

Sanchar Nigam Executives' Association Kerala Circle



REPORT PRESENTED BY THE CIRCLE SECRETARY

ON BEHALF OF THE CIRCLE EXECUTIVE COMMITTEE

SANCHAR NIGAM EXECUTIVES' ASSOCIATION, KERALA CIRCLE,

BEFORE THE XXVI REPRESENTATIVE COUNCIL MEETING

AT KOZHIKODE

ON 28th & 29th JUNE 2024

Period of report: 13-04-2021 to 29-06-2024

Comrade President and Dear Comrades,

It is indeed a privilege and honor to stand before you today, representing the valiant comrades of this great association. We gather here in the esteemed city of Samoothiri and Kunjali Marakkar, where heroes once fought valiantly against colonialism and invasion.

I would like to extend my heartfelt congratulations and sincere gratitude to the comrades of Calicut, the torchbearers of the Kerala Telecom Circle. Your commitment and dedication in hosting this Circle Conference of the SNEA Kerala Circle are truly commendable.

Though the travel from Thrissur, the cultural capital of Kerala, to Kozhikode, the city of literature, is short and swift, the journey of BSNL and SNEA from April 13, 2021, to June 28, 2024, has been long and eventful - a period that anyone involved with BSNL 2.0 would not easily forget. Comrades, the journey has indeed been eventful and challenging, day by day.

The three years from the Circle Conference in Thrissur to this Circle Conference in Kozhikode have been a roller coaster, where only the brave and bold could survive. The company's fortunes swung drastically southwards, and career progression and cadre issues became increasingly complicated due to litigations and immature policy-making by the management. BSNL, a company searching for its identity, struggled to transform by experimenting with its human resources.

Ever since its formation as a PSU, employees have believed each period to be the most testing and critical for BSNL. However, without a doubt, the last three years have been the most challenging and crucial phase. During a time when the entire nation looked to BSNL for indigenous 4G and advancements in 5G technology, the ultimate fiberisation of the local network, and the effective utilization of highly qualified technocrats, it was either the high expectations or the management's underperformance that defined this period.

If BSNL has shown any positivity and productivity, achieving EBITA positive in the last three years, it is undoubtedly due to the employees' guts and conviction. The resilience of BSNL employees can easily be termed the eighth wonder, as the company is still regarded as a formidable entity.

We believe we have navigated all the challenges with courage and composure. We emerged as the only recognized majority association of BSNL with a thumping victory of more than 52% votes in the MV 2023. BSNL Kerala Circle can continue to boast its victory as we have maintained our lead amid the most challenging and testing period of association struggle. We have remained the heart and soul of the executives of our beloved organization, serving the country with utmost sincerity and dedication.

I would like to acknowledge all veteran comrades of this mighty association for their gracious presence on this auspicious day. Before anything else, I want to restate my commitment as Circle Secretary of this mighty association in BSNL. When I took over the responsibilities from Com. Santhosh Kumar (who took VRS on January 31, 2020) by co-option in the CEC held on December 30, 2019, in Trivandrum, I took a solemn oath to serve this association and the organization with honesty, integrity, and transparency.

This is truly a defining moment and a sobering one as well. There have been many challenges during the journey, and much work remains to instill confidence among the members.

Comrades, our journey in pursuit of success and satisfaction never ends, and neither does our struggle.

Homage to the departed Comrades of the Circle:

It is only befitting that we stand up and pay respectful homage to our beloved departed comrades. They were integral who were very much part of our activities during the reporting period but have sadly left us early for their heavenly abodes.

1. 02.06.2021 Com. Satheesh MB ,JTO Thrissur
2. 12.06.2021 Com. P K Sadan, SDE, Trissur
3. 10.02.2022 Com. Sini KK, SDE Ernakulam
4. 02.08.2022 Com. Deepak Kumar P, CEC Member and EX DS Kannur
5. 31.05.2024 Com. K Latheesan, ADS Koxhikkode, Ex Circle Org Sec, CEC

Leaders trade union fraternity having close relationship with SNEA.

1. 10.10.2022 Com PV Chandrasekharan, Chairman Action Council Agitation - Against the anti-employee policies during the period of CGM Mr. M S S Rao
2. 25.03.2022 Com M. L. Harikumar, Former Circle Secretary, JTOA
3. 09.06.2023 Com. Joseph Thomas, Former SNEA Circle leader
4. 20.11.2023 Com. Anoop Kumar, BSNLEU State leader, Part of struggle - Against the anti-employee policies during the period of CGM Mr. M S S Rao
5. 13.01.2024 Com. S P Mohankumar, Circle Secretary, NFTE

Comrade Deepak Kumar P was our District Secretary and a CEC member of SNEA Kannur. During his tenure in Madikeri, he served SNEA as Assistant Circle Secretary Karnataka. Comrade Deepak Kumar was a stalwart among us, whose unwavering dedication and leadership have left an indelible mark on the legacy of SNEA. His contributions to the association will never be forgotten. He advocated tirelessly for young JTOs posted in hilly stations like Coorg, ensuring their comfortable working conditions and facilitating their transfers through the channels of SNEA. His efforts significantly strengthened SNEA both in Karnataka and Kerala. Comrade Deepak Kumar expanded SNEA Kannur's membership through proactive outreach, making new members feel welcomed. He participated in national and circle-level agitation programs organized by SNEA and AUAB, and his groundwork in achieving our goals was exceptional. A leader with vision and a down-to-earth personality, he was well-known for his compassionate attitude and empathetic approach. His humane deeds and contributions will always remain in our hearts.

Comrade K Latheesan was a true fighter for the rights of employees and trade unions—a relentless advocate for the welfare of BSNL employees. Throughout his tenure, he courageously stood against anti-employee attitudes, navigating challenges with fortitude and resilience. His commitment to our cause was exemplary, inspiring countless others within BSNL. Despite his own health challenges, he remained dedicated to the struggles and causes of his fellow members. The administration attempted to penalize him by denying medical facilities, but he boldly confronted these oppressive measures and questioned autocratic authorities. His innovative and working-class-centric thoughts and suggestions were inspiring to both leaders and ordinary members. SNEA leveraged his close association with ruling political leaders during agitations against anti-employee policies, particularly during the period of CGM Mr. M S S Rao, and in resolving issues related to timely payments from KSEB. His smiling face, friendly approach, and selfless, committed trade union activities will forever be remembered by each SNEA comrade.

SNEA deeply mourns the untimely demise of these active comrades, whose contributions are too numerous to recount. We express our deepest condolences to their bereaved families.

Now Comrades, I seek your permission to place this report for discussion and your approval.

I. The Circle Executive Committee, which was held on 20th October 2023 at Hotel Prashanth, Thiruvananthapuram decided to conduct the XXVI Circle Conference at Kozhikkode.

II. The XXV Circle Conference held at Trichur on 11th and 12th April 2021 unanimously elected the following Office bearers

Circle President	Com: Dr. V. G. Sabu	AGM, Thiruvananthapuram
Circle Secretary	Com: Jithesh K.P.	SDE, Kannur
Circle Treasurer	Com: Suneer S.	AO, Circle Office, TVM
Vice Presidents	Com: Bijukumar K. B.	DE, Ernakulam
	Com: Vidya A.	SDE, Circle Office, TVM
Asst. Circle Secretaries	1. Com. Aslesh S.S.	SDE, Circle Office, TVM
	2. Com. Suresh kumar R.	SDE, Ernakulam
	3. Com. Vipin K.	SDE, Kottayam
CWC Members	1. Com. Sudheer K.	AGM, STR, Kozhikkode
	2. Com. J.V.Ramana	SDE, Circle Office, TVM
	3. Com. Vimal R.	SDE, Ernakulam
	4. Com. Ashraf Y.	SDE, Kollam
	5. Com. Vivek G.	JTO, Ernakulam
Area Secretary (North)	Com. Abu Rezzal M. N.	SDE, Kozhikkode
Area Secretary (Central)	Com. Manish K.P.	JTO, Kottayam
Area Secretary (South)	Com. Shinemon V.	SDE, Alappuzha
Circle Organising Secretaries	1. Com. Shiyas A.	SDE, Electrical TVM
	2. Com. Baijulal K. V.	AO, Trissur
	3. Com. Irshad K.P	JTO, Malappuram
	4. Com. Ajaykrishnan	JTO, Circle Office, TVM
Chief Circle Advisor	Com. George Varghese	Ex CS, CP, CWC
Circle Advisors	Com. Bindu K. S.	AGM, STR Ernakulam

	Com. Salim Kumar E. V.	AGM, Kollam
	Com. M. A. Gafoor	AGM, Kozhikkode
	Com. Manoj N.	SDE, Ernakulam

Later Com. Vimal R., CWC member elevated to the post of CHQ AGS and the following Circle Office bearers transferred on Long stay or on promotion to other Circle and these posts remain vacant till date.

1. Com. Bijukumar K.B., CVP Transferred on long stay to Tamil Nadu
2. Com. Vivek G., CWC Member Promoted as MT and transferred to Tamilnadu
3. Com. Shinemon V., Area Secretary South Promoted as MT and transferred to Karnataka
4. Com. Irshad K.P., Organising Secretary taken over the charge of District Secretary, Malappuram
5. Com. Ajay Krishnan R., resigned from BSNL and joined Govt. Polytechnic as Lecturer

III. SSA AGBs, MEMBERSHIP

As on today total SNEA membership of our Circle is 1103 out of the total 2157 Executives

The details of the membership, BA wise are given below.

No	Name of BA	Branches	Membership	Last-AGB conducted
1	Trivandrum	1	127	04.11.2021
2	Circle Office including CO-MS	1	130	01.03.2024
3	Kollam	1	62	14.06.2024
4	Pathanamthitta	2	34	19.06.2024
5	Alappuzha	1	51	22.06.2024
6	Kottayam	4	67	02.03.2024
7	Ernakulam	3	167	27.05.2022
8	Thrissur	1	91	19.06.2024
9	Palakkad	1	73	17.11.2023
10	Malappuram	3	89	22.06.2024
11	Kozhikkode	3	115	11.12.2021
12	Kannur	4	97	21.11.2023
	Total	30	1103	

IV. Welfare Claims

During the report period all the welfare claims (Rs 1/1.5 lakhs) for which applications have been received is cleared by the CHQ except the case of Com. K. Latheesan which is under progress. We are thankful to the CHQ for clearing the claims swiftly. Welfare Fund is a noble scheme which perhaps, no other Association offers. The following welfare claims Settled.

