



BSNL Employees' Union
&
Sanchar Nigam Executives' Association
Kerala Circle



No:- JAC/Kerala/2015-17/ 2

02-01-2016

To

Sri.L.Anantharam
CGMT BSNL, Kerala Circle
Trivandrum

Sir,

Sub:-*Resolving HR issues and improvement in services - req.*

The combined circle executive committee meeting of BSNLEU and SNEA that met on 30-12-2015 at Ernakulam discussed at length on the prevailing situation in respect of the vindictive actions perpetrated by the erstwhile CGMT against BSNLEU-SNEA leaders and workers that include the unjustified transfer of six officials.

The committee came to the conclusion that even though the Head of the Circle had been replaced, the circle administration appears to be reluctant to change its most negative approach towards HR issues. Though the present CGMT has assumed charge three months ago, no serious attempt has been made to invite the unions for resolving all the HR issues and thereby set up a harmonious management- staff-trade union relationship, the prime requisite of any business-like Administration. There is continued reluctance on the part of the Administration to hold an across-the-table discussion even with the major recognized union and an important executive association on various matters including BSNL Services. Even decisions taken by Director (CFA) in the year 2014 and 2015 have been kept in closed shelves. The letters addressed to CGM by the unions/ Associations are just kept aside without attaching the due importance that they deserve.

Even the letters received from corporate office seeking clarifications on certain HR issues have not been replied in time inspite repeated persuasions by the unions . We were told that even the letter addressed to CGMT from Corporate Office on 2nd December 2015 has met with the same fate. There has been, no doubt, that there exists a certain apathy with the circle administration towards resolving HR issues including cancellation of vindictive transfer orders and enabling them to join their original offices.

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As far as developmental activities are concerned the administration has so far not called for any meeting with the recognized unions as well the major executive association. The 'SWAS' program which aims to increase the number of landlines, mobile and BB connections, fault free services, focus on MNP etc. has not received proper attention from the circle administration. The circle administration has failed to issue any instruction on the implementation of the programme in the Circle. It all ended up with a mere pledge with available staff in the circle office reducing the entire programme to a mere mockery.

Therefore the combined executive meeting of BSNLEU and SNEA has decided to dissociate with the management in the implementation of 'SWAS' programme but to chalk out programmes in SSAs by themselves to implement the 'SWAS' programme effectively by conducting combined campaign programme among the staff as well as with the public.

The committee under the chairmanship of Sri.M.C.Choube (ED CN) has submitted the recommendations for the categorization of contract labourers and enhancement of wages. But no action has been taken so far. The CCLU, which is a registered trade union is of the opinion that the Circle administration is dragging its feet on the issue. The committee noted with seriousness that, it will not be possible to run the service effectively without utilizing the services of the contract laborers. It is quite clear that vindictive actions were imposed on the BSNLEU-SNEA leaders, only because, they supported the genuine demands of the contract laborers.

As the recommendations regarding the contract labourers are not implemented contrary to the assurance by Director(CFA) to BSNLEU-SNEA and CCLU on 20-8-2015 , we apprehend that another indefinite strike by contract workers in the Circle is lurking in the corner. In the event of such a strike, we will be left with no other option but to stand for justice and support them.

The combined meeting, therefore, taking all these aspects into consideration, has decided to resort to trade union actions, which will not be harmful to the customers of BSNL and the public, to invite the attention of the management to the very important pending H R issues. As a first step the following programmes of action are decided.

- 1. One day Dharna throughout the circle on 12-1-2016**
- 2. Three days sathyagraha from 19-1-2016 to 21.01-2016**

Demands

1. Withdraw all the vindictive actions taken against BSNLEU and SNEA leaders and workers.
2. Cancel the illegal transfer orders of six officials enabling them to join their original offices
3. Implement the recommendations of the committee for contract labourers and enhance the wages from 1-8-2015 as agreed upon by Dir (CFA) vide letter No:ND/NCNGN/Cores/MOM/2015 dt 8th September 2015
4. Resort to healthy HR policies including transfer policy which was in smooth operation in the circle till 2013.
5. Take immediate action to impart better service to the public in land line, Broadband and action to improve coverage without interruption to the public in the mobile sector.
6. Restore healthy working arrangement in landline, mobile, civil, electrical etc and to resolve problems related to ERP implementation for the efficiency of service.
7. Better co-ordination at Circle level with State Govt. for stringent action against cable damages
8. Supply adequate store materials and equipment

We hope that wisdom will prevail and the circle management will not compel the unions/ associations to resort to more serious direct actions, likely to impair the services.

Yours faithfully



K.Mohan
Circle Secretary
BSNLEU, Kerala Circle



George Varghese
Circle Secretary
SNEA, Kerala Circle

Copy to

1. Sri N.K. Gupta Dir CFA
2. G.S BSNLEU/ SNEA
3. GM HR BSNL Kerala.