



SANCHAR NIGAM EXECUTIVES' ASSOCIATION (SNEA)



THE ONLY RECOGNISED MAJORITY ASSOCIATION IN BSNL

UNITY ★ DEDICATION ★ INTEGRITY ★ RESULTS

STAY FOCUSED ON RESULTS NOT RHETORIC

AN EARNEST APPEAL TO ALL BELOVED EXECUTIVES OF BSNL



Let us rise above rhetoric and focus on what truly matters – the welfare, growth and dignity of BSNL Executives. Together, let us build a stronger, united and respected **Executive fraternity.**

OUR COMMITMENT



Upgraded
Standard
Pay Scales



Implementation
of 3rd PRC



Promotions
across all
cadres & wings



Resolution of
all pending
court cases



Protection of
interests of
BSNL Executives

Every pending HR issue remains on our agenda until it reaches its logical conclusion.

**JOIN
SNEA**
THE RECOGNISED
MAJORITY ASSOCIATION
★ ★ ★
SNEA Zindabad!

**STRENGTHEN UNITY.
BUILD A BETTER FUTURE.**
TOGETHER WE ACHIEVE, TOGETHER WE SUCCEED,
TOGETHER WE BUILD A STRONGER BSNL!
Executives' Unity Zindabad! BSNL Zindabad!



UNITY IS OUR STRENGTH ★ SERVICE IS OUR MISSION ★ RESULTS ARE OUR PROMISE

STAY FOCUSED ON RESULTS, NOT RHETORIC:

AN EARNEST APPEAL TO ALL BELOVED EXECUTIVES OF BSNL

Dear Esteemed Executives in BSNL,

The membership change over window is open from 16/06/2026 and by now about 13 days are passed and SNEA conveys sincere thanks and gratitude to all beloved Executives in BSNL for your continued support to SNEA and keeping the membership of SNEA at the highest among all Associations in BSNL.

As on today, the Membership of SNEA (12750) is higher than the combined membership of others (11500) and remaining being non-members of any association. This great and grand support of esteemed executives in BSNL really remember us about our highest responsibility to represent the aspirations and safeguard the interests of BSNL Executives and delivering continued positive results.

At this important juncture, we earnestly appeal to every executive of BSNL to assess associations not by social media campaigns, allegations, or emotional narratives, but by their credibility, achievements, approach, and ability to deliver tangible results.

SNEA Believes in Positive and Constructive Association activities: SNEA firmly believes that every association in BSNL exists for one and common objective i.e. **The welfare and advancement of BSNL Executives.**

For this reason, SNEA has consciously avoided engaging in unnecessary controversy or personal attacks to leaders of any association. Our energy has always been invested in continuous dialogue with BSNL Management, DoT, DPE and the Government of India for securing long-pending HR issues. SNEA has consistently chosen the path of constructive engagement and result-oriented negotiations.

While every association in BSNL works in the similar approach, only AIGETOA leadership has chosen the path of non-constructive criticism with baseless allegations targeting SNEA, the only Recognised Majority Association in BSNL chosen by you all beloved executives in BSNL. AIGETOA leadership want to dictate terms and want SNEA to move as per their wish and will, which is not and cannot be agreed by SNEA. This is the reason for their frustration and they express it with regular criticism with fake narratives as if nothing positive is happened in the 3rd MV Tenure as Recognised Majority Association while factual position is different and SNEA achievements during this period speaks volumes.

