



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

Resolutions Passed in SNEA CS & CHQ OB Meeting held at Manali HP from 2nd June 2024 to 4th June 2024.

After elaborate discussions for three days, the CS & CHQ OB Meeting of Sanchar Nigam Executive's Association held at the Conference Hall, Atal Bihari Vajpayee Institute of Mountaineering and Allied Sports, Manali, Himachal Pradesh, PIN 175131 from 02/06/2024 to 04/06/2024 unanimously passed the following resolutions on different HR Issues.

- 1. Certain Positive Outcome after SNEA as Majority Association:** House discussed the performance of SNEA as Majority Association with more than 52% Votes after 3rd MV and expressed pleasure on certain outcome like changes in transfer policy, Enhancement of Mobile Handset reimbursement Amount, Restoration of GTI rates at par with Initial rates, Efforts made in getting GHI Rates reduced in favour of executives, support extended to the individual cases of Inter Circle Transfers, putting up different issues with agenda of more than 180 pending HR points with BSNL Management etc. House appreciated efforts by SNEA CHQ in getting some positive decisions in favour of executives with persuasion by SNEA as Majority Association and resolved to get all issues settled one by one in a similar approach. House also appreciated efforts by SNEA CHQ in conducting CWC Meeting Delhi in great manner with the benign presence of Hon. MoC, Hon. Secretary DoT and CMD BSNL on Open Session Dias and congratulated SNEA CHQ for such a great and highly motivational CWC Meeting. House underlined the high expectations from SNEA as Majority Association and firmly resolved to put all out efforts to meet such high expectations from all executives in BSNL in general and SNEA Members in Particular.
- 2. Implementation of 3rd PRC for BSNL Executives:** House discussed implementation of 3rd PRC for BSNL executives and underlined the unrest among each and every executive in BSNL. House also analysed the losses and hardship being faced by the executives. House appreciated efforts taken by SNEA CHQ by reaching all possible sources in BSNL, DoT and Government of India and specially appreciated efforts by inviting Hon. MoC, Hon. Secretary DoT and CMD BSNL in CWC Meeting Delhi for pursuing pending different HR and financial issues of BSNL Executives. After elaborate discussions, the house unanimously decided that in changed circumstances, SNEA CHQ has to put all out efforts for implementation of 3rd PRC without any further delay. House demanded in one voice that CHQ should try for maximum fitment formula and should keep efforts for at least 5% Fitment formula for 3rd PRC implementation, however house empowered GS to take decision as he find suitable at the time of final negotiations for fitment formula for 3rd PRC Implementation.
- 3. Implementation of Upgraded Standard Pay Scales for affected BSNL Executives:** House appreciated efforts taken by SNEA CHQ in pursuation for implementation of upgraded Standard Pay Scales for the executives in BSNL and further resolved that SNEA as Majority Representative Association will keep focused approach on resolution of this issue as early as possible. The House especially appreciated the efforts of Shri. Niranjana Sahu AGS with deep rooted study, thereby extending support to GS in successfully pursuing this issue.

House deeply underlined the commitment of SNEA towards resolution of this long pending issue impacting about 15000 Executives in BSNL and firmly resolved to vigorously pursue for Implementation of upgraded Standard Pay Scale i.e. E2 for all JTOs/JAOs and equivalent cadres and E3 for SDEs/AOs equivalent cadres without linking it to EPP 2007 and empowered GS to take final decision on the settlement of this issue in the interest of affected executives.