1. Late Com. Babu Raj, Ernakulam BA - 1.5 Lakhs
2. Late Com. Sadan PK, Trissur BA - 1.5 Lakhs
3. Late Com. Deepak Kumar P, Kannur BA - 1 Lakh

V. Nomination of Auditor

The Circle Executive Committee Which Held on 20th October 2023, nominated Com. Biju S, AGM, Circle Office and CEC Member and Com. Jayesh V Nair, JAO (Taxation) Circle office as Circle auditors.

VI. All India Conference at Vishakhapatnam

The XXXI All India Conference of SNEA held at Visakhapatnam on 12th and 13th April, 2022. A delegation of 54 Comrades participated in the conference. The success of this AIC is the unanimous election of the new CHQ Body a blend of senior and young comrades. Com. Manish Samadhiya, JTO Madhya Pradesh, Com: MS Adasul, AGM Maharashtra and Com Tatababu SDE Karnataka has been elected as CHQ President, General Secretary and CHQ Treasurer respectively. Com Rajesh Manchan, CHQ Advisor and Com Vimal R, CWC Member have been selected for the post of All India Vice President and Assistant General Secretary. This is for the first time SNEA Kerala has been recognised with two Office bearership in the CHQ leadership.

VII. Com. K. Sebastin steps down from the General Secretary post

Comrade K. Sebastin, a visionary leader of the Kerala Circle, led our association from April 2009 for thirteen years, shifting his residence to Delhi and finally stepping down from the General Secretary post at the All India Conference held in Visakhapatnam. His vision, foresight, and honest approach, coupled with his thorough understanding of every issue, paved the way for a better future for BSNL executives and the survival of BSNL. Some of the notable achievements under his leadership include the Board approval of 15% fitment for the 3rd PRC, CPSUCH, E2/E3 pay scales, 5% SAB, GTI, and Health Insurance.

His tireless efforts kept the momentum of the association strong, leading to the resolution of many issues positively. He played a pivotal role in uniting associations under the umbrella of AUAB and the Forum of Executive Associations, achieving many milestones. During his tenure as General Secretary, he was issued a show cause notice for allegedly compelling employees to participate in agitations, which ultimately resulted in the denial of his legitimate promotion to AGM until September 30, 2023. However, his steadfastness and uncompromising attitude led the administration to voluntarily withdraw all charges against him.

Comrade K. Sebastin served our association as Circle Secretary of Kerala for three continuous tenures. On this occasion, the 26th Circle Conference of Kerala Circle, we salute him for all his marvelous efforts and contributions to SNEA and its members.

VIII. CWC Meetings

Two important Offline CWC meetings one at Hyderabad from 03.05.2023 to 05.05.2023 and another at New Delhi from 07.01.2024 to 09.01.2024 and one Online meeting on 29.08.2021 were held during the report period.

CWC Meeting at Hyderabad from 03.05.2023 to 05.05.2023

In the CWC meeting held in Hyderabad, the first CWC meet of the new CHQ body formed in April 2022, detailed discussions and strategies were developed for the upcoming Membership Verification scheduled for September 2023. Each Circle Secretary made a separate presentation about the current status of their circles and their plans for the upcoming membership changeover window and the Membership Verification. The meticulous planning and preparation were evident in the results that SNEA achieved in MV 2023.

The meeting was especially significant with the presence of Honorable CMD Shri P.K. Purvar during the open session, which was attended by more than 600 members. The third day was further enriched by the visit of Honorable DIR HR Shri Arvind Vadnekar, making the event highly enlightening for all members and CWC attendees.

Key attendees included Comrade K. Sebastin, Ex-GS; Comrade Jithesh, CS; Comrade Dr. Sabu VG, CP; Comrade JV Ramana, CWC Member; Comrade Aslesh SS, ACS; Comrade Ajaykrishnan, Organizational Secretary; and Comrade Manas, CEC Member from Kozhikode. From the CHQ side, Comrade Vimal R, AGS, and Comrade Rajesh Manchan, AVP, were also present.

CWC Meeting at New Delhi on 07.01.2024 to 09.01.2024

The burning issues of the 3rd PRC for BSNL officials and the Standard Pay Scales of E2-E3 have seemed beyond the purview of the BSNL management at the moment. Therefore, all associations, including SNEA, have been striving to achieve resolution through high-level political intervention. Our leaders have been meeting with various ministers and leaders of the ruling alliance to advocate for the resolution of our issues, including the 3rd PRC.

As a crowning achievement of our efforts, SNEA CHQ managed to bring Honorable MOC Shri Ashwini Vaishnav, Honorable Secretary DOT Shri Neeraj Mittal, and Honorable CMD Shri Pravin Purvar to the Open Session of our CWC meeting in Delhi. This remarkable feat was highlighted by Honorable MOC's agreement to attend our CWC meeting, where he addressed us, urging us to work hard and promising the continued support of the Government of India for resolving all our issues.

The presence of our GS and AIP alongside Honorable MOC, Honorable Secretary DOT, and Honorable CMD on the stage, with Honorable MOC addressing the audience, was highly motivating for all attendees.

CWC Members Comrade K. Sudheer, Comrade Ashraf Y., Assistant Circle Secretaries Comrade Aslesh S.S. and Comrade Suresh Kumar R., attended the CWC meeting. Comrade Rajesh Manchan, AVP, and Comrade Vimal R were also present from the CHQ side.

Online CWC Meeting on 29.08.2021

An online CWC meeting was conducted by CHQ on 29.08.2021, primarily to discuss the Restructuring Plan, AUAB agitation programs, and the conduction of the All India Conference. All CWC members and Circle Secretaries attended the meeting. As the discussion could not be completed, an extended CWC meeting was held on 02.09.2021 to cover the remaining agenda items.

IX. CEC Meetings/ COB & DS Meetings

During the reporting period, the majority of the CEC meetings were held online with short agendas. A licensed Zoom software was purchased during the COVID-19 period and continues to be renewed yearly. This account may be used for association meetings up to the branch level with prior intimation to the circle.

1. Online CEC Meeting on 11.05.2021

The meeting decided to Meet CGMT to introduce new circle office bearers of the Circle Conference held at Trichur, the concerns of members to attend office during the Covid period in the lock down scenario, request Vaccination of employees at BAs. The meeting briefly discussed the circle conference held at Trissur and congratulated the organising committee for the excellent conduct of the conference with economic budget.

2. Online CEC Meeting on 27.06.2021

The CEC elaborately reviewed the Membership of Our association, the possibility of new members from those having no association affiliations and from other association members. (The list of status of the membership also published), the new procedure of updating the membership online. The meeting decided to add maximum membership to our association. The meeting also requested DSs to meet their respective GMTs to serve Memorandum as decided by AUAB as part of Agitation Program.

3. Online COB and DS Meeting on 03.07.2021

An online CEC exclusively to discuss the Draft proposal of Manpower restructuring to give suggestions to CHQ has been conducted on 03.07.2021. The meeting finally decided to give suggestions based on the CEC to GS SNEA.

4. Online CEC Meeting on 13.10.2021

An online CEC on 13.10.2021 has been organised when management issued long stay list to transfer executives to Lakshadweep. The meeting elaborately discussed the posting of executives at LD, the criteria to be followed - Circle long stay/BA long stay etc. the meeting finally decided to request admin and write a letter to arrange posting at Lakshadweep for reduced stay of 6 Months and to reset the stay of the executives from BA long stay. Later Circle administration agreed the suggestion and issued order also. But due to the limited number of response received for executives, which was below the expectation of the administration and association, the proposal has been dropped.

5. Online CEC Meeting on 06.12.2021

Agitation programs under the banner of Forum of executive association of BSNL comprising SNEA, AIGETOA and AIBSNLEA announced from 01.12.2021 to settle the long pending HR issues of executives. CHQ directed to form a coordination committee at Circle level with constituent associations. The meeting discussed the method of agitation and the circle leaders participated in the agitation programs at BAs. The meeting decided to make the Forum agitation a grand success. Accordingly, a circle coordination committee has been formed in Kerala circle with CSs of the three associations as joint conveners.

6. Online CEC Meeting on 03.01.2022

CEC meeting held on 03.01.2022 to decide the participants of the ongoing agitation program of SNEA at New Delhi which decided on 10.01.2022. The meeting also discussed the dairy and calendar distribution of the year 2022, discussions on renewal of health insurance policy being organized by SNEA Kerala, SNEA Bhavan Maintenance, Participants to AIC Vaishakhapattanam, and the account settlement of Trichur Circle Conference. The meeting decided to send comrades from Kerala circle to the agitation program at New Delhi and the All-India Conference at Vishakhapattanam. The meeting also decided to renovate SNEA Bhavan Kerala at Trivandrum.

7. Online CEC Meeting on 25.01.2022

An online CEC meeting to discuss the participants of agitation from Kerala circle and the proposed Agenda meeting on 22.03.2022 was discussed. All District secretaries and Members raised the issues being faced by executives in the field. It is decided consolidate the discussions and submit as point of discussion in the proposed agenda meeting and decided to send at least one comrade from each BA to the CHQ agitation program at Delhi.

8. Online CEC Meeting on 08.02.2022

An urgent CEC meeting, when the long stay list was published for the inter-circle transfer, was held on 08.02.2022. The list includes 26 years completed AGMs and 25 Years completed SDEs. All district bodies protested against the policy of Corporate office to send executives to other circle including ladies. The meeting directed to express Kerala circle's strong protest to CHQ against corporate office policy to transfer executives.

9. Online COB and DS Meeting on 20.03.2022

An online meeting held on 20.03.2022 to decide the participation in the agenda meeting proposed on 22.03.2022. The management allowed our comrades to join the meeting through VC. The points of discussion are marked to each participant of the Agenda meeting and decided to join all DSs through online mode.

10. Online CEC Meeting on 06.04.2022

An online CEC meeting was held on 06.04.2022 to discuss the points to be raised at the All India Conference (AIC) in Vishakhapattanam, scheduled for the 12th and 13th of April 2022. The CWC

members and Circle Secretary were required to arrive a day early for the Pre-CWC meeting. A delegation of fifty four comrades from the Kerala Circle was set to represent at the AIC. After thorough discussion, it was decided to continue the hunger strike at the Circle Office and Local Headquarters (LHD) at BAs with the available leaders in the Circle HQ and BAs.