Results by SNEA, Speaks Louder Than Words: It is fact that SNEA has successfully pursued and achieved solutions for several long-pending HR issues of BSNL Executives. It is important that many of these issues are

long pending and were declared closed /dead by Management and with silent concurrence of then MA crying foul now. The list of issues resolved by SNEA in favour of BSNL Executives includes:

1. Laptop Policy for all Executives, including JTOs and JAOs.
2. Enhancement of Mobile Handset Reimbursement Amount.
3. Approval of Sabbatical Leave for all Executives.
4. Lifting of restrictions on Deputation to Govt Depts. & other PSUs.
5. Career Progression opportunities for Internal Talent.
6. Restoration of Internal MT Recruitment by overcoming court hurdles.
7. Opposed External MTs and continued Oppose to SET Recruitment
8. Promotions across multiple cadres wherever legal impediments were absent.
9. Continuous efforts for resolution of promotion-related court cases.
10. Notional Fixation for SDE to AGM T Promotions for left out cases of 2018 Promotions
11. Preparations of up to date AIELs for JTOs/JAOs
12. Clear Stand on Reservation Policy and its successful persuasion by getting promotions order issued to best possible extent.
13. Introduction of e rosters in BSNL.
14. Implementation of additional 4 Days Special CL for PwBD Executives which was pending since 2012.
15. Implementation of PwBD reservations with Retrospective date starting with AGM T promotions
16. Restoration of Association facilities withdrawn earlier.
17. Strengthening Executive-Employee unity under the AUAB platform.
18. Persistent representation before BSNL, DoT, DPE and Government on all major HR issues.

19. Resolution of majority of issues related to higher pension Option.
20. Online Processing of Rule 8/9 Request Transfers
21. Restoration of process for Recruitment of JTOs.
22. Successful Home return/Ghar Wapsay of Executives from CSS cadre who were forcefully sent to BSNL Corporate office during previous MA tenure.
23. Successful Settlement of issues created due to IPMS Implementation
24. Successful Settlement of issues created due to Online Attendance
25. Online Booking of IQs
26. GTI/GHI at better negotiated rates.
27. Stopped GHI Policy at higher rates with alternative GHI Policy
28. Restoration of Second Saturday.
29. Successful settlement of issues created due to IPMS implementation
30. Successful settlement of issues created due to Online Attendance.
31. Stopping writing Digital Diary in APP
32. Withdrawal of linking writing daily with daily attendance and monthly Salary.
33. Written assurance for restoration of Basic plus DA Limit for medical reimbursement to April of Current Financial Year.
34. Constitution of Committee for enhancement of SAB Contribution, TA/DA Rates and restoration Medical reimbursement amount and regular persuasion with due feedback to Committee for submission of its report.
35. Successfully convinced Management for enhancement of Transport Allowance and proposal submitted is under review of the Management

36. Administrative approval for Constitution of Benevolent fund for BSNL Executives.
37. Long awaited SDE Promotions of JTOs in Civil and Electrical wing
38. Office Accommodations to Recognised Associations at CHQ/Circle and BA Level
39. Settlement of welfare claims of lakhs of rupees from the monthly subscriptions of members.
40. Giving final shape to proposal of one PSU One Association which is awaiting approval from CMD BSNL
41. Principle agreement on Change over from SPS to NPS awaiting approval of BSNL board subject to corrections for either SPS or NPS.
42. Concrete actions to have own Management of BSNL
43. Reducing Long stay Inter Circle transfers and making it need base
44. Excluding Female Executives from Inter Circle Long stay Transfers
45. Incorporating changes required in OTP ESS Portal and Policy
46. Settlement of long pending SDE Reversal issue with justice to affected Executives which was litigated since 2007 with contradicting decisions by different courts.
47. Successfully clearing hurdles created in IDA Payments to its root cause by persuasion at DPE, DoT and BSNL.
48. Strong advocacy for implementation of 3rd PRC before VRS proposal.
49. Break though on the long pending demand of upgraded Standard pay Scales with sole focus on affected Executives in BSNL.
50. Strong push to demand of Third PRC Implementation in BSNL from deadlock at 2019 to concrete forward actions in 2026 taking this issue with DoT with fresh and positive recommendation of BSNL management.