4. **Other Left out issues of 2nd PRC viz. 22820, E1 +5 Increment, Pay loss, Notional Pay Fixation:** House discussed all these other Left out issues of 2nd PRC viz. 22820, E1 +5 Increment, Pay loss, Notional Pay Fixation and steps taken by SNEA CHQ and endorsed stand taken by SNEA on 22820, Pay loss by taking issues to the CAT and finding way forward for resolution of these issues. The House resolved that though the intensity of the losses will be reduced with implementation of upgraded Standard Pay Scales, but all these issues also need to be resolved and SNEA should keep its all out efforts for resolution of these issues through court cases as well as by pursuing it with BSNL Management.
5. **Revision of TA/DA Rates:** The house discussed the hardship faced by the executives in performing day to day office duties with compulsions to all for working on the old rates of 2002 for official tours by AGM and below level officers and to enhance the TA/DA Rates only for DGM and above level Officers. House appreciated efforts of SNEA CHQ in putting up this issue in writing with supporting documents and resolved that SNEA CHQ should pursue this issue as Priority issue and see the TA/DA of AGMs and below level officers are also enhanced at par with DGM and above level officers.
6. **Enhancement of Transport Allowance:** House discussed the disparity among the Transport allowance being paid to the executives in BSNL and how BSNL Executives are facing heavy financial losses in thousands of rupees and firmly resolved that SNEA CHQ should take up the issue for immediate revision of Transport allowance so that ongoing disparity is cleared at the earliest.
7. **Restoration of LTC Facility and clearing ongoing disparity:** The house discussed the disparity being followed in BSNL about grant of LTC Facility and expressed displeasure on present system as officers on deputation are enjoying LTC Facility from BSNL Money and BSNL absorbed Officers are denied this facility on the name of expenditure curtailment. House resolved that by understanding the improvement in BSNL Operational Profits for last three years, BSNL Management should immediately clear disparity by restoration of LTC facility for all executives and non-executives in BSNL or it should be stopped for all but in no case this dual standard should be allowed to continue in BSNL.
8. **Enhancement in SAB Contribution:** House discussed the enhancement of SAB contribution by BSNL and expressed displeasure over the fact that since 2016, there has been no increase in SAB contribution. It was resolved to take up this issue a fresh with BSNL Management for progressive enhancement of SAB contribution to reach up to 30% SAB. It was also resolved to look into issues related to the PRMB contribution and its settlement.
9. **Extension of Laptop Policy to field Units:** The house discussed issues with the existing Laptop Amount Reimbursement Policy and need of its review for uniformity among all officers. House appreciated the efforts taken by SNEA CHQ in starting this policy with BSNL CO and also appreciated the stand taken by SNEA CHQ for having uniform Laptop reimbursement Policy for the executives in all the Circles. The house unanimously resolved that SNEA should take up matters for required modifications in the existing Laptop Reimbursement Policy

with Rs 60000 as reimbursement amount uniform to all and for its extension for all Circles as early as possible.

10. **Enhancement of Mobile Handset Reimbursement Amount:** The House congratulated SNEA CHQ for its successful efforts in enhancement of Mobile Handset reimbursement amount and achieving the first stage of enhancement of Mobile Handset Reimbursement Amount. Though the enhanced Mobile Handset reimbursement amount is not meeting expectations, the house expressed satisfaction on this first successful attempt by SNEA CHQ as Recognized Majority Association. The house unanimously congratulated BSNL Management in general and Director HR in particular for such a historic step for enhancement of Mobile handset Reimbursement amount. The House further resolved that SNEA should continue its efforts for enhancement of Mobile Handset amount so that BSNL executives get quality Mobile handsets to meet enhanced day to day office working requirements.
11. **Modification Required in Policy for FRSTC and Concessional FTTH connections at Residence of all executives:** The house elaborately discussed this issue and it was resolved that Associations should take up matter for required changes in this policy in view of mandatory conversion of Landline. The House also underlined the need of FTTH Connection at residence of all executives starting from JTOs and need of free of FTTH connection at residence of all Executives including cost of Modem with suitable plan to meet the need of faster Internet Requirements.
12. **Old Pension Scheme for eligible executives in BSNL:** The house discussed the status of the applicability of the old pension scheme for the executives in BSNL who fulfils the conditions applied by GoI for the scheme and partial implementation of the old pension scheme for applicants who approached the court. House also discussed the pursuation by SNEA CHQ and hurdles in implementation of Old Pension Scheme for BSNL Executives and resolved that the affected executives may approach the court for justice at par with others who have been granted OPS as per court order and at the same time SNEA should pursue for implementation of OPS for the eligible executives in BSNL by taking up matter with DoT/DoPT/DoP&PW for allowing OPS for BSNL executives with EPS instead of NPS.
13. **Issues related to Online attendance:** House discussed all the issues and appreciated efforts taken by CHQ in resolution of issues related to online attendance but expressed that the discrimination created in field units due to disparity in granting second Saturday off equally to field units, should be seriously pursued by SNEA CHQ either by granting second Saturday equally to all field units or by granting C-OFF for the executives who are not given Second Saturday Off.
14. **Issues related to IPMS:** House discussed the hardship faced by the field units due to introduction of IPMS and its stringent Targets and the method adopted for assigning targets without extending minimum required support for achieving the targets assigned. It was finally resolved that SNEA CHQ should continue its efforts to resolve issues reported against IPMS as being successfully done in the past.
15. **Status and review of the Court cases:** House reviewed all the court cases filed by SNEA and expressed pleasure on its persuasion by CHQ. The House resolved that apart from the court cases, SNEA should continue its efforts in settlement of these issues through required dialogue with BSNL Management. On other cases filed by individuals in different promotions, the house resolved that SNEA