11. CEC Meeting on 28.05.2022 at IMA hall Ernakulam

The first offline meeting of the CEC after the second wave of COVID-19 was held at IMA Hall, Ernakulam, on 28.05.2022. The meeting commenced at 10:30 AM with a welcome address by the Circle Secretary. Com. Dr. Sabu VG presided over the function, and beloved General Secretary Com. MS Adasul inaugurated the CEC.

Several esteemed leaders addressed the meeting, including:

- Com. K. Sebastin, Ex-General Secretary
- Com. Rajesh Manchan, All India Vice President
- Com. Vimal R, AGS
- Com. Santhosh Kumar T, former Circle Secretary
- Com. Jainy Baby

The meeting felicitated Com. Adasul GS, Com. K. Sebastin, Ex-General Secretary, Com. Rajesh Manchan, AVP, Com. Vimal R, AGS, Com. Jainy Baby, and Com. Santhosh Kumar T, Ex-CS, for their significant contributions to SNEA and the executives.

Since the agenda items could not be completed on 28.05.2022, an extended CEC meeting was organized on 07.06.2022. During this meeting, the membership status of the association was elaborately discussed, and a call was made to increase membership. The CEC also reviewed the SNEA agitation, the hunger strike in Delhi, and its withdrawal after 66 days.

12. CEC Meeting on 27.10.2022 at SNEA BHAVAN Thiruvananthapuram

A CEC meeting was held at SNEA Bhavan Thiruvananthapuram on 27.10.2022. The meeting started at 11 AM with the welcome speech of Circle Secretary. Com. VG Sabu presided over the function. Com. Berlin Issac, AGS inaugurated the meeting in his speech he highlighted the activities being organised at CHQ level. Com. K Sebastin, Ex GS and Com Vimal R also addressed the meeting. Promotion in different Cadres, Attendance portal issues, Pending transfers and TBP, Health insurance continuation, JTO LICE training, Circle conference etc are the discussion points of the meeting. To complete the agenda items of the meeting, an Extended CEC meeting also held on 07.12.2022. The meeting decided not to print Diary and Calendar for the year 2023 in the circle and to request CHQ for the same. It is also decided to conduct JTO LICE coaching classes to the JEs in online platform in association with Manifold institute Trissur and entrusted Com Dr Sabu VG to arrange and coordinate the training in association with Com. Jithesh, CS, Com Vipin ACS, and Com Suneer CT.

13. Online CEC Meeting on 07.12.2022

An Immediate online meeting to address the concerns of JTO trainees was held on 07.12.2022. No handouts are being supplied to them and trainees are of the notion that they will be posted out of their home BA after training. The meeting decided to immediately meet the

trainees next day itself. Also decided to supply training materials for half of the trainees and to give Diary and calendars to them as a New Year gift.

14. Online COB and DS Meeting on 19.02.2023

An online meeting of COBs and DS held on 19.02.2023 when long stay list has been published by Corporate office. Many of them participated opined to raise strong protest of our Circle to CHQ body. The return period should be decided for 2 years and need to communicate to the executives in order to build confidence in them. The meeting finally decided to write letter to CGMT in protest of the policy and to request GS to keep it pending till next referendum.

15. CEC Meeting on 18.03.2023 at Hotel Paulson Park, Ernakulam

CEC meeting held at Ernakulam on 18.03.2023. Com: K Sebastin, Ex GS and Com: Vimal AGS address the meeting for CHQ. The meeting reviewed the membership status of Kerala circle and discussed how to improve the presence of SNEA in social media. Meeting also discussed the discontinuing of health insurance scheme, the MV 2003, SNEA Bhavan rent etc. In the meeting it was decided to form Social media WhatsApp group of SNEA and tour of ACSs in all BAs.

16. Online CEC Meeting on 30.04.2023

Online CEC meeting held on 30.04.2023 to take up Issues in the scheduled CWC meeting at Hyderabad in May 2023. The main discussion points are Review of Inter/Intra Circle Transfer Policy, Tenure Transfer Policy, OTP and Rule 8/9 Transfers, 3rd Membership verification, MRS, GHI and GTI Related issues, restructuring review, Immunity of support association and special casual leave, EPF Help desk etc. the meeting extended till late night. Decided to present all the discussion points in CWC meeting.

17. Online COB and DS Meeting on 20.06.2023

Online COB and DS meeting held on 20.06.2023 to discuss the method to be adopted in Membership change over window opened on 16th June 2023. Meeting analysed membership BA wise and decided to campaign in the succeeding days. Many non-members found in the list are our active members changed BA/Circle.

18. Online COB and DS Meeting on 03.07.2023

An online meeting of COB and DS held when third membership Verification notification issued. Com. MS Adasul, GS SNEA addressed the meeting and clearly described the plan of our association in the referendum. After his speech interactive session with GS also held subject wise. Com: Tata Babu, CHQ treasurer also addressed the meeting and announce the addition of 1300+ membership all over India in our association and make commitments from DSs of each BA.

19. Online CEC Meeting on 02.08.2023

An online CEC meeting was held on 02.08.2023 to chart out the referendum plans. Com. Adasul, GS SNEA, addressed the participants and interacted with the CEC. During the meeting, it was decided to immediately schedule all BA General Body meetings within one week. Circle office bearers were assigned to each BA to address the meetings.

20. Online CEC Meeting on 12.08.2023

Online CEC meeting held on 12.08.2023 reviewed the BA GBs conducted. Three BAs are still pending to conduct the GB need to complete before 17th of August. The meeting decided to conduct combined conventions with SEWA BSNL in all BAs. The pocket diary printing, the advertisement of the MV etc are also decided. GS also will visit Kerala circle for campaigning. Not finalized the date. The meeting decided to organize MV meet 2023 at Ernakulam and date will be decided once GS intimate the date of his visit.

21. Online CEC Meeting on 18.09.2023

CEC meeting reviewed the performance of SNEA Kerala in the referendum. It also discussed holding Circle conference in December 2023 or January 2024. CEC requested DSs to give their willingness to host the conference. Two BAs came forward and will finalize after discussion in their BA meetings. The meeting discussed the agenda points to be taken up with administration. The other items of discussions are Lakshadweep deputation, MM streamlining, Shortage of AGMs at MLP, KTM and CLT, EPF higher pension option, delay in reconnection, online attendance, mobile wing posting etc.

22. CEC Meeting on 20.10.2023 at Hotel Prashanth, Thiruvananthapuram

To celebrate the victory of SNEA in the referendum, a CEC meeting was held at Thiruvananthapuram on 20.10.2023. Active comrades of TVM BA and the Circle office participated in the event. The meeting commenced at 10:30 AM with a welcome address by Com. Binush B Peter, DS CO. Com. Dr. VG Sabu presided over the function, and Com. Jithesh K P, Circle Secretary, presented the keynote address, highlighting the flaws in the BSNL corporate and Circle administrations.

Respected CGMT, Sri B Sunil Kumar ITS, inaugurated the meeting, and Sri R. Sathesh, Sr. GM HR, addressed the gathering, emphasizing the cordial relationship between the Circle administration and SNEA. Com. Rajesh Manchan, All India Vice President, represented CHQ and addressed the attendees.

An interaction session with CGMT followed, during which all comrades actively participated. The session continued until lunch, and in the afternoon, discussions on organizational activities were held. The key discussion points included:

- MM streamlining
- Transfer retention
- JAO promotion
- Ruler 8 Medical case
- Attapadi service outage
- Staff shortage in KTM BA
- OTP Missing case

- NHAI work
- IQ renovation
- Transfer cases

The meeting concluded with several important decisions, including:

- Holding the Circle conference at Kozhikode
- Printing the Diary and Calendar for 2024
- Completing all District conferences due before the Circle Conference

23. Online CEC Meeting on 29.12.2023

An online CEC held on 29.12.2023 to discuss the Issues to be taken up in the proposed Agenda Meeting with CGMT. All comrades actively participated in the meeting and the meeting lasted till late night. Meeting decided to immediately serve agenda to the administration by consolidating the discussions.

XII. Letters written/ important Message sent by Circle Secretary to Administration during the reporting period.

No	Date	Subject (letter addressed to CGMT if not specified)
1	15/04/2021	Covid-19 Vaccination to BSNL Employees
2	23/04/2021	Transfer of Executives from Wayanad District
3	23/04/2021	Volunteers for posting officers in legal cell Circle office, our suggestions
4	03/05/2021	Requesting for granting VPN facility over Broadband / FTTH Internet Service to BSNL employees
5	15/05/2021	Requested to suspend online attendance system, the discriminatory model of BSNL Kerala Circle, during the period of pandemic.
6	24/05/2021	requesting 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
7	29.06.2021	Request for allowing executives to re-opt for date of Upgradation examinations scheduled for the month of June 2021 at RTTC Trivandrum and also requesting to put hold the pre-requisite of passing the upgradation exam for drawing next increment in the prevailing lock down situation
8	14.06.2021	Aadhar linking with EPF UAN for 78 employees whose details are not yet seen validated with UAN.
9	02/07/2021	Request for releasing Time Bound Promotion orders of Executives pending from 01.01.2021 onwards
	03.07.2021	Message to CGMT regarding Unilateral decision to switch off BSNL BTSs by M/s ATC at their shared sites, due to the non-payment of dues to the vendor.
	08.07.2021	Request to expedite joining of 237 SDE promoted from Kerala circle by

		allowing them to join even through email request.
	08.07.2021	Message to CGMT STR Chennai regarding non endorsement of Promotion order of JTO to SDE by STR Chennai.
10	12.07.2021	Letter to CGM STP Chennai Reg Posting of JTO to SDE promoted executives in Kerala Region
11	12.07.2021	requesting to take immediate steps for addressing the missing and anomaly cases occurred in the recent JTO(T) to SDE(T) Promotion Transfer Order
12	12.07.2021	Letter to CGM STR regarding Alarming situation of BW availability in Core NW of STR
13	16.07.2021	Regularization of provisional posting of JAOs in Kerala circle, against 2012 vacancy -final disposal of SLP Civil Appeal No.9872 of 2014 -regd
14	22.07.2021	Message to CGMT regarding purposeful denial of Salary by Union bank of India
	14.08.2021	Message to CGMT regarding recovery the CAF penalty from employee salary.
15	18.08.2021	Leasing of BSNL Dark Fibre to Kerala Vision
16	20.08.2021	Letter to CGM STR Chennai reg Deterioration of Optical Fiber Cable NW in Kerala STR
17	28.08.2021	The discriminatory and humiliating practice of employee surveillance in Kerala Circle in the name of "Punctuality for Productivity" and to withdraw the Online Attendance System
18	08.09.2021	Reply to the CGMT Letter on Illegal tracking of Employee Location in Online Attendance System - Infringement on privacy of Individuals
19	06.10.2021	Long stay transfers of Executives from shortage BAs and Circle Tenure areas to Lakshadweep Islands
20	18.12.2021	Roll out of Vo-WiFi feature in BSNL mobile network
21	11.01.2022	Letter to CGM Core Network (Tx-South), Chennai regarding the transfer and posting of executives from Kerala region to Karnataka region in recent JTO (T) to SDE (T) Promotion orders
22	15.02.2022	Recovery of CAF Penalty from Employees
23	15.03.2022	Letter to GM HR on Suggestions by SNEA for the ongoing restructuring & transfer policy issued by Kerala Circle
24	05.04.2022	LA arrangements & promotions to executives in view of large number of posts lying vacant as per restructuring and deficit executive strength in KL Circle
25	08.04.2022	The discrepancies in the Time bound orders issued
26	28.04.2022	Irregular transfers from TVM BA to CO.

