



## **SANCHAR NIGAM EXECUTIVES' ASSOCIATION THIRUVANANTHAPURAM**

**Convention of BSNL Executives**

**On  
1<sup>st</sup> November 2016 at 2.00 PM**

**at**

**YMCA Hall  
STATUE, THIRUVANANTHAPURAM**

**Convention Inauguration**

**Com. G. L. Jogi**  
(Chairman, SNEA India)

**Convention Special Address**

**Com. K. Sebastian**  
(General Secretary, SNEA India)

***Strengthen SNEA, Strengthen BSNL  
A thought for Unity, A Vote for SNEA  
Elect the fighting Brigade.***

Dear Comrades,

Sanchar Nigam Executives' Association is the centre of Indian telecom trade union movements. SNEA is committed to safeguard the interests of employees and legitimate rights of all executives through the growth and prosperity of BSNL. SNEA never compromise on sinister moves set sights on our beloved organisation, BSNL. Whenever situation demands SNEA was in forefront to fight against the evils of corruption, red-tapism and collusion which adversely affects BSNL.

Associations with sectional interests and narrow outlooks are not rare in BSNL. Some of these associations are highly anxious about: executives who are senior most and promoted, executives who are engineering graduates, executives who have qualified LDCEs and much more. This type of myopic visions not only spoils the genuine and legitimate interests of executive fraternity but also become the tools in the hands of crooked administrators. The corporate management is thrilled with these fractions, as it is easy to practice the old British rule of thumb: *divide and rule*.

The great vision and sustained struggle of SNEA makes major advancements in the career upliftment of BSNL executives. While SNEA lead a great struggle for getting the clarity in terms and conditions for absorption of executives during the formation of BSNL, the association of elderly executives were ready to blindly accept the absorption in BSNL just for Rs. 2000/- . In the year 2003, SNEA succeeded in finalising (i) The pay scales of E1A, E2A, E3, E4, E5 and E6 for the Executives (BSNL initially offered E1 and E2 instead of E1A and E2A), (ii) Five time bound promotions between 4 to 6 years of service and (iii) Point to point fixation. SNEA was vigilant to ensure the pay scales and promotion policies are equally applicable for the BSNL recruited executives. Now the association exclusively for the quinquagenarian executives are trying to sabotage the genuine demands of E2 – E3 pay scales of basic cadres through the extended demand of cascading effect. SNEA is not against cascading effect, but our stand is crystal clear. The E2-E3 is the most vital issue as far as the basic cadres are concerned. To achieve this goal our seniors are ready to forgo the cascading effect. We do not think "if the seniors do not get – the juniors should not". Therefore SNEA strongly intervened to send the proposal of E2 –E3 and subsequent cascading of pay scales as two separate entities to protect the interest of our junior level executives. Such things are not taken place as the first time. In the year 1987, after a historic struggle of 3 years, JTO pay scales were upgraded to Rs 1640/- instead of Rs 1400/. During that period, the newly recruited JTOs and JTOs with more than 10 years of experience were placed in the same basic pay of Rs 1640/. The upgraded same basic pay for juniors and seniors were a moment of joy and not of jealousy to juniors. Now those juniors became the senior comrades of SNEA and are whole heartedly willing to give up the cascading effects. Therefore SNEA take the lead to unite the executive associations to fight for the burning issues of CPSU cadre hierarchy, E2-E3 pay scales for basic cadres and 30 % superannuation benefits. The association of aged executives is least bothered about E2-E3 for basic cadres (The vast majority of them are in E5 and above, benefitted only from cascading effects), CPSU cadre hierarchy (majority of them are regular CAOs/ DEs / DGMs) and 30% superannuation benefits (the aged executives are protected by Govt. Pension).

SNEA is a talent pool of expert and experienced Diploma holders, Graduates, Engineering graduates, Post graduates and even Doctoral degree holders. SNEA is bound to protect the genuine benefits of all the executives irrespective of their race. We earnestly request the young executives of BSNL to think judiciously. The formation of associations based on entry level qualifications might give wrong messages and may cause the formation of fractions in future like associations of GATE qualified executives.