should pursue for early clearance of these court cases and early promotions of all eligible executives.

16. **Restructuring review for Enhancement of Promotional Posts:** House elaborately discussed issues created due to reduction of Posts during restructuring review and mainly the issue of abolishing SDE Posts under LICE Quota during restructuring review. House also discussed the case by case reduction of posts in all wings and all cadres and found that work wise there is a lot of scope for enhancement of posts due to increased workload after VRS and mainly due to merger of BBNL works and special Government Projects over the period viz. like 4G Saturation, Bharat Udyami, extended LWE projects etc. The House also discussed different norms and compulsory posting decided by BSNL CO for a particular specialised section and resolved that SNEA should take up the matter with BSNL CO with full justification for addition of posts in all wings and all cadres. Accordingly internal committees have been constituted for consolidating the feedback of each unit/vertical/section/wing. The committees have to give their detailed report to CHQ at the earliest.
17. **Changes required in Transfer policy:** House discussed different issues with the Transfer policy guidelines, changes required in it, and non-adherence to the well-defined guidelines of Transfer Policy by BSNL Corporate Offices and by some Circles. House appreciated efforts taken by CHQ in restoration of changes made by twisting transfer policy guidelines viz. posting of Tenure completed Executives from Territorial to Non-Territorial Circles and vice versa, retention of 12th Std Grounds of ward, Retention of medical ground and requests for change of Circles. House specially resolved to convey thanks to PGM Pers and his team to adhering Age Criteria as defined in transfer policy in long stay transfers of Year 2024-25. The House further discussed changes required in Transfer policy viz. keeping transfers minimum to meet shortage, stop the long stay transfers, Restoration of OA concept as per the Transfer policy, Inclusion of medically dependent parents in place of financially dependent Parent, addition of certain critical illness which are not presently covered in the Medical policy guidelines, Retention on educational grounds, Timely consideration of medical ground cases, changes required in ERP/ESS window, maintaining waiting list of non-considered requests, declaration of vacancies and marking waiting list on OTP applications beyond the vacant post, changes required for option to BAs in Non-territorial Circles for OTP Requests by all executives including JTOs/JAOs etc. House firmly resolved that SNEA should go ahead with its stand **to stop mass Rotational Transfers and limit it to need base Transfers to meet the shortages in certain BAs/Circles** and empowered GS SNEA to take all such issues related to transfer policy which are adversely affecting the transfers of Executives.
18. **Timely Consideration of Return Back or Home/Parent Circle Transfers of Executives Transferred under Long stay Policy:** House specially discussed the issue of hardship faced by the executives who were force transferred in first lot of long stay transfers of Year 2022, who were transferred mercilessly relieved through ERP thereby by not giving consideration to their genuine medical ground, age bar ground and by overruling the criteria of age while issuing the long stay transfers. Now these Executives have completed two years at Transferred Circle and have submitted requests for repatriation to Parent/Home Circle. The House analysed and appreciated efforts by ITPC, BBNW, CNTX Circle and SEA section for the Finance wing as these units have given consideration of all such repatriation requests to Parent/Home Circles on completion of two years. House expressed displeasure on the stand taken by Pers section BSNL