27	07.10.2022	Inordinate delay in issuing confirmation orders of JTOs
28	11.11.2022	Vulnerability issues of ISD services being offered through FTTH VoIP Platform of BSNL
29	17.11.2022	Message to CGMT to post SDE to AGM promoted as and where is basis before the actual postings are allotted to avoid unnecessary delay and hardships to the newly promoted.
30	06/02/2023	Pointing out the anomalies on Posting of Newly promoted JTOs through LICE for Field Training
31	09/02/2023	Requesting to forward all applications received from executives for deputation to DOT units
32	13/03/2023	relieving of Sri Tenson Joseph, AGM Lakshadweep and JTOs belonging to Rule - 8 transfers urgently
33	24/04/2023	Modify the Certificate in compliance of Para 26(6) of the Employees Provident Scheme, 1952 for contribution to Provident Fund on salary above the statutory wage ceiling
34	12.05.2023	To Issue Post based SIM facility to Executives
35	15/07/2023	Issues of SNEA members pending at circle office Consolidated
36	24.08.2023	Considering Rule-8 transfer of Gate JTOs completed 5 Years of service in Kerala Circle
37	21.09.2023	Rule-8 transfers of GATE JTOs-urgent release of all requests on medical grounds and processing of remaining requests
38	12.10.2023	Seeking Clarification of posting at Lakshadweep and Soft tenure areas of Kerala Circle in light of the guidelines issued on tenure areas in BSNL by Corporate Office.
39	30.11.2023	Message to CGMT to review the decision to limit the range of marking attendance using mobile applications to 200 Meters even to field executives working in Transmission, BSS etc.
40	22.12.2023	Expediting the approval of 388 full pension options of Kerala circle by the employer and EPFO
41	09.04.2024	Request to allocate IQs and Quarters to Stay for LICE candidates scheduled examinations on 17 th and 18 th April 2024
42	26.06.2024	Letter to intervene to expedite the allotment of 2100 Mhz spectrum to BSNL by DOT to make the already installed 504 4G BTS all over Kerala to radiate.

XVI. Official Meetings and Discussions with the Circle Administration

1. On 19.04.2021 association held Meeting with CGMT under the leadership of CP, CT, CWC Member Com. Ramana and COS Com. Shiyas w.r.t. technical reporting of IT Officers from Kollam to Circle

Office. As per our discussion, CGMT agreed to cancel the technical reporting order. And the transfer order issued to three executives from IT Cell is also kept in abeyance till July 2021 for completing the ongoing projects and for knowledge sharing to five executives selected in IT Cell long back for completing these projects.

2. On 02.07.2021 Association had meeting with Circle IFA and GM HR regarding the inordinate delay in disbursing the salary from Bank's end in Kerala Circle. It was due to the unprofessional attitude of the Union Bank of India, Pattom Branch Trivandrum. Most of the Circles got salaries same day or next day of the receipt of fund authorization. In this regard, CT Com. Suneer S., ACS Com. Aslesh S.S and CWC Member Com. J.V. Ramana of SNEA Kerala met Circle IFA Smt. Rethirani and GM HR Shri. Sathesh R. and expressed our strong resentment and requested to take up the matter with the bank authorities for not repeating the same in future.
3. CT Com. Suneer.S and ACS Com. Aslesh.S.S met CGMT Shri C.V.Vinod and GM HR Shri Sathesh.R on 08.07.2021 and requested to issue the posting orders for the JTO to SDE Promotions on as and where basis in the same BA. Earlier our Circle Secretary Com.Jithesh.K.P also intimated our views to CGM. The shortage of SDEs is more in Kerala Circle and Management was not giving looking after arrangement to meet the shortages and now we have got sufficient number of SDEs (237). In this pandemic period many places are declared as containment zones. The public transport facilities are also minimum in such areas. Therefore, it was kindly requested allowing the officers to join even through email request. Management has assured to post the officers in the same BA.
4. On 10.07.2021 SNEA Kerala had a video conference meeting with CGM STP Sri. Munindranath on VC to review the Posting of SDEs outside the Circle CS, CP, ACSs Com Suresh Kumar R, Com Aslesh SS, CWC Members Com. Sudheer and Com. Vivek G., EKM Dist. President Com. SibyRaj represented SNEA in the Meeting. We have elaborated the issue in length and breadth. We appealed the CGM STP to review the Inter circle posting of JTOs on Promotion to SDE Cadre who completed more than 5 to 8 years of Service outside Kerala and came back to Home circle. We also appealed not to post Lady Officers Outside Kerala. CGM presented his view on shortage of SDEs in STP in the territorial area of Other States of Sothern Transmission Project especially KTK and TN. But we told him to review the order in the pretext of on-going Restructuring exercise which is likely to be implemented very soon. Since there would definitely be some amount of rearrangement of executives based on the organisational requirements during restructuring, immediate shift of officers is not at all required, we represented. We have also pointed out that, as far as BSNL is concerned, only in STP, inter circle transfers are effected along with the promotion and posting in the cadre of SDEs. Also we pointed out that Kerala being the revenue generating circle of BSNL should be given some amount of preference. Hence we requested him to reconsider the posting order. Based on our detailed presentation, finally CGM categorically agreed to avoid the transfer of Lady Officers. Other cases he agreed to reconsider the transfer orders on merit basis. Finally CGM asked us to give a detailed representation to reconsider the case.
5. Meeting with CGMT on 28.07.2021: CS Com: Jithesh KP, CP Com: Sabu VG, ACS Com: Aslesh SS and Circle Organising Secretary Com: Ajay Krishnan met CGMT on 28.07.2021 after the culmination of hunger fast proceedings. We had a detailed discussion about the current trend in the FTTH business sector, the only ray of hope till the introduction of 4G. We also conveyed the concern and anxiety of our members regarding the proposed fiber leasing agreement with Kerala vision. It is learnt that Kerala vision has requested Dark fiber at 25 routes across Kerala for an amount of 3.5 Crore rupees. At 21 major BSNL exchange locations they have also requested switch room space for installing their equipment. As per the field report, Kerala Vision has very poor internet connectivity nowadays due to the increased customer base and limited bandwidth capacity. Earlier they have taken 10G

connectivity in many BAs to increase their Bandwidth. As we all know that BSNL has contracted with LCOs of Kerala Vision affiliates for providing FTTH connections four years before. But they have provided very meager connections before one year and in fact they have snatched the leads generated by BSNL and provided their connections. The entire scenario changed when BSNL started contracting with Exclusive LCOs. Now due to the poor performance of Kerala vision internet, those LCOs are compelled to provide our connections to linger in the business. Now a stage has reached that Non Exclusive LCOs started providing more connections compared to Exclusive. In Kozhikode BA the last month FTTH provision proportion is 60 NLCO vs 40 ELCO. We have shared the concern that if BSNL is offering bandwidth solutions to Kerala Vision, the NLCOs will slow down the FTTH provision and may convert BSNL connections to theirs as practiced earlier. The calculation shows that a 10 % decrease in the present trend of FTTH provisioning may lose a revenue of Rs 5.85 Crore to BSNL compared to the 3.5 Crore revenue addition in EB segment. Respected CGMT had a patient hearing to our submission and advised us to improve the fault clearance in FTTH. He also cautioned us that the non-payment in FTTH segment is more than one crore which needs considerable improvement. The proposal of the dark fiber leasing is as per the corporate office guidelines. If BSNL is not using such opportunities, they may approach other TSPs and BSNL only will be the loser. Some of our colleagues are converting high ARPU customers to newly introduced lowest FMC plans such as RS 399/- ignoring the financial position of our company. Finally CGMT concluded that the issue needs further discussion and after a thorough study, if the proposal is found as a threat to Kerala circle, Circle administration has no hesitation to withdraw from the proposal. Further we have brought the notice of CGMT that in Kerala circle, the SMS and Incoming facilities are extending to GP2 customers which is blocked in all other circles. CGMT replied that it is already in the consideration of our circle and the practice will be stopped immediately. Com Ajay Krishnan R asked CGMT about the update of BSNL board decision regarding 4G upgradation of Nokia BTSs. CGMT told us to give the latest update.