51. Persuasion on NCOA platform for constitution 4th PRC and also for removal of Affordability Clause in 4th PRC

These are the classic examples of result of focused persuasion of SNEA and list includes many more achievements of SNEA. These achievements are not just promises but they are documented outcomes of sustained efforts of SNEA as Majority association in support of Five Star Alliance and you all have witnessed it.

Our Present Approach is solution oriented & different from Traditional Approach: Experience has shown that confrontation alone cannot resolve complex policy matters involving BSNL, DoT, DPE and the Government. With this clear understanding, SNEA adopted a strategy of Continuous dialogue, Well-documented representations, Professional negotiations, Strategic advocacy and flexibility in approach, need base organisational/agitational actions. This approach has reopened several HR issues that had earlier been declared closed and has brought many of them to the threshold of resolution.

Let Facts Guide Your Decision: During this membership changeover window and one month before it, many statements, claims and allegations are circulating on various platforms only by AIGETOA leaders. We respectfully appeal to every executive to verify facts before believing allegations, Compare achievements rather than rhetoric, Judge associations by their performance, not by propaganda, Support those who consistently work for collective welfare. **A mature and responsible Executive community deserves informed decisions based on evidence.**

SNEA Accepts Both Credit and Responsibility: As the Recognised Majority Association with 52% historical votes in support of Five Star Alliance with SEWA, CBOWA, DEWAB, AIBSNLOA in second Membership verification, SNEA has never hesitated to take responsibility. Where we have achieved progress, we acknowledge it with togetherness and humility and where the issues remain pending, we continue to pursue them with equal commitment and we also accept responsibility of pending issues and failures if any. Our responsibility does not end with raising slogans, it

begins with delivering solutions. SNEA has decided not to respond to this traditional blame game by our young brothers and leaders of AIGETOA and keep the focus only on continued efforts for resolution of HR issues of BSNL Executives.

Our Commitment for the Future: SNEA remains fully committed to securing, Upgraded Standard Pay Scales for affected executives in BSNL, Implementation of 3rd PRC without further delay, Promotions across all cadres and wings by overcoming the hurdles due to court cases, Resolution of all pending court-related HR issues, Protection of interests of BSNL Executive. a stronger, professionally respected BSNL Executive fraternity and every pending HR issue remains on our agenda until it reaches its logical conclusion. SNEA is Committed to Service, Committed to Results, Committed to Every BSNL Executive as SNEA focuses on its achievements, maintains a professional and dignified tone suitable for publication, ends with a strong, positive appeal to executives and navigating challenges, mistakes, and feedback with an open, mission-focused mindset, rather than reacting out of ego, fear, or a need to prove oneself infallible.

A Humble Appeal to Dear Esteemed Executives of beloved BSNL: Your preference and option to the Membership of Association is not merely a choice between associations but it is a choice between approaches, its choice for constructive dialogue over confrontation, support to documented achievements over repeated allegations, support to responsible leadership over temporary rhetoric, to choose an association that believes in unity, professionalism and results.

SNEA expresses sincere gratitude for the trust reposed by BSNL Executives over the years and assures every executive in general and SNEA member in particular that we shall continue to work with honesty, transparency and unwavering commitment towards BSNL Executives across all wings and cadres.

We earnestly appeal all members to continue its support and non-members to opt for SNEA and strengthen the unity of BSNL Executives

under banner of SNEA, the only Recognised Majority Association in BSNL and to continue its sincere and devoted efforts as unanimous voice of BSNL Executives.

By accepting and continuation membership of SNEA, please strengthen the devoted efforts of SNEA and give us strength so that we will be successful in getting orders for due promotions across all wings and cadres during this year itself, approval of upgraded standard Pay scales for affected Executives, Enhancement in SAB Contribution for all BSNL recruited Executives and implementing third PRC for all BSNL Executives etc.

Please join SNEA in mass and strengthen the Unity of BSNL Executives.

**SNEA Zindabad, Executives' Unity Zindabad,
BSNL Zindabad !!!.**