Corporate Office for repatriation or comeback of these forced transferred officers on completion of three years instead of two years as per the well-defined transfer policy. The transfer policy and clarifications issued by Pers Cell BSNL makes it crystal clear that the Transfers from Non-tenure Circles are to be considered at own cost on completion of two years and at company cost on completion of three years. House unanimously resolved that SNEA CHQ should immediately take up this matter with BSNL Management and see that all Own cost OTP Requests are given consideration on completion of two years and OTP Requests on completion of three years stay in transferred Circle are given consideration at company cost. House also resolved that all CS SNEA should share list of all such Return Back Request transfers of their Circles to CHQ and as special efforts CHQ should pursue for consideration of all such cases for early and immediate transfers of executives with arrangement of substitutes either by mutual transfers or by chain transfers of willing officers from different Circles or with local arrangements.

19. **Review of Inter Circle Transfer Policy:** House discussed the mass transfers initiated by BSNL Management through mass transfers by giving different names and applying different criteria. House expressed displeasure on the action of BSNL Management to disturb each and every Executives in BSNL by different modes of transfers viz. Long stay Inter Circle Transfers, Long Stay Intra Circle Transfers, Transfers on Promotions and also force OTP Transfers due to long stay Transfers. House expressed serious concern about mass displeasure among all Executives in BSNL as no single financial benefits is granted by Management over the years, no facilities are extended on such mass transfers, TA/DA Paid is very less as compared to current fares in market etc and BSNL Management is going ahead ruthlessly on mass transfers of the executives. **The House unanimously decided to oppose all such mass rotational transfers and restrict it only to Transfers to meet shortages at different Circles** and these limited transfers also should be issued by giving all benefits and facilities available on Transfers and mainly by declaring exact vacancy position and calling for options in transparent manner.
20. **Review of Intra Circle Transfer Policy:** House also discussed new guidelines issued by the Pers section for not issuing Intra Circle Transfer of SDEs/AGMs who have completed 20 years in Particular SSA and analysed practical difficulties faced by the Circles wherein executives with stay less than ten years are transferred under Intra Circle and some executives with 20 years stay in particular SSA are not Transferred. After analysing all the issues, the house resolved that SNEA CHQ should take up matter with BSNL CO for revision of these guidelines and instead of excluding names from long stay Intra Circle transfers, SDEs/AGMs with 20 years stay in particular SSA and having less than 22 years stay in Circle may be given option/choice either for Intra Circle Transfer or for Inter Circle Transfer for uniformity of transfers. The option should be made available to all SDEs/AGM under intra Circle and individual has to decide where he/she wants to go for Intra and Inter Transfers one by one or break Intra as well as Inter Circle long stay through single Inter Circle Long stay transfer.
21. **Consideration of Rule 8 & 9 Transfers:** The House elaborately discussed the difficulties faced by the JTOs/JAOs in consideration of Rule 8 and Rule 9 Requests transfers of JTOs/JAOs from different Circles.
 - House appreciated efforts by Estt Section and its persuasion by SNEA CHQ for implementation of online procedure for consideration of Rule 8 and Rule 9 requests.

