

My Dear Comrades,

At the outset, my sincere gratitude to all of you for making the XXXI AIC at Visakhapatnam, the City of Destiny, a memorable one. Our AP Comrades under the dynamic leadership of Com J Umamaheswara Rao, CS, Com M Sathya Prasad, Joint Secretary(South) and Com G V Sateesh, SSA Secretary made excellent arrangements for the comfortable stay of our Comrades. I have no words to express my sincere gratitude to all of them.

The Andhra University Convention Centre besides the R K Beach provided excellent ambience for such a mega event. However, it is really disappointing that serious discussion is not taking place on various issues over a period of time, an undesirable trend. By this, our Branch and SSA Secretaries who are connected with ordinary members are missing the opportunity to get well acquainted with the issues and fully involve in the decision making process of the Association. Threadbare discussion on each and every issue by the delegates, before taking any decision in the AIC was the strength of our Association.

The success of this AIC is the unanimous election of the new CHQ Body, blend of senior and young comrades. Congratulations to all of them. By the unanimous election, we had given the right message to BSNL Management and the Executives. We are very serious on our agenda and the welfare of the Executives. Induction from Finance and Civil/Electrical streams in the CHQ body will inject confidence among the Executives in those wings.

Veteran leaders Late Com W. Seshagiri Rao, Com G. L. Jogi and Com S L Reddy were source of inspiration for me. CHQ President and my entire colleague CHQ Office Bearers were extremely enthusiastic and supported in all CHQ activities. Always, my real strength was the Circle Secretaries. There are so many other senior leaders, who supported me and guided me to address some of the issues in the best interest of the cadre. Thanks to all of them.

Comrades, my journey with this mighty Association started in 1995 as a Branch Secretary of Kasargod in North Kerala for 3 terms, Kannur SSA Secretary for 2 terms and then as Kerala Circle Secretary for 3 terms before moving to Delhi as Asst General Secretary in 2009.

I am fortunate to become the General Secretary of this mighty Association in April, 2012, at the age of 47. Becoming GS at young age gave me the opportunity to work for the Executives with long term planning, strategy and vision, instead of short term goals. I got 3 terms to strategically work to face the future challenges with vision, the time required for a GS to deliver.

Comrades, last 10 years, especially the last 4 years were filled with challenges which we never had witnessed in the past, testing time in real terms in deciding whether we survive as a Company or not. In the history, we have never encountered such a threatening situation. SNEA given its very best and strained its each nerve to emerge as an enabling, powerful and key force in building momentum and environment for a

never witnessed struggle in BSNL. We accomplished it through hard work, sweat and even bloodshed. Comrades, with your complete and unqualified support, undivided commitment, we not only saved our beloved company, but also get it declared as a strategic PSU. The major achievement is the BSNL Revival package fully funded by the Govt. Again, 2nd Revival package is on the pipeline with: i) liberalized 5 MHz 2G spectrum, ii) CAPEX funding for 4G equipments, Transmission Network/ and CFA, iii) Compensation for Rural services, iv) debt restructuring etc.

Some important cadre issues have been made over to me by my predecessors, Late Com W Seshagiri Rao and Com G L Jogi. Time Bound Promotion Policy, Standard Pay scales of E2 and E3 and Superannuation Benefit for BSNL Direct rectx are the key ones. We taken it forward and reached level of settlement by the approval of BSNL Board. We could succeed with your unwavering support, with sheer hard work with vision, with commitment, with dedication with a will that does not surrender or submit to the forces of evil, from whatever corner they come. Superannuation Benefit for BSNL Direct rectx started with 5% contribution, first among any loss making CPSU. 3rd Pay revision with 15% fitment by relaxing the affordability clause got recommended by the full BSNL Board was a major breakthrough. We concluded ITS absorption issue in 2013, opening our path for promotion to higher Grades. We could amend BSNLMS RR and make the promotion quota from 50% to 75% for DE promotion. By the promotion in 2018, we made it sure that our own BSNL Executives will become GMs in the coming years. It gives me immense pleasure when more than 26,500 Executives got promotion during these years. Group Term Insurance was a great relief to many families during the Covid pandemic.

I am sure that through focused and united efforts, the new CHQ Body will bring the pending issues to the logical conclusion in the near future; thereby the aspirations of our young generation will be taken care. **The Indefinite Hunger Fast for more than 45 days, which is continuing as per the historic decision of the AIC, shows the commitment of our Association in resolving the most important HR issues of BSNL Executives, the Pay Scales and Promotions. Terms and conditions for absorption will provide us the legal backing for these two issues. Remember, for the settlement of issues, struggles should lead to political intervention, not the other way, this is the lesson we learned from last 3 decades since 1986. In short the struggles and battles are still on and they always will be.** I wish, the new SNEA CHQ body live upto the expectations of all the Executives, unite them all and contribute immensely to BSNL. I take this opportunity to extend my full support to the new CHQ OBs for all their sincere efforts to settle the issues of E2 and E3 pay scales, Time Bound Promotions upto Selection Grade DGM, 3rd PRC, full SAB contribution, Pay loss etc.

Once again, my sincere gratitude to all of you for the love and affection showered on me during these years.

Long LIVE SNEA, LONG LIVE BSNL.

Comradely Yours,

Sebastin. K

Ex General Secretary