6. Com. Aslesh S.S. ACS, Com. Ramana J.V. CWC Member and other office bearers of SNEA, Circle Office, met GM (HR) on 18.08.2021 expressed strong resentment over the issue of delayed salary disbursement by M/s Union Bank of India and the dismal approach of BSNL Kerala Circle management in dealing with this issue, which has now repeated for the 3rd consecutive time. It was opined to take steps as per the RBI guidelines and also to release the interest for delayed salary disbursement as per Honourable Supreme Court judgement. Administration assured to send a responsible officer to the bank branch and possibility of considering change of bank was also discussed. Later GM (HR) conveyed that the matter has been taken up on top priority with UBI Regional Officer and that salary will be disbursed today itself.
7. As per the Letter given by SNEA Kerala, Circle Management hosted a meeting with SNEA for discussing our views on Dark Fiber Leasing out to Kerala vision on 24.08.2021 through Zoom. Circle Secretary Com. Jithesh K. P. and Asst. Circle Secretary Com. Suresh Kumar R represented SNEA, Sri. Sukumaran NK GM (EB) and Sri. Venugopalan S. GM Kannur represented Management. We explained the probable business threats to our FTTH, ILL and P2P Services when we are offering a Dark Fiber from Trivandrum to Kannur to one of our Major Rival Company Kerala Vision in detail. We have pointed out that, the dark fiber lease rate fixed in the offer is only one fifth of the market rate (card rate is much higher) of 10G P2P link per Kilometer. Kerala vision can set up any level of bandwidth with most modern transmission equipment which is available at cheaper price in market. This business deal may elevate Kerala vision at par with BSNL offering all telecom services in Kerala circle. We have provided many circuits to Kerala vision across Kerala which we expect further revenue through expansion, but this lease out will be a total bandwidth solution to them. We have pointed out the FTTH Business issues and Kerala vision's instructions to their LCOs not to give more

than 15% FTTH connections of BSNL. We have also explained the probable future business of Kerala vision like retail of SIP Trunk, different Telephony service including OBD, Cloud PBX etc which need high bandwidth, which all will be the main threats to our existing PRI and SIP trunk Services and growing business of OBD. We feel that Management is mainly looking at immediate source of income from Kerala Vision through a few crores of business by neglecting the threats they could make against BSNL by grabbing our existing EB business by offering lesser tariff than BSNL. SNEA categorically conveyed the management about the strong protest of entire Members of SNEA against this move and if Management is not ready to withdraw the present business proposal, more vigorous protests will be taking place in coming days in a wider platform. Management finally agreed to brief our inputs and suggestions to CGMT and an appropriate decision will be communicated soon. We thank Management for arranging a meeting for discussing this vital issue in length and breadth. Meeting lasted for around 1hour 30min.

8. Meeting with CGMT and GM HR on 14.01.2022: CS Com: Jithesh KP, CP Com: Sabu VG, CT Com Suneer S., CWC member Com. J.V. Ramana and DS Trivandrum Com. Shafi met CGMT on 14.01.2022 to brief the demands and programs of SNEA agitation program scheduled to commence on 17.01.2022. We elaborated the issues of restructuring order issued by the corporate office, the post reduction, reduction in promotion avenues, equating JTO, SDE and DE, DGM etc. Our CHQ has issued Trade Union action against the proposal and demanding time bound promotion. The next step of agitation is indefinite hunger fast at corporate office. We requested CGMT to convey the resentments of executives with the current HR policies of BSNL to CMD and Directors. CGMT replied that corporate office is not in favour of any of the demands raised by your association and agreed to convey the message. We have also brought the following issues to the notice of CGMT

JAO 2012 LICE batch time bound promotion and inclusion in the gradation list: We told CGMT that even though circle office told us that MA has been filed for immediate hearing, the same has not filed but only given the mentioning note for early hearing. CGMT replied that the all cases reserved for final hearing has been postponed to 6 weeks by SC. We have also informed that in the recent forwarded list to include these LICE JAOs in the gradation list also was sent to corporate office by giving remark as "result under review" which needs review. Their Time bound promotion also is put on hold by corporate office citing their promotion is provisional. We requested to once again pursue the case with corporate office.

Promotion to the post of Rashtra Bhasha adhikari: We have informed CGMT that even after pronouncing the judgment by SC, the posting order was not issued. CGMT requested GMHR presence and enquired about the latest development. GM HR told that so far no reply has been received from corporate office to give posting order to the erstwhile ADOLs. He told us to sent remainder to corporate office. We have also informed that there was another examination held for two new vacancies for which also posting orders were not issued and is not having any link with the vacancies of first examination challenged in the court. We requested GM HR to explore the possibility of filling that two vacancies also by the successful candidates.

The circle office order KRLCO-11/20(25)/1/2021-HR AND ADMIN is being misinterpreted by the Majority association to favour some group of employees. We requested to issue clarification on the order. CGMT agreed to discuss the issue with BS GMs in the next management meeting.

Request transfer pending cases: We requested GM HR to consider all pending request transfer cases before March. He replied that 15 to 20 cases are pending and will be issued in the last week of February. The shortages arising out of the transfer will v=be compensated by issuing long stay transfers.

Confirmation of JTOs and TBP order pending cases: association requested to immediately issue the pending confirmation cases of Gate JTOs/JAOs and the TBP cases. GM HR said that confirmation of all except 7 cases will be issued next week.

9. On 22.02.2022, under the leadership of Circle Treasurer Com. Suneer S., ACS Com. Suresh Kumar R., ACS Com. Aslesh S S, CWC member Com. J.V. Ramana and Com. Ajay Krishnan R. & Circle Office Sec. Com. Binush B Peter had an intense meeting with respected GM-HR in his chamber on the recently issued Guidelines for inter BA / Intra BA Transfers and other lists for transfers/ job rotation purpose dated 21-02-2022 and questioned the urgency of having to publish such a policy without an open discussion with all stakeholders. The anti-employee guidelines reflected in the released letter were vehemently opposed and it was conveyed that the implemented transfer orders are targeting only certain selective employees & that the discrimination followed through out in implementing such transfer orders are not at all justifiable. SNEA pointed out that primarily the transfer and postings should be uniformly applicable to all and should not be in-line with the as & when needs of certain pocket groups. In the meeting, SNEA pointed out certain controversial & conflicting guidelines in the released policy, such as point k. under Inter BA transfers which states "Hence executives posted outside the BA in normal stations will have no explicit right to demand a return back to their original BA after completion of two years". It was requested to bring more clarity on how HR is going to differentiate between urban and rural area service and the reason for counting service rendered in Kerala Circle only. SNEA leadership opposed the usage of terms such as minimum staff strength and asked for clarity on how such figures were arrived at, as the same is much lesser than the staff strength as proposed even in the objectionable BSNL restructuring calculations. It was also suggested to make only need based transfers to adjust shortages and that too only after the incoming transfer orders to Kerala circle from surplus circles is issued by corporate office, so that executives can be effectively distributed with minimal requirement of transfer. Respected GM HR assured to re-examine these ambiguous and vague points in the guidelines issued and agreed to consider the points raised by SNEA during the meeting. Accordingly, SNEA Kerala Circle body will submit the concerns & further suggestions to GM HR.
10. Circle Office leaders met GM-HR on 19.03.2022 to express strong resentment in the transfer orders issued and non-uniformity in considering request transfers. Com. Suneer (CT), Com. Aslesh (ACS), Com. J V Ramana (CWC member), Com. Binush B Peter (DS-CO), Com. Vidya A (VP-CO) & Com. Ajay Krishnan(COS) met GM-HR and expressed strong resentment in today's transfer order issued in the cadre of SDEs/JTOs giving undue preference to certain executives and overseeing the different field(s) of work other executives included in the same order have been entrusted with. Though strong opposition over the recent transfer policy of the Circle over non-uniformity in treating the executives was expressed in various previous occasions, the management's adherence in biasing among the executives was castigated. The transfers issued without considering many existing genuine request transfers and against the long stay particulars of executives was once again strongly pointed out. Respected GM-HR assured to consider and review the above points and further discussions will be taken up during the upcoming Agenda meeting with CGMT & GM-HR on 22nd March 2022.
11. Com. Suneer CT, Com. Aslesh S S ACS, Com. J V Ramana CWC member and Com. Ajay COS Met GM-HR on 21.04.2022 and discussed the pending request transfers. GM HR assured to issue all pending request transfers by this week. Continuation of pick and choose transfers were once again strongly opposed and GM HR responded to review such cases in discussion with CGMT. GM-HR conveyed to issue the MoM of agenda meeting conducted by this week including the withdrawal of clause k in the Circle transfer policy.

12. Circle Association had Meeting with GM HR on 30.06.2022 about pending Request Transfers, Rule-8 Transfers and other HR issues. CT Com. Suneer.S, ACS Com. Aslesh.S.S, CWC Member J.V.Ramana & Circle Org Secy Com. Ajay Krishnan were present in the meeting. We expressed our protest and requested GM HR to issue the pending request transfer orders immediately that were kept in abeyance for the last one month. GM HR assured that the transfer orders would be released immediately and today itself. GM HR also conveyed that requests from Malappuram would be considered between 10th and 15th June 2022 along with the expected incoming inter-circle transfers as relievers. We suggested GM HR to issue the orders now itself for Malappuram also and they may be relieved later based on incoming substitutes from other Circles. GM HR assured once again that transfer requests from Malappuram BA would be issued at the earliest after 10th June 2022. Rule-8 Transfer cases: We thanked GM HR for publishing the Rule-8 requests received at Circle office as promised to us. We have pointed out the missing requests from TCR, PTA and other corrections. GM HR spoke to the BA teams in our meeting itself and enquired about the pending cases. As per our suggestion, all the Rule-8 requests would be sent to the respective Circles for processing so that the relieving can be done on completion of 5 years without further delay. GM HR assured the same.
13. SNEA had meeting with CGMT on 05.07.2022 regarding HR/Admn/Operational issues at CGMT Off, Trivandrum. CS, CP CT, Com Aslesh S S, ACS and Circle organising secretaries Com Shiyas A & Ajay Krishnan was present from Association side. Meeting was very positive. We made all deliberations in a fruitful way and Administration under the leadership of CGMT was also given their views in every matter and we came to a conclusion to an extent in all the matters we addressed. From Admn side GM HR, DGM HR, AGM HR, SDE ADMN were also present.
14. CS SNEA and CWC members Com J V Ramana and Com Vivek G met CGMT on 27.10.2022 for forwarding the Rule8 transfers request of GATE JTOs. CGMT assured that the request of all GATE JTOs will be forwarded to respective Circles for processing the transfers without delay & instructions for processing the same was given to GM HR.
15. SNEA met GMHR on 10.02.2023 under the leadership of Com Dr. V. G. Sabu CP, Com Suneer S. CT, Com Aslesh S.S. ACS and Com J V Ramana, CWC member. Posting of LICE JTOs to their requested BAs. GM HR responded positively to consider the posting after completion of field training. GMHR also informed that all inter BA OTP requests will be published after Feb 15th.
16. As part of continuous and committed follow-up, SNEA team under the leadership of CP and CT met GM(HR & Admin) on 17.02.2023 discussed the following issues.
1. Publishing of OTP Transfer requests: GM assured to publish the same as a consolidated list of requests, including the requests received earlier through the online attendance portal.
 2. Posting of LICE JTOs after field training: We once again requested the administration to consider all the pending choice BA posting of LICE JTOs on completion of their field training. He positively responded for the same.
 3. DoT Deputation: The last date is extended up to 22.02.2023. We requested to consider all the Deputation requests submitted by the executives. He assured to consider the same positively.
- 15 SNEA team met GM HR on 28/02/2023 in his chamber under the leadership of CP, CT, Com ACS HQ, Com J V Ramana, CWC Member and Com Ajay Krishnan, COS. Following are the points of discussion:

