



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS.

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General Secretary

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All Communications  
to the General Secretary

To,

**The General Secretary,**

**Confederation of BSNL Officers' Welfare Association CHQ,**

Address at 31/518 Lane no.6 Ashok Vihar, NewCourt Road,  
Sonipat, Haryana 131001.

**Letter No. SNEA CHQ/3<sup>rd</sup> MV/2023/**

**Dated 24<sup>th</sup> June 2023.**

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

**Respected Sir,**

Greetings of the season.

It is my pleasure that I got the opportunity to make an earnest and sincere appeal to the young leader like you who is representing specifically long pending HR issues of young executive fraternity in BSNL.

We appreciate your efforts along with team CBOWA over this short period in raising your voice for resolving the HR issues of the Executive fraternity. We have witnessed till now that your focus is not only on resolution of wage loss of executives in E1 scale but your team is relentlessly working for overall welfare of BSNL executives, whether it being E2 scale for all post 2007 recruited/promoted JTOs and JAOs. Let it be restoration of voucher-less medical reimbursement or strengthening of BSNL MRS Card, Team CBOWA is putting its all round best possible efforts in resolution of these issues.

All these issues are also pursued by SNEA and all other associations and by now it is crystal clear that even though we all are putting efforts for resolution of these issues, none of us could make the desired breakthrough over the last few years. In our opinion the **main reason** behind this long **pendency of these HR issues** is **division among the Executives** under banners of **different Associations** and **sufferers are the executives in BSNL**. It is also very painful and heart burning that thousands of JTOs and JAOs are facing huge pay loss since implementation of 2<sup>nd</sup> PRC in BSNL.

You are aware that SNEA has made sincere efforts to have one Association in BSNL, but unfortunately it could not materialise and you are aware of the reasons for it. Now we will be facing the 3<sup>rd</sup> membership verification and we all will have to think on working in a focused manner with the strongest unity of executives so as to get desired results in favour of BSNL recruited Executives.

SNEA fully appreciates efforts taken by CBOWA leadership and we fully recognise it. SNEA is also equally concerned for the resolution of these Critical HR issues as we also have thousands of JTOs & JAOs as members. Our CHQ Body also consists of the majority of the BSNL recruited Executives and we have resolved in CWC Hyderabad to make all out efforts for resolution of these issues by building strongest unity of the executives.

I will not list out the issues as we all are aware about it, but we convey our commitment for resolutions of these issues by putting all our efforts and energy. To get these issues resolved positively the first step required is one voice of executives in BSNL. This can be achieved by electing a single association with a super majority. We, the SNEA leaders at all levels are putting all our efforts for the same and our mission will be quite easy if we get total support from esteemed members and leaders of CBOWA at all levels.

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It is seen that small differences among the Associations on same issues 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 and **the end result is our Executives are suffering for years together**. This situation is prevailing **only in BSNL, not in other PSUs as in other PSUs, a single Association is representing all the Executives** and there is no blame game among associations. Unfortunately, much to the disadvantage of Executives and advantage of Management, multiple Associations are functioning in BSNL only.

The BSNL Executives enmasse, 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.

**You and your team CBOWA will agree with us that only the strongest unity of Executives will help us in resolving our pending HR issues and also securing the future of BSNL and in turn our future in such a successful and profit making BSNL.**

Hence by analysing the circumstances and need of strongest unity of Executives in BSNL, we make a sincere and humble appeal to you as **General Secretary, Confederation of BSNL Officers' Welfare Association CHQ, along with all your CHQ OBs, Circle/District level leaders** to think over building strong unity by supporting SNEA in forthcoming 3<sup>rd</sup> Membership verification scheduled in September 2023. We will highly appreciate and will be obliged, if you along with all your followers accept the SNEA membership in ongoing online window. We are confident that with such strong unity, SNEA and CBOWA together will be able to get some breakthrough in resolution of these long pending HR issues of BSNL Executives.

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 CBOWA to respond to our earnest appeal positively and let us face this 3<sup>rd</sup> membership verification unitedly, together and take a firm step towards the strongest unity of executives. We firmly assure that due respect to each and every member and leader of CBOWA will be given by the members and leaders of SNEA at all levels.


We are aware that we may not achieve this goal in a single step, but once we start moving ahead with such strongest unity, we will definitely find a way in a few months of our united victory in 3<sup>rd</sup> MV.

**Your active support will help SNEA in building the strongest unity of Executives in BSNL wherein CBOWA has to play a major role and hence your support means a lot to us and it has special value, importance and respect from our side.**

We are confident that you and your active and vibrant team of CBOWA leaders all over India will respond to our earnest appeal very positively and support us wholeheartedly.

With Warm Regards,

Sincerely Yours,

  
24/05/2023  
**M. S. Adasul**  
**General Secretary**  
**SNEA CHQ**

**Copy to:**

1. All other CHQ OBs/CS of CBOWA for kind information and with humble and sincere request to take positive call on our appeal to build the strongest unity of the executives in BSNL for early 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 for strong unity of executives in BSNL.