



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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All Communications
to the General Secretary

To,

Shri. Shaji. V.
General Secretary, AIBSNLEA CHQ,
Address at CH-17-2-15, Chemmery Quarters,
Atul Grove Road, New Delhi 110001.

Letter No. SNEA CHQ/3rd MV/2023/

Dated 27th April 2023.

Sub: Humble and Earnest Appeal to strengthen Unity of Executives in BSNL.

Respected Sir,

Greetings of the season.

It my pleasure that I got opportunity to make an earnest and sincere appeal to the great and stalwart leader like you. Since last about one year, I am working with you and I am really overwhelmed and pleased with your highly appreciable approach towards the resolution of HR issues of the executives.

I have witnessed how you and your team of CHQ leaders is pursuing issues table to table for resolution of pending HR issues of the executives. I have no words for putting on record the highest appreciation in building a large scale understanding between the Associations of the BSNL. Over the period, we have taken more issues on platform of Forum of Associations of BSNL and your vital role in it will be written in the golden history of the associations.

I personally find and keep on records that though I was new for association working at corporate level, with the great company of you as GS and your other stalwart leaders viz President, DyGS and Treasurer, we are successful in getting some issues resolved. You and your team has always come forward for moving ahead in resolution of issues by building understanding among leaders of different associations.

AIBSNLEA and SNEA are the association having long history and earlier JETA/JTOA/SNEA was feeder association for TESA/AIBSNLEA as JTOs were limited to membership of SNEA and on SDE promotion all were uplifted from SNEA membership to TESA/AIBSNLEA Membership. Thus AIBSNLEA has been always having upper hand in overall office functioning and Association Functioning also. In past many successful struggles have been done jointly by SNEA and AIBSNLEA and we have lot of achievement for executives in BSNL.

By understanding the cordial working and single objective of benefits of the executives/officers of DoT and BSNL, both the associations have taken lot of pains. By understanding this harmony among member and leaders at District/Circle level, certain initiatives were taken by the then leaders of both the associations. In 2010, such attempt was made for unification of the AIBSNLEA and SNEA and I must appreciate that AIBSNLEA firmly come up with Resolution for unification of both associations in CWC Chennai, but we could not make such unified decision in our CWC Manali which was held at the same time, later we have faced consequences for not responding to your call.

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Though we have fought elections against each other during First MV, our then leaders have understood the need of stronger unity and they have taken initiatives for mission "One PSU, One Association" and promoted it during second Membership Verification.

With the collective efforts of the executives, we could achieve many things, but must accept that till many issues needs resolution to safeguard interest of executives of BSNL and this is possible with strongest unity. We firmly believe that with the collective efforts of the Executive Associations we can achieve our common goal of bright future of executives in BSNL.

However, it is seen that small differences among the Associations are taken as a tool by the management to divide the Executives and the genuine issues of the Executives like Pay scales, Promotions, Retirement benefits etc are not getting resolved in time. Ultimately Executives are suffering. This situation is prevailing only in BSNL, not in other PSUs. In other PSUs, single Association representing all the Executives is functioning. Unfortunately, much to the disadvantage of Executives, multiple Associations are functioning in BSNL only.

We both have lost our major membership during VRS 2019 and SNEA specially has observed that after VRS, we cannot continue successful functioning by single handedly and we are trying to have understanding among the likeminded Service associations and naturally first name in our mind is AIBSNLEA.

The Executives, irrespective of Association affiliation desires the unity and unification of the Associations to resolve the genuine issues, this is what we understand. We also discussed and underlined the need for unity of the Executives. We are of the firm opinion that unification of the Associations is the best solution and it will definitely result in resolution of the issues in a timely manner to the benefit of the Executives. As major Associations, we recognize that it is our responsibility to take the lead in this regard.

We the leaders of SNEA at all level have observed very positive energy in AIBSNLEA under your able leadership supported by very active CHQ OBs. About all Circle Secretaries of SNEA have expressed their opinion that in today's scenario, in the better interest of Executives in BSNL there is need of One PSU, One Association. We leaders of SNEA, appreciate the stand of AIBSNLEA in last MV and also since last one year under your able leadership. Rather, it is your mature leadership with strong initiatives, we could raise certain important issues of the executives on the Forum of Associations of BSNL.

We have got certain benefits out of this Forum and we are now also confident that with consistent efforts by all, we will be defiantly successful in resolution of critical issues with stronger unity. Though we are working together at CHQ and to better extent at Circle with Harmony, we need to have further amalgamation among the grass root membership.

We recognise, the AIBSNLEA as the great association built with total 10 cadre based associations in DoT/BSNL having firm and strong grass root members who are firmly affiliated to AIBSNLEA and its leadership. You have members from all wings of BSNL i.e. Account, Telecom, Civil, Electrical, PA/PS, CSS and so on. I have personally and many of SNEA leaders have witnessed the fight by AIBSNLEA for rights of executives of all wings and particularly for the rights of Account wing & PA/PS cadres issues. Such special efforts and success stories, have created strong and root bonding between AIBSNLEA and its membership. We appreciate this strength of AIBSNLEA leadership and membership and it has long way to go for its more and more fights against the injustice and for rights of the executives in BSNL.

Sir, while we are moving ahead with common minimum agenda for beloved executives of BSNL, we have maintained very harmonious relationship among both the associations and in my opinion due to your mature leadership and strong initiatives, we both the GS and CHQ leaders have best possible and highest ever understanding among



then
or

CHQ Leadership with single goal of resolution of HR issues of executives with ultimate aim of implementation of 3rd PRC without further delay and with best possible fitment formula.