1. Relieving of Sri. Tenson Joseph from Lakshadweep: GM HR assured the relieving of Sri. Tenson Joseph without further delay and also to remove from Circle long stay considering his service tenure in LKD. A separate letter to Corp. Off will be sent by this weekend.
 2. Rule 8 transfers: SNEA pointed out the undue delay in implementation of completed Rule 8 requests and also to expedite the processing of all pending requests with concerned Circles. GM HR positively responded and replied to issue the completed Rule 8 transfers by March end.
 3. Rule 9 extension of executives in Kerala Circle on account of recent Corporate Office letter: GM HR assured to take up the extension requests with Corporate Office.
 4. Posting LICE JTOs on completion of field training: SNEA once again demanded the postings as per requests: GM HR in principle assured that all the requests shall be considered positively. We suggested to expand the Mobile Services at Calicut. So diversification makes more vacancies at MS Calicut which leads to more ideas and processes results in Productivity increase by executives.
 5. We demanded to publish BA wise vacancies before operating Inter BA long stay transfers: GM HR assured the same.
 6. Processing of requests of Deputation to DoT: We requested to process all the requests of officers including ALP and EKM for Deputation to DoT. GM HR assured to consider the same after discussing with CGMT.
 7. Request Transfer of officers to home BA, posted on the basis of long-stay to other BAs - who are completing two years during the month of April 2023: GM HR assured to consider all such cases including the requests of executives from PTA and ALP.
 8. SDE Reversal issue of Kerala Circle: GM HR conveyed that, as assured in the agenda meeting CGMT called Director HR and told that a positive note has been received from Director HR and will sort out the issues in a short span of time. A separate letter will be given by CGMT to Director HR in this matter.
 9. AD OL case settlement: GM HR conveyed that, as assured in the agenda meeting CGMT called Director HR and told the issues to be solved and a separate letter also given last weekend to Director HR (signed by GM HR). Further our CHQ Office bearers are pursuing with Personnel Section, ND for the settlement of the issues.
- 16 On 14.03.2023 Circle leadership CT, ACS, COS, CWC Member again met GM HR and addressed this unholy nexus against Sri. Tenson Joseph and demanded for his immediate relieving not later than this week end. This cruel conspiracy against an officer under medical grounds was addressed to GM HR directly. GM HR assured the same and ensured to brief CGMT on this issue for the immediate relieving. We intimated to GM HR that the whole team of SNEA will sit in front of PGM EKM on the 18th March afternoon until unless Sri. Tenson Joseph is relieved.
- 17 Again on 29.03.2023 under the leadership of Com Suneer S CT met GM HR and discussed the following issues
1. Relieving of Sri. Tenson Joseph-GM HR assured that he will be relieved on 31st March by EKM BA as already decided.

2. One to one request transfer orders will be issued in the next two days, based on the seniority of stay in the respective BAs. Remaining cases will be addressed along with long stay transfer and orders are expected in the first week of April.
3. Cleanliness of Washrooms, Parking issues faced by the executives due to renting out of office spaces to outside agencies, pending opening of Canteen at Circle Office were once again addressed & reminded: GM HR conveyed that a meeting will be called in coming week for discussing these long pending issues and for early and time adhering redressal of the same.

18. SNEA delegation under the leadership of Com Suneer S., CT met GM HR on 06.04.2023 and discussed the following

With regard to Long Stay Transfer it was assured that there will not be any intra-circle transfers simply for the sake of transfers. The 14-year criterion is introduced for long stay transfers simply to meet all the OTP request transfers. Although an executive is opted for transfer based on a 14 years stay condition - it doesn't mean that he must be transferred. Executives will be identified for transfer from the long stay list just to meet the earlier OTP request transfers.

We informed GM (HR) about the difficulties faced by executives in various BAs to get the chronic illness details of self/dependent /family members in the ERP System of BSNL. Some officials in HR sections of certain BAs create their own rules /guidelines to enter the details in the ERP, making the affected employees in great trouble. If any executive faces such issues the same can be represented to the Circle Office through proper channel to resolve the same. The affected executives are requested to send an advance copy of the representation to Circle Office (A copy of the same may be given to concerned DS SNEA for further follow-up at Circle Office).

For illness such as cancer or other chronic diseases, medical board certificates are not at all mandatory. The copies of treatment records are sufficient to enter the details in ERP. To add dependent family members in ERP, there is a restriction of monthly income of the family member (eg. Mother of the employee is a pensioner with a monthly income more than Rs.1500/- per month, she could not be added as a dependent family member. Here the dependency is solely based on financial condition. If the mother is suffering from chronic illness the same may be updated in the ERP system as a family member -- without including the medical claim benefits. In this case as a caregiver the employee is eligible for transfer immunity. A declaration from the employee in this regard is mandatory.

19. SNEA under the leadership of CT,ACS HQ, Com J.V. Ramana, CWC member, Com. Ajaykrishnan R. COS & Com Binush B. Peter DS, CO met GM HR on 16.09.2023 and discussed and addressed the following points:

1. To withdraw unnecessary transfers of AOs/JAOs to Circle Office: We demanded that the recent transfer orders of AOs/JAOs issued violating all long stay to be cancelled and to allocate roles to the officers, retaining them in the BAs to manage the MM streamlining, as done by TN and KTK Circles.
2. To have an Open discussion with all concerned on the MM streamlining to have clarity and address issues to HQ: GM HR assured to call a meeting soon in this regard.
3. Release of GATE JTOs under Rule-8: SNEA addressed strong protest in delaying the medical grounds of the GATE JTOs. We demanded to release the JTOs applied with medical cases under Rule-8 without further delay. GM HR assured to consider the same on priority.

- 20.SNEA Met GM HR on 22.09.2023 and urged to process and relieve all Rule 8 requests. GM HR assured to issue relieving orders for all the medical cases by this month end. All are requested to furnish correct medical certificates (no prescriptions etc) once again which ever already available. All remaining Rule 8 requests other than medical cases will be processed and issued in Phased manner, positively by year end.
- 21.SNEA had meeting with GM HR and CGMT, Kerala on 22-09-2023 on MM Streamlining: During the meeting, SNEA highlighted the pressing issue of the inadequate number of executives and the surmounting workload resulting from the unplanned MM streamlining introduced within the Circle. In response to our concerns, SNEA strongly urged the withdrawal of recent transfer orders within the Accounts stream against the prevailing transfer policy, which were part of the MM streamlining initiative. We further suggested the strategic placement of more executives at the required BA level, encompassing both technical and finance cadres and a decentralized distribution of roles and responsibilities, all under the vigilant purview of Circle control. CGMT, Kerala, responded positively to our demands and recommendations. As a direct outcome of SNEA's proactive involvement and constructive suggestions, it has come to our attention that the recent transfers and the deployment of executives w.r.t. MM streamlining procedure will undergo a comprehensive review. This is a significant step towards addressing the concerns and challenges faced by our dedicated executives in the Circle. We will continue to work towards a more streamlined and optimized work environment, ensuring the well-being of our esteemed executives.
- 22.SNEA Met Circle IFA and GM HR to follow up the review of MM streamlining on 25.09.2023. Circle IFA assured to upkeep the policy of retaining the executives at BA level and to assign necessary roles for MM Streamlining. SNEA also addressed some blind violations in transfers of finance executives against the restructuring norms and policy of long stay particulars in some BAs and GM HR assured to review and settle these pick and choose policy particularly in KTM and EKM BAs. Request the DS of these BAs to issue letter to concerned BA GMs with the copy to CS KRL and CGM KRL at the earliest in this regard.
- 23.Com.Vidya A. (CVP) , Com. Biju S. (CEC member) & CT met Sr.GM (HR/Admn) on 07.10.2023 and expressed strong resentment against deputing executives to Lakshadweep islands for 10 days in non-transparent manner putting concerned BA admin and controlling officer in dark. We demanded that the opportunities for deputation shall be extended to all executives who are dealing with FTTH activities and option to be called for in this regard. Sr.GM (HR/Admin) responded positively and agreed to look into the matter.

XIV AGENDA Meeting with SNEA

During the report period, three agenda meeting held out of which two meetings were conducted when SNEA was support association.

1. An agenda meeting of Circle Administration with SNEA Kerala Circle held on 22.03.2022, Respected CGMT Sri. CV Vinod presided over the meeting & GM-HR also was present in the meeting. The meeting commenced from. Circle leaders and leaders from different BAs attended the meeting online/offline under the leadership of Circle Secretary. Respected CGM and GM-HR responded positively to the issues raised in the meeting. Items of Discussion
 1. Circle Transfer policy & Request Transfers: Regarding clause k in the Circle transfer policy -Even after completing 2 years, the executives have no explicit right to claim for home BA & Resetting stay particulars in the Circle on return from another Circle (especially after tenure posting),we once again expressed strong resentment, and CGM agreed to review such policies and to consider the request transfers of executives upon completion of 2 years service. CGM informed that these request transfers will be considered along with operation of long stay transfers and

further restructuring orders from BSNL HQ. We put forward to consider posting of executives to Circle tenure station-Idukki from Circle long stay instead of only from EKM BA and CGM agreed to it and replied to implement after mutual discussions and consensus with all associations.

