Association that fought tooth and nail for absorption on declared terms and conditions (*like pay scales, promotion policy and fitment formula*), legally and organizationally, when BSNL Management tried their best to coerce employees to get absorbed in BSNL just for an ad-hoc payment of Rs 2000/-. It was only because of this historical struggle that BSNL Management was compelled to reveal terms and conditions of absorption like pay scales, fitment criterion and promotion policy to all executives thus paving the way for absorption in BSNL with dignity and legitimacy, not as bonded labourers.**
11. BSNL started JTO direct recruitment in BSNL as demanded by the Association.
12. **Through sustained struggle, the terms and conditions for absorption such as (a) E1A, E2A, E3, E4, E5 and E6 pay scales for the Executives (BSNL offered E1, E2, E3 ---, E6), (b) five time bound promotions between 4 to 6 years of service (earlier in DoT, only two TBPs) and (c) point to point fixation, were finalised in 2002-03 and simultaneously ensured that the pay scales and promotion policies are equally applicable for the BSNL recruits also.** The hike in basic 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.
13. **TEOA(I) and BSNLEA merged together at Kanyakumari in 2003 to form SNEA(I), which could embrace all Executive cadres under a single umbrella.**

14. **Payment of EPF contribution @12% of the emoluments 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 2001 or 2002. 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 as no other association was in existence with members as DR executives.
15. 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.

SNEA is the binding and driving force of executive-Non executive unity and joint struggle in all policy based issues either of the government or of the Company which was only available in financial sectors like banking, insurance etc.

16. 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 and this has resulted the increase of DA from 68.8% to 78.2% which is very much alive in everyone's mind. This boosted the confidence of NCOA and established it as a worthy fighting force.
17. Time Bound Promotion policy was framed and orders issued on 18.01.2007, the 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. Prior to this there were only one or two TBPs even after 12 years. The TBP policy for Executives in BSNL was worked out prior to even that of the Non Executives. Association made strenuous efforts to force the management to tone down considerably very stringent attendant conditions that were initially imposed, thus enabling time bound promotion for almost 100% Executives. This is an underlying feature of TBP Policy.
18. The Association fought tooth and nail against unbundling of copper cable and stopping of ADC charges without proper compensation.
19. 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. The 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 the struggle and stalled the move of the Minister to cancel the whole tender.
20. During the 2nd PRC, Association through serious discussions with the pay panel, ensured 30% fitment through our well studied presentation before the PRC. Another historic settlement to win sizable increase in emoluments.
21. 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 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, now the Executives are getting functional promotions upto DGM, in future, setting them up in line for promotion to GM cadre.

22. In 2009, for the first time in the history of BSNL, SDE/Adhoc DEs were promoted as DEs and then to DGMs.
23. In 2010, 2710 SDEs were promoted as DEs on Adhoc basic and 1571 on regular basis.
24. 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.
25. The deployment of unabsorbed ITS officers in BSNL for the next 10 years has been legally challenged by SNEA(I) and others.
26. 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.
27. Between 2001 to 2013, 18,970 JTOs promoted as SDEs in BSNL.
28. In 2013, 120 DEs promoted as DGMs, 1700 SDEs promoted as DE(Adhoc) and 295 SDE/Adhoc DEs promoted as DEs on Regular basis.
29. 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.
30. By increasing the Regular DE quota from 50% to 75% to end Adhocism, 2557 SDE/Adhoc DEs were promoted as DEs on Regular basis in the year 2014.
31. Efforts are in progress to promote around 6100 JTOs as SDEs in seniority quota and 3500 under LDCE quota, possibly materializing in the near future.
32. The proposal of intermediary pay scales of E1A and E2A got rejected by DoT and DPE.
33. The Association's struggles and pressures caused the reconstitution of the Joint Committee with Shri Mohamed Ashraf Khan as its new Chairman. The new Committee was directed to submit its recommendations in three months.
34. The Joint Committee submitted positive recommendations on standard pay scales of E2, E3 ---, CPSU Cadre Hierarchy and 1st TBP after 4 to 5 years instead of 4 to 6 years.
35. 500 DEs promoted as DGMs in 2016.
36. JTO RR amended with focus on regularization of officiating JTOs and reducing the qualifying service from 7 to 5 years. All Offtg JTOs regularised as we are suggesting since 2005 and LICE for 2013-14 conducted and results declared for 1701 candidates.
37. LICE to JTO(E) and JAO conducted and results declared.
38. Superannuation benefit to BSNL Directly recruited employees approved by BSNL Board.
39. BSNL Management approved standard pay scales of E2, E3 replacing the intermediary pay scales of E1A and E2A and send to DoT for approval.
40. Struggle by SNEA/ NCOA, results in constitution of 3rd PRC.

41. 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.
42. Consequential benefits of 78.2% IDA merger like PUC and HRA implemented.
43. The 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.
44. 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.
45. 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.
46. The Association struggled against Tower subsidiary formation.
47. Struggled against MTNL & BSNL merger without addressing contentious issues.
48. 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.
49. SNEA fully committed to the growth and financial viability of BSNL. Along with Forum SWAS (Service With A Smile) programme introduced with special focus on quality of service, targeting on 3rd PRC.
50. The Assn stands out with a unique Welfare scheme for its members: Payment of Rs One lakh to the family of a deceased member.
51. 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, Jaipur.
(The Buildings and Assets of so called merged Associations are under multiple keys and Litigations)
52. SNEA has successfully fought a number of court cases/ legal battles to safeguard the interests of the common members unmatched by any Union/Association.