You have rightly pointed out that division of the executives in different association is major reason that each and every association is becoming weak and one by one all association will lose its importance. There is need of strong unity of executives and in my opinion, this is the topmost need today to resolve the pending HR issues.

In our opinion, the strong bonding among the grass root membership, combination of the different cadres and wings as membership of association, holding of prominent post by AIBSNLEA members at different portfolios, strong and mature enough leadership at different levels, having very beautiful chemistry and understanding between the CHQ leadership, a strong and single direction thought process of leaders etc are the strength of AIBSNLEA and we the leaders of SNEA feel that if we get support of such strong AIBSNLEA in this 3rd membership verification, there will be historical achievement towards the strongest unity of executives and we should avail this last opportunity for building.

We have high regards and full respect to stand of AIBSNLEA to face the 3rd MV single handedly and we have no doubt on the killer instinct history of AIBSNLEA and you may gain the desired position again. But with such partial victory, either AIBSNLEA or SNEA cannot be strong enough to resolve the long pending and critical issues and it is our concern and reason of worry and we feel that same is for you.

On behalf of all the members and leaders of SNEA, I as GS SNEA humbly appeal you, all your CHQ & Circle leaders and esteemed members of AIBSNLEA to respond our earnest appeal positively and let us face this 3rd membership verification unitedly, together and take a firm step towards the strongest unity of executives.

I am aware that if you do not contest 3rd MV Process, the AIBSNLEA, the esteemed association will have so many losses starting from getting facilities available today and there is always fear about the amalgamation of the leaders and members of associations. AIBSNLEA has large and vast experience of merger of 10 associations of different cadres and SNEA has experience of JTO and SDE cadre executives from JETA/TEOA/SNEA and BSNLEA and over the period both the associations have taken care of all such issues. With such great experience of both Associations in hand and with present mature leadership of both the associations at all levels, we will have to go ahead for strongest unity.

Please do not think that it is underestimation of your strength and capabilities or association, but it is my humble appeal to overcome certain mistake happened in past and with prime aim of building strongest unity of the executives in BSNL. I am taking this firm initiatives after elaborate discussions with all by CS and CHQ OBs and I am confident, we will take firm and united call in our CWC which we are holding in last week of April 2023.

I will not list out the issues as we all are aware about it, but to get these issues resolved positively only required is one voice of executives in BSNL which is possible with support of esteemed members and leaders of AIBSNLEA at all levels and members. We both the associations are at such level today that our unification will change entire picture in history of associations in BSNL and it will be prime but firm step towards mission of our predecessors i.e. One PSU one association.

We are aware that we may not achieve this goal in single step, but once we start moving ahead with such strongest unity, we will defiantly find a way in few months of our united victory in 3rd MV. There are certain ways of Unification of both the associations for better future of BSNL and its executives and ways of unification can be decided by forming core groups among the prominent leaders of both the associations. We know that we are late as 3rd MV process has started, but it better late than never.

We can have different level of understanding starting from proper merging with legally viable MoU, support from outside during MV with continued and united efforts for fight for rights of the executives with legally vetted MoU or any other method as decided by



this core team will be acceptable to me and leaders of my association. Earlier AIBSNLEA has taken lead for unification of both the associations and this time we are taking lead for unification at all level with proper amalgamation of grass root members and leaders at all level and hopeful for positive response from AIBSNLEA leaders and members all over India. We are of firm opinion that 3rd MV may be last opportunity to build strongest unity of Executives of BSNL by overcoming all the existing barriers of wings, cadres, qualifications and so on. **You and your team AIBSNLEA will agree with us that only strongest unity of Executives will help us in resolving our pending HR issues and also securing future of BSNL and our future in such successful and profit making BSNL.**

There are many HR issues pending as on today and as per my experience over the period for both the associations the issues and way of persuasion are common and hence once firmly decided we will not find any difficulty in reaching larger Goal of strongest unity of executives in BSNL to resolve majority of pending HR issues.

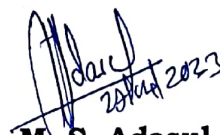
Before coming with this proposal for unification or on getting support from AIBSNLEA, I have taken views of majority of CS and about all CS and CHQ OBs have given their opinion for going ahead with seeking support of AIBSNLEA either with proper merger procedure or by extending active support by AIBSNLEA leaders and members to SNEA by framing certain terms and conditions for pursuing HR issues during and after 3rd membership verification process.

On behalf of my all CS and DS, I hereby firmly assure you that due respect to each and every member and leader of AIBSNLEA will be given by the members and leaders of SNEA at all levels. We all are eagerly waiting to give warm welcome to you all leaders and members of AIBSNLEA at all levels and please give us opportunity for same.

Your active support will help SNEA in building strongest unity of Executives in BSNL wherein AIBSNLEA has to play major role and hence your support means a lot to us and it has special value, importance and respect from our side. Last MV, we missed status of Majority association just because of absence of your support and this time we do not want to miss it. **With your active support, we will have single association with more than 60% of total votes which will be very useful for resolution of pending HR issues together.** We are confident that you and your active and vibrant team of AIBSNLEA leaders all over India will respond our earnest appeal very positively and support us wholeheartedly.

With Warm Regards,

Sincerely Yours,



M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. All other CHQ OBs/CS of AIBSNLEA for kind information and with humble and earnest request to take positive call on our appeal to build the strongest unity of the executives in BSNL and firm step towards the resolution of pending HR issues of the executives.
2. All CHQ OBs/CS of SNEA for kind information with respect to discussions we had earlier on the need of strong unity of executives in BSNL. All are requested to take up matter at Circles as well as District level so as to give final shape to this unification proposal for strongest unity of the executives.