2. We once again expressed our resentments in imposing CAF penalty on the executives that adversely affects the performance of the executives and revenue. The CGM responded to review the policy from initiator level in accordance with BSNL CO instructions to remove imposing penalties over the executives.
3. We pointed out the post reduction projected due to the minimum essential figures worked out by Circle management. CGM agreed to rework the executive strength and to write to CO on the executive deficit after reviewing with BA heads.
4. The drastic reduction of clusters and non-uniformity in number of clusters in different BAs and deficit executives to manage larger clusters was raised. CGM replied that inputs from very few BA Heads was received on this and agreed to rework the cluster management after discussions with BA Heads.
5. The issues of JAO 2012 were represented and CGM positively responded to resolve by properly representing it to CO.
6. We projected the anomaly in the recent rotational transfer order in CO-MS where the officers were transferred without considering their stay in BSS sections in different BAs and under different DGMs. CGM replied to re-consider this in consultation with HR team.
7. We pointed out the difficulty faced by field teams due to life expired battery, power plants and no AMC support for Engine alternators and regarding long pending Tower maintenance. CGM replied that Circle is in process of placing POs for new battery & PPs but delay due to pending Letter of Credit from BSNL CO. CGM replied to give necessary directions for urgent calling of tenders for necessary tower maintenance and to speedup & finalize necessary scrapping proposals.
8. We expressed the difficulty in management of CSCs as the main point of customer interaction, due to removal and reduction of posts of executives in CSCs. CGM agreed to consider positively
9. Other issues reg implementing Voice-over Wifi, issuing of e-Sims were also discussed and CGM responded positively to take up with BSNL HQ.
10. The constitution and present status of Staff Welfare Board was discussed and we suggested to provide Covid relief Grant to executives from this Welfare fund as did in other Circles. CGM directed HR team to convene a meeting of the Welfare Fund Board and to consider the same.

The meeting concluded at 8 o Clock

2. Agenda Meet with CGMT, Kerala on 06-01-2023 by SNEA Kerala Circle: This meeting was presided over by Sri B Sunil Kumar ITS, CGMT Kerala. GM HR & Admin Sri. Sathesh R, DGM HR Sri. Muralreedharan S also represented administration side. CP Com. Dr VG Sabu, CS, Com Jithesh K.P, CT, Com. Suneer S, ACSs Com. Aslesh S.S, Com. Vipin K & Com. SureshKumar R, CWC Member Com J V Ramana, Circle Organising Secretary-Com Ajay Krishnan R, Com Shiyas A, Circle Office District Secretary Com. Binush B Peter attended the meeting. The points of discussion are
 1. Hardships faced by executives working & transferred from LKD highlighted by CS and SDE Cadre posting based on ALL India Tenure to LKD, like other Hard tenure stations as per the transfer policy is due from HQ: GM HR responded that the executive will be relieved from LKD without delay and A letter in this regard is served to corporate office
 2. Joining of Sri. Lipson in TCR BA: CS pointed out that the relieving of Sri. Lipson was held back for more than 6 months, his increment was delayed, service book was not sent in proper time & was awarded low IPMS score on account of personal vengeance. CT raised that measures should be taken by HR & Admin for protecting the executives from such personal vengeance for ensuring smooth work environment. We insisted for a strong direction from Circle Office to the concerned officials against such non-administrative actions. GM HR responded that apt directions to the concerned official will be issued and will take all precautionary measures to avoid such issues in future

3. Issues of 2012 JAO Bach: pointed out the issue of 2012 JAO batch, even though Circle had taken several steps for regularizing these executives. They are denied with the time bound promotions even after 6 years and their names are not entered in the Gradation List & the case is pending for judgment indefinitely. We demanded that since they are not included I Gradation List, they also should be exempted from the Long Stay List. CGM assured to consult the BSNL advocate to speed up & for early disposal of the case & also assured to take up the case to HQ.
4. ADOL promotion: CS had a explanation about the plight of LICE cleared candidates of Rashtrabhasha adhikari examination held in 2008 and 2010. CS appreciated all the positive steps taken by the circle administration to end the stalemate. But the same is continuing till date, even though the apex court has pronounced the judgment before one year and plenty of vacancies are available in the cadre. CGM assured us to intervene in the issue and personally enquire the status of the earlier letter sent in this regard.
5. Print outs to LICE JTOs for JTO training at RTTC TVM: SNEA addressed the issue of non-availability of necessary print outs for JTO training and the timely action of SNEA for distribution of necessary print outs to all trainees at RTTC TVM. CGM congratulated SNEA Team for the prompt distribution of print outs to the trainees and assured to take necessary steps to avoid such issues in future.
6. Posting of LICE JTOs after training: Posting of LICE JTOs after current training in places of their requirement. SNEA demanded to post all LICE JTOs on their willingness as already deficiency of JTOs are there in all BAs. SNEA pointed out to consider the approved Gate JTOs requests to other Circles by posting these LICE JTOs. HR Wing positively responded to this demand and assured of posting LICE JTOs as per their convenience only
7. Rule-8 transfers of GATE JTOs: SNEA demanded for immediate orders of Rule 8 for all GATE JTOs as per the requests. It was also demanded all pending cases are also to be sent to respective circles without further delay. CS & ACS requested to issue Rule-8 orders to all JTOs where the requests are completely processed. GM HR responded positively & assured that all processed Rule-8 orders will be issued this month end and that necessary steps will be taken for smooth processing of all pending Rule-8 requests.
8. Pending cases of Inter BA transfer requests: SNEA demanded for considering all pending requests of Inter BA transfer requests. It was also requested to call for L/A where ever necessary. GM HR responded positively and replied that such requests will be checked and considered. HR Section informed that all transfer requests shall be applied only through OTP system portal and no other means will be entertained and it was also conveyed that at present OTP System portal is open for providing requests for inter BA transfers
9. Maintenance of Offices, IQs & quarters: SNEA expressed strong contention in poor maintenance of IQS & Quarters. CGM assured that all will be done for fund allocation for timely maintenance of the IQS & quarters
10. IPMS targets: The unrealistic targets assigned through IPMS with lack of resources was once again raised in the meeting. CGM replied that a scientific study is being considered on the present IPMS system for optimization and necessary points will be taken up with HQ in consultation with HR wing
11. Usage of Poles for FTTH: SNEA shared their views to use KSEB and Pvt poles for utilizing for FTTH connections as per the policy of State Govt on sharing of poles of any one by any one. CGM responded positively and assured to take up the same with State Govt
12. SDE Reversal Issues of Executives in Kerala Circle: CS & CWC member raised the non-settlement in the SDE Reversal issues after the AGM promotions, affecting the morale of the executives. CGM assured to address the issue directly to Dir HR & HQ Administration to deal with the issues of executives of Kerala Circle separately for early settlement.

13. Voice over Wifi: Enabling of Voice over Wifi feature was once again raised. CGM replied that WAG is required for the same to implement thru other Wifi and the same being part of Ph IX tender. Assured to check whether the same can be implemented at least through our own Wifi systems at present

Meeting concluded at 5.30 Pm

3. The Agenda Meeting was chaired by Shri B. Sunilkumar, CGMT, BSNL Kerala Circle on 28.02.2024 with SNEA Kerala. Shri R. Sathesh, Sr.GM(HR/Admin), Circle Office Shri Muraleedharan, DGM(HR), Circle Office Smt. Thusharababu, AGM(HR), Circle Office, Smt. Beena Jain, AGM(Admin), Circle Office also represented Administrative side. From association Com. Jithesh K.P, Circle Secretary, Com. Dr.V.G. Sabu, Circle President, Com Aslesh S.S., Asst. Circle Secretary, Com Suneer S, Circle Treasurer, Com Shiyas A, Circle Organising Secretary, Com Vimal R, AGS, Com Ashraf, CWC Member, Com. Shafi, District Secretary Trivandrum, Com. Binush B Peter, District Secretary, Circle Office, Com. J V Ramana, CWC Member, Com. James Sikkerla, District Secretary, Ernaakulam, Com. Vipin K., Assistant Circle Secretary was present. The Items of discussion are
1. JAO 2012 Regular Promotion to AO in the light of the Supreme Verdict: Reminder should be sent to Corporate Office with specific recommendation from circle for the promotion of these AOs. Replied that the Matter already referred to Corporate Office with all the details. However, reminder will be sent.
 2. Long stay Inter Circle and Intra Circle Transfers: Circle should request Corporate Office to bring back people who have been transferred on long stay basis to other circles(those who have completed two years period. In transfer cases, genuine and deserving cases should be given due consideration for exemption. In MRX BA, case of Smt. Molcykutty Mariamma, AGM should be looked into. Lakshadweep cases should be exempted from All India long stay list. Admin replied that Deserving cases are taken up with Corporate Office for exemptions. All Entry updated in ERP. Intra Circle transfers are effected only on need basis. Lakshadweep cases are being taken up with Corporate Office.
 3. Addressing the reversal of SDEs issues to Dir(HR)/PGM (Pers) to settle amicably. The Issue needs urgent attention and consideration. Corporate Office should be addressed. GM Hr replied that the matter is sub-judice and kept in abeyance by Corporate Office and assured to look into
 4. Return of tenure completed executives of Lakshadweep to Mainland: The matter needs urgent consideration and such executives should be brought back. GM Hr informed that the orders will be issued shortly without substitutes
 5. Calling volunteers to Soft tenure areas of Kerala Circle and to LD(JTOs): Options may be called for posting from JTOs without delay. GM Hr given direction to issue orders
 6. IPMS Targets: There should be objectivity instead of subjectivity. Rationalization of targets required and performance of Kerala Circle in revenue generation deserves additional weightage. Admin replied that KPIs should be unambiguous and measurable. An IPMS workshop will be conducted soon. A fine tuning will be done. Online Attendance System: Distance for attendance should be enhanced to 1 Km instead of 200 meters Transmission, Mobile & Field Staff, distance should be 5 Km they should be allowed to mark attendance from BTSs. Admin replied that Controlling Officers are empowered to mark 'on duty' in such cases while submitting the attendance statement.
 7. ESS Portal Issues: Blocking of salary merely based on attendance statement. Leave option should be incorporated in the attendance portal. Ensure that employees do not lose salary if controlling officer do not approve leave. Sending of advance SMS to the employees and controlling/reviewing officers. GM HR replied that Issues will be taken up with Corporate Office to consider the suggested points in attendance portal.
 8. EPF Full pension approval pending at Employer side to be addressed: Data is missing in several cases. It should be taken up with EPF office. Adalats should be conducted. Replied that EPF office is working towards resolving the issues. Most of the non-visibility cases (Approx. 70%) were reverted back by EPFO & wage details are uploaded from EPF Employer portals. The remaining also will be settled
 9. JTO Rule-8 / Rule-9 requests pending - Forwarding of all requests completed: GM HR replied that 8 cases of transfer to Kerala Circle is being taken up. (KTK-4 cases). 43 employees have

completed 5 years. Those approved by other circles will be relieved by 31st March. In deserving cases, 5 years condition has been relaxed.