- House appreciated efforts by Estt Section of BSNL CO in considering Rule 9 requests as and when received by Estt Section and resolved to release present stringent conditions of grounds for rule 9 transfers and to consider Rule 9 request regardless to the excess strength of JTOs/JAOs in particular Circle as it is temporary Transfer.
- House specifically discussed the issue of request transfers to Circles having excess JTOs/JAOs and pending Rule 8/9 Requests pending from All India Hard Tenure stations as well as Non-tenure stations.
- House expressed displeasure over the non-consideration of Rule 8 requests even after completion of five years of Mandatory Services in Recruited Circle.
- House appreciated efforts of SNEA CHQ for successful persuasion for assurance from BSNL Management for posting of willing about 25 additional SDEs so as to give consideration to the pending Rule 8 request of JTOs from J & K Circle as per request of CGM J & K Circle and resolved to further pursue for early posting of these SDEs.
- The House resolved to take up matter with BSNL CO for consideration of already approved requests of Rule 8 transfers to Bihar Circle from different Circle as per earlier vacancy position.
- House unanimously resolved to pursue Rule 8 & Rule 9 Requests of JTOs/JAOs recruited under PwBD Category with Top Most Priority so that all such requests are given consideration without any restrictions.
- House resolved that SNEA should pursue for timely consideration of all pending Rule 8 and Rule 9 requests among all Circles and see that Rule 8 requests are given immediate consideration on completion of Five years.
- House resolved that SNEA should pursue with BSNL CO for publishing the waiting list of JTOs/JAOs from Different Circle at regular Intervals so that the Rule 8 transfers are given consideration with total transparency and at the same time, the possibilities of Mutual Transfers if any can be expedited.
- The House also resolved that Rule 8 Requests from all India Hard tenure stations on completion of Five years should be given consideration in time bound manner as that of SDE/AGMs and the JTOs/JAOs should not be made to suffer for want of substitutes as is being done now.
- It was also resolved that SNEA should take up matter with BSNL Management to create and count vacancies for JTO LICE in the Circle which will be created with consideration of Rule 8 requests, so that JEs get ample vacancies at same Circle for JTO LICE and JTOs who are in need of Request transfers gets substitute among JE promoted as JTOs under LICE Quota.
- House further discussed and resolved to pursue for consideration of Rule 8 requests of JTOs/JAOs who are already working on Rule 9 transfers and vacancies in their parent Circles may be filled through JTO/JAO LICEs.

22. Timely relieving of All India Hard/Semi Hard Tenure Completed Executives:

On feedback from the CS of tenure stations, house discussed hardship faced by the Executives in relieving after completion of tenure stations and resolved that SNEA CHQ should take up matter with Pers Cell BSNL CO for mentioning date of relieving of the Tenure completed executives as substitutes posted from Non-Tenure stations and it should be one month from the date of Completion of All India Hard/Soft tenure or one month from the date of Transfer order. In case of non-relieving of these Tenure completed executives, Pers Section BSNL CO

should relieve all tenure completed Executives on this date mentioned in the Transfer order.

23. **Modifications Required in All India Hard/Semi Hard and Soft Tenure Policy:** House discussed the revised Policy for Hard, Semi Hard and Soft Tenure stations. The House appreciated efforts of Management in extending certain facilities like Semi Hard Station and addition of certain Soft Tenure stations, but expressed that removal of certain existing soft tenures stations and enhancement of tenure period of the all India Hard Tenure Stations is not a good decision by BSNL Management. The House resolved that SNEA should take up matter for restoration of Tenure Period of all India Hard Tenure stations as that of earlier and give relief to the executives who are compelled to join all India hard Tenure stations. House also discussed the issue of applicability of OA Concept at All India hard Tenure Stations as applied at Semi Hard Tenure Stations and resolved that OA concept should be applied at All India Hard Tenure stations.
24. **Stopping External MT/SET Recruitment in BSNL:** The house discussed the action of BSNL management to allow entry in BSNL at all levels and its negative impact in career progression of Executives recruited by BSNL. In PSUs or in Government Organization entry is allowed at lower management level i.e. basic level or at the higher management level and in no organisation, entry is allowed at each level as being done by the BSNL Management. House discussed that impact on the inter se seniority among the Executives recruited at different levels and pending litigation thereof. It was unanimously resolved that the deliberate steps on part of Management to allow entry at each executive level from outside the market and at the same time the Internal Executives are denied the promotions. BSNL Management has already introduced LICE to promote meritorious executives and we are hopeful that internal talent will be given explorer as per expectations of Management. All the CS have expressed total displeasure on recent SET RRs published by BSNL wherein entry of BSNL Executives is not at all allowed by putting restrictions. The house reiterated the stand of SNEA taken over at earlier CWC Meetings to oppose external entry at any level above JTO/JAO. By analysing all the pros and cons of the issue, House resolved that with introduction of LICE, allowing Internal MTs, there is no need for the entry of executives at any level below DGM level. SNEA will continue its stand to oppose the SET RRs allowing entry of only external Executives and denying career progression to the JTOs/JAOs in BSNL and house further empowered SNEA CHQ for taking all steps required for stopping the SET Recruitment in BSNL.
25. **Changes required in Recruitment Rules:** The house discussed the need of certain changes made by BSNL Management in different RRs which are against the career progression of the Executives of BSNL in different wings. The house condemned the attempt of BSNL Management to abruptly change all the RRS in BSNL overnight and without in- depth discussions with the recognized associations. House summarised the unrest among BSNL Executive against Introduction of LICE at each and every level including DGM level and diverting post under SCF quota under LICE quota. The house also discussed other issues such as disparity in education qualification for EE/AGM promotions, Charging fees for LICE to meet need of BSNL Management to promote meritorious executives of BSNL, Issue of grant of leave and TA/DA for appearing LICE Exam, time of LICE during after office Hours and on holidays, vast syllabus for LICE, selection of Executives -----, time of LICE and heavy targets of BSNL etc. The house discussed all such issues and resolved that SNEA CHQ should consolidate all such issues affecting career progression of executives in different wings and