When this Association was representing only JTOs it could create many historical achievements for the cadre and once Corporatisation idea was mooted it played a pivotal role by organisational and legal movements for the benefit of entire executives and non executives-like Govt. pension, enhanced EPF from Rs6500 ceiling to unlimited, terms and conditions of absorption, Time bound promotion policy etc and currently struggling with following vision.

The vision 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.

1. Make the organization fully profitable by 2017-18. Intervene in Government policy making with appropriate suggestions to protect the public sector against intrusion, disinvestment and encroachment and by this to ensure job security to the young comrades recruited by BSNL and DoT.
2. Implementation of 3rd PRC w.e.f 01.01.2017 delinking pay revision from profitability of BSNL and fully focusing on the growth of the company.
3. Implementation of superannuation benefits to BSNL Direct Rect employees and Executives in particular as per DPE guidelines, starting with minimum contribution of 6%.
4. Implementation of standard pay scales of E2 and E3 replacing E1A and E2A w.e.f 01.01.2007 for the Executives in BSNL. This will ultimately lead to the standard pay scales of E2, E3, --- E7 during 3rd PRC. The disparity in pay between the Executives recruited prior to and after 01.01.2007, ie 2007, 2008 etc batches to be resolved.
5. Introduction of Time Bound Functional promotion or CPSU Cadre Hierarchy in BSNL upto AGM grade as per the recommendations of the Joint Committee with strong focus on performance and protecting the interest of SC/ST Comrades. It should not be linked with existing seniority or availability of posts. All seniority related issues shall be resolved, uniform date of promotion and decentralised DPCs. Evolve a fast track mechanism in CPSU cadre hierarchy itself for faster promotions to fill up the Top management positions in future from among the internal candidates.
6. Automatic pension revision for the BSNL pensioners through PRC/CPC without linking it with pay revision of serving employees.
7. Maintain uniformity in first time bound up-gradation i.e. 4 to 5 years instead of 4 to 6.
8. To fill up all the vacancies in all cadres as on date by promotion from JTO/JAO to SDE/AO, SDE/AO to DE/CAO, DE/CAO to DGM in different wings through DPCs and LDCEs till Time Bound Functional promotion is implemented.
9. Conduct of LDCE on year to year basis till Time Bound Functional promotion is implemented.
10. Emphasis to be laid on modern Management with greater role and involvement of the middle management.
11. A responsible, professional and corruption-free top management which has stakes in the welfare of the Company and only the Company. Deputation of ITS from DoT into BSNL should end. Legal and organizational actions will be pursued vigorously.
12. A legally valid labour contract for the maintenance of External plant. Deployment of more Employees to field units, CSCs etc.
13. No subsidiaries by breaking BSNL into pieces.
14. Merger of BSNL and MTNL only after addressing the contentious issues.

15. 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, promotional quota, postings etc.
16. Settlement of long pending pay anomalies i) Pay fixation as per FRSR during officiating promotion on implementation of TBP and iii) Senior drawing less pay than Junior after promotions.
17. Total parity in pay scales among all the wings by 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.
18. Amendment of BSNLMS RR to end Adhocism by increasing the Regular promotion quota from 50% to 75% in Finance/ Civil/ Electrical/Arch wings at par with the Telecom wing to have uniformity in promotions.
19. Amendment to BSNLMS RR for bringing uniformity in promotion in Civil / Electrical/ Arch wings at par with Telecom and Finance wings.
20. Explore the possibility of switching over to "Full Pension option" for EPF pensioners.
21. All consequential benefits of 78.2% IDA merger from 01.01.2007 like Medical, arrears etc. from 01.01.2007 on actual basis.
22. JTO/JAO rect, both Dept through LICE & Outsider quota.
23. Perks like Transport allowance to be hiked and All India LTC, Medical payment without voucher etc to be reintroduced.
24. TTA to JTO (Dept) outsider, pay loss to be addressed.

The very purpose of the verification process is that it should ultimately lead to unity of all Executives. Present multiplicities, that serve only to aid and abet the interests of the Management, should totally come to an end. The quest for unity has been mooted and fostered by the JTOA and other well-meaning Associations, which has fructified and culminated in the formation of SNEA with a vast majority of the Executives coming under its banner. The legacy of this Association dates back to the beginning of organized movements in the erstwhile P&T Dept. And the result of such coming together is there for all to see. Nobody can dilute it or hide it because it has been the beacon shining in all directions. The wise Executive sees it and knows it. Our predecessors have handed over this shining torch to us. We cannot betray them. On the contrary, we should and will do justice to each drop of sweat and blood that they have shed for us- for the posterity. That we know requires hard work – hard work that include struggles, sweat and even blood. And that is what they have taught us not by precepts but by practice - yes, practice unparalleled, never found in any other book but in the book that was written only by them in their own inimitable style. Be sure that this is not for the weak-hearted.

And If you believe that you belong to a tribe with the right mettle, right fibre or at least the right inclination, jump on to the bandwagon - come let us write history on the murals of time and further consolidate the unity of the Executives in an unshakeable and unwavering manner. You will be remembered not for

flattering the Management but for fighting side by side with the common Executive.

Your vote can be decisive.

Are you on the right side.

Tune your conscience.

Exercise your franchise.

Make the right decision.

Elect the fighting brigade