

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

## KERALA CIRCLE

(Largest Association of Executives in BSNL)  
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**No.SNEA/Kerala/2021/7**

**dated 23<sup>rd</sup> May 2021**

**To**

**Shri C.V.Vinod**

**CGMT, BSNL**

**Kerala Circle**

**Trivandrum**

Respected Sir,

**Sub: - Request for not to initiate any recovery and to stop any such excess pay recovery which is under dispute and consideration of the law, till the pandemic situations improve- reg**

Even during this pandemic time, some instances have been reported from BAs that excess pay recovery to the tune of ten thousand rupees per month, which is under dispute and consideration of the court, is being recovered/ the recovery process is being initiated. It is disheartening to point that such actions will not only demoralise the employees but would also make the life of their family miserable during this time of uncertainty and distress.

As you are already aware, there are numerous reasons for employee misery in this company where even the basic right of wage revision is denied since 2017, there is constant delay in disbursing of monthly salary, freezing of eligible revised DAs for month together, non/delayed payment of medical bills, forfeiture of bonus, non-revision of TA/DA etc. Amid all these constraints which affect the positive mind set of the individuals, the fact that our employees are able to work with vigour and enthusiasm, spending huge amounts from their own pockets for restoring the network and providing services is really a miracle, to mention to the least.

Almost all the employees affected by pay recovery are in the age band of 48 to 52 and are naturally at the verge of their deep financial needs owing to higher studies of their children, housing loans and treatment to their family and aged parents. Now all that have been aggravated due to this Covid pandemic and a few are the worst affected by the loss employment of their spouse. When

many governments and companies including banks are proactively dealing to reduce the impact of this pandemic by granting incentives and special aids to its employees and naming them as front line covid warriors, the fact that BSNL management is letting down its employees, who are forced to work round the clock during pandemic, is really distressing and demotivating. This recovery, if it is upheld by the court, could have been carried out leisurely at a later stage, since all these employees are having 8 to 12 years of service before superannuation. It may be remembered that the recovery can be effected until there is six months to retire for a regular employee.

At this juncture SNEA, having greatest concern for the employees in BSNL as well as the company would appeal the management not to initiate any recovery and to stop any such excess pay recovery which is under dispute and consideration of the law, till the situations improve. This act of extending kindness will showcase the highest amount of empathy and it will not only boost the morale of the workforce but also increase the productivity of the company.

Sincerely Yours



**Jithesh K P**

**Circle Secretary**

**SNEA Kerala Circle**