cadres and take up with BSNL management and see that these are resolved in favour of Executives.

26. **Reservations in Promotions:** House discussed the recent judgement on reservation in the promotions and directions thereof. The House also reviewed and appreciated the stand taken by SNEA to go ahead with Stand of SEWA BSNL on reservations. The house also discussed the different DoPT guidelines on the subject and its interpretation by courts. Finally, the House resolved that SNEA CHQ should go ahead with the stand of SEWA BSNL and also explore all the possibilities for more clarity on resolution of disputes for smooth and timely promotions of the executives.
27. **SCF/LICE Promotions of all wings and all cadres:** House reviewed the status of SCF/LICE Promotions of Executives in BSNL and resolved that SNEA should vigorously pursue for clearing hurdles in SCF/LICE Promotions and ascertain possibilities of early filling up of all vacancies in all wings and all Cadres. House also resolved that SNEA should go ahead with its stand to stop newly introduced LICE through MSRR 2023 and promote all eligible executives under SCF Quota by increasing the vacancies to cover all eligible executives.
28. **Time Bound Functional Promotions :** House discussed the status of Implementation of CPSUCH in BSNL and appreciated efforts taken by SNEA CHQ in protecting the interest of Executives by keeping alive the demand of implementation of BEPPARR 2018. House analysed the need of Time Bound Functional Promotions in the present scenario, where vacancies are less and eligible candidates are much more. House underlined that with present availability of the vacancies and eligible candidates for promotions, it is crystal clear that till Time Bound Functional Promotion Policy is implemented, promotions of all eligible executives in BSNL are difficult in coming days. The House also discussed issues of the reservation in implementation of BEPPARR 2018 and stand of SEWA BSNL and other issues related and modifications required for smooth implementation of BEPPARR 2018. In conclusion House firmly resolved that SNEA CHQ should take up all steps to fill up vacancies through Promotions of all wings and cadres and at the same time should pursue with BSNL Management and SEWA BSNL for clearing issues related to reservations in BSNL and see that BEPPARR 2018 is implemented with required modifications and clearing issues and concern raised by SEWA BSNL. House empowered GS SNEA to have further dialogue on the issues related to reservations with GS SEWA and find out the ways for smooth and timely implementation of Time Bound Functional Promotions for all executives in BSNL.
29. **Issues related to Educational Qualifications in ACE wings:** The house discussed the issues that pertains to the reintroduction of much debated and disputed barriers on educational qualification in MSRR 2023 for EE and above promotions in Architecture, Civil and Electrical (ACE) wings. The house appreciated efforts made by SNEA CHQ to overcome this disparity with peaceful table to table persuasion for parity for ACE wings at par with Telecom wing. It was unanimously resolved that SNEA should continue its stand for early clearing of disparity of educational qualifications by parity with Telecom wing with keen persuasion with BSNL Management.
30. **Issues related to ACE wing Promotions:** The house discussed the issues that pertains to the delayed/lack of promotions of Architectural/ Civil/ Electrical/TF wings of BSNL where the executives are dejected and demotivated by and large. The house was of the opinion that though there was a stagnation of seniors due to lack of enough sanctioned posts in the wings before VRS and Restructuring.