SNEA is fully committed to the growth and financial viability of BSNL. We strongly believe that the BSNL has to be protected for our country and countrymen. The prosperity of BSNL is the prosperity of employees. Therefore we took the lead role to launch the Service With A Smile (SWAS) Programme with the involvement and cooperation of unions and associations of BSNL and with the whole hearted support of top management. We are serving the customers with the smile from the heart.

As AIBSNLA rightly pointed out, we are also in the path of Service With A Strike. It is not as simple as they projected. It is the dedicated service with surgical strikes. We witnessed such historical strikes

- When ADC is withdrawn
- Against unbundling of copper cable
- Against 45.5 M 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.
- For the refund of BWA spectrum: SNEA initiated and pursued at all levels for the surrender of obsolete BWA spectrum and refund of the spectrum charges. Finally the government agreed to refund the BWA spectrum charges of Rs 6572 Cr to BSNL.
- Against the collusion of private operators in the name of "Intra Circle Roaming agreement". SNEA challenged this illegal 3G roaming pact in the Hon. Delhi High Court. BSNL and DoT started acting against the private operators only after our intervention.
- Against the continuation of deputation of ITS officers in BSNL (SNEA took the lead with other Unions/Associations)
- To enhance EPF contribution@12% of the emoluments (Basic + IDA) without ceiling with retrospective effect (earlier it was Rs 781, the 12% of Rs 6500). SNEA was alone in the fight for securing this benefit.
- To achieve 78.2% IDA merger (SNEA played the crucial role in mobilizing other Unions and Associations for reaching a negotiated settlement)
- For the reconstitution of the Joint Committee with Sri. Mohamed Ashraf Khan as its new Chairman. The new Committee was directed to submit its recommendations in three months.
- Against the high-handed treatments and corrupt practices of CGM Sri. MSS Rao,

SNEA reiterates that, we are here to strike to protect BSNL, to prosper BSNL, to uphold dignity and legitimate rights of each executive in BSNL. Comrades let us come forward, let us write history on the murals of time, and further consolidate the unity of the Executives in an unshakeable and unwavering manner. The referendum is a great opportunity to sustain our struggles for the legitimate demands. Elect the fighting brigade. You will be remembered not for flattering the Management but for fighting side by side with the common Executive.

You are cordially invited to attend the convention. Let us convene discuss deliberate and decide.  
Please do come.

Comradely Yours

**M. P. Louis**

President, SNEA Thiruvananthapuram

**Dr. V. G. Sabu**

District Secretary, SNEA Thiruvananthapuram

**A. Vidya**

President, SNEA Circle Office

**S. Suneer**

District Secretary, SNEA Circle Office

BSNL Zindabad,  
Workers Unity, Executives Unity Zindabad  
SNEA Zindabad

# **PROGRAMME**

01.11.2016, 2.00 PM

Welcome Address	:	<b>Com. Dr. V. G. Sabu</b> District Secretary, SNEA Thiruvananthapuram
Presidential Address	:	<b>Com. M. P. Louis</b> President, SNEA Thiruvananthapuram
Convention Inauguration and Inaugural Address	:	<b>Com. G. L. Jogi</b> Chairman, SNEA India
Convention Special Address	:	<b>Com. K. Sebastian</b> General Secretary, SNEA India
Address by Distinguished Guests	:	<b>Com. R. Rajan</b> Treasurer, SNEA India
	:	<b>Com. George Vargheese</b> Circle President, SNEA Kerala
	:	<b>Com. T. Santhoshkumar</b> Circle Secretary, SNEA Kerala
	:	<b>Com. G. Premkumar</b> Treasurer, SNEA Kerala
Discussions and Deliberations		
Vote of Thanks	:	<b>Com. S. Suneer</b> District Secretary, SNEA Circle Office