The same could have been set right with the vacant posts created by the mass option of VRS, which was relatively huge in ACETF for obvious reasons. The management should have considered the career progression of the executives as one of the main goals of the restructuring instead of mass reduction of the sanctioned strength of executives during the restructuring process. The house further opined that the yardstick used for assessing the required staff strength of the restructured BSNL in mainstream was not at all fitted to ACETF wings as neither the area of jurisdiction nor the Civil/ Electrical infra/installations were not reduced in the changed scenario of BSNL. Further the house opined that the CPSUCH based BEPPARR was chiefly framed and approved by the BSNL Board to address the disparity of promotions of ACETF wing with the mainstream. After elaborate discussions, the house unanimously resolved that CHQ should take up matter for overcoming the ongoing hurdles in promotions including the pending court cases and taking up matter for enhancement of post through restructuring review so as to cover all executives at par with similarly placed executives in Telecom/Account wing.

31. **SDE Reversal and 147 Reversal Case:** House discussed in detail the different court cases filed by applicants and its verdicts in both the cases and appreciated efforts taken by SNEA in resolution of the issues. The house resolved that SNEA should impress upon the management that both the issues should be settled as early as possible and pursue for the long awaited promotions for the affected executives.
32. **Implementation of Reservations in Promotions for Executives recruited under PwDB Category with retrospective effect:** House expressed its satisfaction on the MoU by SNEA with DEWAB and expressed gratitude to GS DEWAB for his unconditional support to SNEA and timely feedback to SNEA on issues of PwBD Candidates. House appreciated efforts of SNEA in resolving the long pending issues of Four Additional CL for Employees recruited under PwBD Category. House further discussed the applicability of Reservations in Promotions for PwBD Category employees and its implementation from Retrospective effect and expressed concern in delay on issuing promotion orders. The House unanimously resolved that SNEA should take up this issue with BSNL Management for early implementation of DoPT Orders for retrospective date implementation of PwBD Reservations w.e.f. 2016 for all the cadres and all the wings in a time bound manner of two months.
33. **Issues related to Promotions of PA/PS/CSS/ADOL Cadres:** House discussed the issues related to promotional prospectus of the PA/ PS/ CSS/ ADOL Cadres and appreciated efforts taken by SNEA in raising issues with Management and expressed concern on poor response from the Management on these issues. House unanimously resolved that SNEA should take up these issues again and see that Promotions of all eligible PA/ PS/ CSS/ ADOLs are given consideration by filling all vacant posts as well as by increasing the justified posts of PPS for all PGM and above level officers and suitable increase in posts of PS to accommodate all eligible PAs. House also resolved to make a fresh attempt for AGM Level promotions of ADOL by pursuing required modifications in RRs for ADOL.
34. **Consultant BCG and issues thereof:** The house discussed the appointment of BCG with huge expenditure for getting recommendations on known facts. It was expressed that BSNL Management is spending money on all such unwanted issues and not giving any consideration of any Financial issues of the Executives. It was resolved that SNEA should take up matter with BSNL Management for best utilisation of services of BCG and get certain recommendations on pending

Financial Issues of the executives and its impact on the morale of Executives. It was also resolved that SNEA should further pursue the implementation of recommendations of the BCG in the interest of BSNL executives.

35. **One PSU, One Association, and Strengthening SNEA:** House discussed about the need of strong unity of the executives in BSNL which is important step in resolution of HR Issues and it was unanimously decided to go ahead with assurance by SNEA during 3rd MV for One PSU, One Association for BSNL Executives. On review of steps taken by SNEA CHQ on this proposal of One PSU, One Association, **it was unanimously decided to go ahead for building strong unity of the Executives with the Proposal of One PSU, One Association.** The House empowered GS SNEA for further initiatives and steps for achieving the goal **“One PSU , One Association”** by taking up matter with GS of other Associations.
36. **Modifications required in REA Rules:** The house discussed REA Rules and stringent conditions, flexibilities, lacunas in REA Rules and how it is adversely impacting the strong Unity of the executives in BSNL. After Elaborate discussions, it was resolved by the house that SNEA should take initiatives for scrapping of REA Rules or making required changes to adopt One PSU One Association Concept.
37. **Proposals for Unification of Associations:** The house discussed about the proposal of unification of Associations for building stronger Unity including proposal of merger of associations. House resolved to authorise GS, for taking initiatives for unification and merger of Associations for stronger unity of Executives in BSNL. It was also resolved that by keeping in mind the past experience any proposals for conditional working together by signing MOUs, should be avoided as it has not benefited any association in the past. Hence any proposal for unification of Associations if any, before proposal of One PSU One Association may be given consideration only with merger of such willing associations and not for going ahead with MOUs so as to keep the interest of SNEA and its members at the highest priority.
38. **Review of Actions on Platform of AUAB:** House has taken note of activities being carried out on the platform of AUAB at CHQ and different Circles and underlined that for resolution of important issues like Implementation of 3rd PRC, the revival of AUAB is must but the stand on direct agitational approach on AUAB Platform may be reviewed and efforts may be first made for resolution of issues with continued dialogue and strike/agitational programme may be initiated in extreme and only in critical cases and not as routine matter as seen in the past. House further empowered GS, for taking initiatives for review of AUAB and making sincere efforts for revival of AUAB.
39. **Review of working of Forum of BSNL Associations:** House elaborately discussed the actions being taken on platform of Forum of Associations and underlined need of initiatives from SNEA CHQ as only Recognized Majority Association in BSNL to take lead to strengthen Forum of Associations and vigorously pursue for resolution of pending HR issues of the executives in more focused manner.
40. **Activities on Platform of NCOA and directions for proposed NEC/NGC scheduled at Bangalore:** House discussed the prominent role of SNEA on Platform of NCOA and also discussed important role played by NCOA in resolving HR issues like FPF, Higher Pension Option and constitution of 3rd PRC and need of constitution of 4th PRC. With detailed deliberations, the house unanimously resolved that SNEA should continue its active participation in NCOA and

authorised GS to initiate steps accordingly. The House also resolved to empower CHQ for clearing the outstanding dues of NCOA in NGC scheduled in Bangalore.

41. **Organisational Issues:** The house discussed the Organisational Strength and weakness of SNEA and analysed for further course of action for Strengthening SNEA for getting Results in favour of Executives in BSNL. House discussed the Five star Alliance Partnership of SNEA started during 3rd MV and its continuation with same zeal and enthusiasm. House conveyed sincere thanks and gratitude to GS, CHQ/Circle/District leaders and members of all Five star Alliance partner Associations i.e. SEWA, CBOWA, DEWAB and AIBSNLOA for their unconditional support in 3rd MV as well as continued support by timely feedback with strong faith for resolution of pending HR Issue by SNEA as Majority Association. House further resolved to continue in a similar approach and organizationally strengthen the unity of the executives in BSNL so that all the HR issues are resolved.
42. **Restoration of OA Level Structure:** The house discussed the adverse impact on functioning of Recognized Associations due to withdrawal of OA level functioning and indifferent attitude by some Circle/BA Administration in granting facilities at OA level as available for recognized association. The house resolved to take up matter for restoration of OA level Structure including Circle Office Branches of recognized Associations.
43. **Appreciation and Thanks to Team SNEA HP Circle:** House appreciated the excellent Executive level Arrangements made by team SNEA HP Circle led by Shri Sudarshan Kumar CS and conveyed thanks to the entire team SNEA HP Circle for such great and grand Hospitality for this special CS & CHQ OB Meeting. House especially appreciated great and loving hospitality and good gestures by the team SNEA HP Circle.