10. Pay anomaly of Executives got regular promotion and time bound on same day (Case of Smt. Bindu K.R, DGM(TVM) and others: Approach of circle finance wing is not positive. It should be looked into. Replied that the issue has been taken up with Corporate Office
11. Antedating of date of promotion of Shri Rajesh, JAO, Palakkad and others: Notional fixation should be effected in such cases w.e.f 2017. Admin replied that the issue has been taken up with BSNL Corporate Office.
12. MM Streamlining: Tracking of cases is becoming problematic. BAs should have a tracking mechanism. Due to delay in processing and payment, contractors are hesitant to take up works. Adequate number of executives should be posted. Preferably to have a software to make things for ensuring faster processing. CGM mentioned that Purchase Order centralization is the main aim. The software being used at ENK BA will be adopted by the Circle for enabling tracking of POs/Bills. Once the backlog is cleared, the entire process will be speeded up.
13. Fund allotment for building and IQ maintenance: Maintenance of IQs and office buildings should be carried out. CGMT informed that Fund has already been allotted and maintenance works is being done in BAs and Circle Office
14. Filling of AGM posts in all BAs specially in Kottayam, Calicut etc: Mentioned that there is shortage of AGMs in BAs which should be looked into. GM Hr replied that Orders have already been issued for filling up the posts.
15. Support to BBMs - Post sufficient supporting staff for BBMs: Separate teams for FTTH, Infrastructure and BT maintenance should be there. Separate norms specifying SDE/JTO/JEs should be prepared for implementation. CGMT informed that Now there are 204 BBMs available in Kerala Circle. Many BAs have added BBMs by either reducing the area of operation or assigning duties of BBM to Cluster In charge. CGM mentioned that VVIP visits, other emergent situations etc. should be managed by our own people. We have to evolve a mechanism that no shortfall occurs to meet our objectives.
16. IT Cell activities and its significance to Kerala Circle: Several projects of ITPC and Corporate office are being done by Kerala IT cell. Therefore, IT activities of Kerala Circle is not getting due attention. For external activities, the team should be attached to ITPC and for Kerala specific works teams should be a separate one. CGMT replied that the issue will be taken up with ITPC and Corporate Office.

VIII. Transfers and Posting

The report period has witnessed a series of transfer in all cadre all over india. It started when inter circle long stay list of SDEs/AGMs issued on 02.02.2022. The long stay order issued on 02.05.2022. Management issued the long stay order like rotational transfer without logic. Executives transferred from deficit and tenure circles. Many of them are Ladies. The entire senior executives of the circles are transferred. This was in violation to the transfer policy of the company which clearly depicts that transfer of executives should be on need basis. Immediately after issuance of the order Com. MS Adasul, GS SNEA convened an online meeting on 03.05.2022. The transferred executives enmass joined the meeting and the participants crossed 100 in the meeting. Some of the executives took VRS, some others requested for retention based on medical ground etc. In addressing the retention of executive SNEA CHQ strived hard to get retention /cancellation of the transfer order and was successful in 90% of the cases. Those applied based on Medical ground of himself and dependent, Association Immunity, Ward studying +2, Single parent etc considered by the intervention of our association. Com Valsala Kumari, Com Jose joseph, Com. Rani Varghese, Com Biju Jacob etc are some among them retained in Kerala circle with the active intervention of our CHQ. We express our sincere gratitude and thanks to Com MS Adasul, GS and the entire CHQ team for considering Kerala Circle retention cases. In the order released on 88 executives of the circle transferred out with an input of only 52. The same practice followed by the

corporate administration in the year 2023 and 2024 also. This time the numbers transferred out was 92 and 47. Now it is the time to bring back these officers from the other circle. As informed by CHQ it is not an easy job since the management has announced return of these officers only after 3 years. But we are confident that we could bring back all of them completed 2 years in the other circle when OTP window of July 2024 is processed.

When JTO to SDE promotion order issued in the month of July 2021, All promoted officers got promoted in the same circle. In the circle posting also we have requested to post them all in the BA where they are working. Contrary to the policy that followed all over India, the executives promoted from Southern project circle working in Kerala region are transferred out of the region. Out of the 5 transferred three are our members. Circle secretary and Com Sudheer K., CWC member immediately contacted and arranged a VC with STP CGM and discussed the issue with full details. CGMT agreed to our demand and revise posting order issued to Kerala circle for ladies. In the meeting CGM requested us to give it in writing. Finally, the other two also got retained in Kerala Circle.

Rule 8 transfer of JTOs was the main agenda items in many of our official meetings with Kerala administration. Initially Sri. CV Vinod, the then CGMT considered many of the Rule 8 transfer cases even relaxing the mandatory stay of 5 years sympathetically. Lady executives, physically challenged cases and even those applied based on the medical ground of the family members also considered. After when the new CGMT has taken charge the rule 8 transfer got delayed and still 22 cases are pending with circle office completed 5 years not forwarded to other circle. As per the new guidelines of rule 8 transfer, it can be processed only through application in OTP portal. The 20 Rule 8 cases approved by the other circle are now pending with Kerala circle waiting to apply in the OTP window.

On 03.02.2023 posting order of JTO Trainees issued. In the posting orders we have seen unprecedented postings which disheartened most of the new JTOs, two requests from Kozhikode to Ernakulam, not considered, instead the other Five JTOs from Kozhikode were transferred to Ernakulam. Large number of JTOs are posted to CnTx South. Some persons with low marks are posted in the same BA whereas higher mark candidates are posted outside the BA. Officials with medical grounds got the posting in some BA were transferred out in the posting without considering their medical conditions. Husband and wife were posted in two different BAs without considering their options. JTOs were posted to Lakshadweep in violation to the commitment to our association. When there are enough OTP transfer requests from Malappuram to outside, it was surprised to see that most of the Malappuram natives posted outside. SNEA Kerala strongly protested against this unilateral posting orders of JTO trainees and met GM HR to review the posting order. Finally, he agreed to consider the changes in the posting when issuing the posting order of these JTOs after training. As assured the posting orders of those transferred to Ernakulam from Kozhikkode has been reinstated.

In the name of MM streamlining and shortage of Accounts personnel in circle office, six executives from Kollam, Trichur and Malappuram transferred to Circle office. Those transferred from Kollam are based on their request. But the transfer executives of Malappuram and Thrissur are based on long stay. But none of the guidelines of the long stay transfer was followed in this order. Circle association immediately intervened in this issue and had met CGMT and GM HR. Initially management was adamant in reviewing the decision finally as requested by SNEA a claim office has established at Thrissur to accommodate these officers. Further association requested administration to allow executives of Malappuram to work from their BA. With our continuous persuasion, management orally allowed the two executives to work from Malappuram itself with the consent of Malappuram GMT. Thanks to GM HR and CGMT for opening claim office at Thrissur and retaining our members at Malappuram.

Shortage of Electrical Executive at Ernakulam BA was another issue which administration issued orders without following any logic. SNEA Kannur ADS having association immunity has been transferred to Ernakulam and struck off from BA on the same day. Circle secretary immediately intervened and reinstated the executive in Kannur. In another instance instead of posting one executive directly from Kannur to Ernakulam, administration issued order for Kannur to Malappuram, Malappuram to Thrissur and Thrissur to Ernakulam. Association demanded direct transfer from Kannur but management was reluctant to move forward with the exercise. When the issue of Shortage of Electrical Executive was projected by EKM BA DS, association requested the ADS Kannur to move to Ernakulam. The officer prepared to join EKM BA as advised by the association and the orders issued. Thank to Com Akhilesh Chandran for sacrificed to forgo the immunity on the capacity of ADS and Com Shiyas, Circle organising secretary for his active involvement in all association decision meant to Electrical wing. The reliving of JAOs from Kannur, cancellation of transfer order of Com. Aswathy, SDE Kottayam and many more are there settled by the active involvement and persuasion of and SNEA Circle and BA association for the benefit of its members.

Transfer of Executives to Lakshadweep.

Posting of Executives to Lakshadweep is always a huge challenge for Kerala administration and association these years. After the formation of BSNL in 2000 executives were posted to LD whenever Direct recruitment/departmental promotions to the cadre of JTO/SDE are being issued. There was a reduction of staff strength from 47 to 17 when VRS 2020 was implemented. Being a strategic location, always huge administrative pressure was there from Hon. MPs/Central Ministers to post manpower to LD even though there is huge reduction in Land line connections. After 2017 direct recruitment also stopped in the cadre of JTOs which resulted in shifting of man power from Main land to Lakshadweep taking long stay of Executives. In 2020, transfer order to Com. Tenson Joseph and another executive was issued based on the Circle long stay of Executives. Inter Alia the policy to post Executives at LD was modified to BA long stay list in the rural urban policy issued by the Circle administration. Subsequently another 3 JTOs from Kannur and 1 from Pathanamthitta also posted to LD based on BA long stay. When the tenure of two SDEs completed one SDE from Palakkad and another from Malappuram issued since in Rural Urban Policy only cadre wise replacement is allowed. When the new incumbents went court challenging the recent Rural Urban policies of Circle, the return of both the SDEs got delayed. Further two SDEs from Kannur posted to LD even when the policy is under challenge at CAT Ernakulam. One among the SDE joined LD and in succession one SDE got relieved from LD. During the period the joined SDE met with an accident and applied for long leave which delayed the return back of Com. Tenson Joseph another 6 months. During the period whatever meeting is there with the admin, reliving of Tenson Joseph was the main agenda and finally with our continuous persuasion with management ended with a struck off. The litigation filed by the others challenging the policy was in favour of the administration and they are also joining Lakshadweep. In this March the 4 JTOs working LD also completed tenure of 2 years and with our persuasion the orders released last month. In between management called volunteers to LD and got an overwhelming response from the executives. 9 options received and 4 posted to LD as the relievers of the working executives.

At present corporate office issuing transfer orders to those executives completed 2 years at Lakshadweep without resetting their Circle stay. Due to this whenever promotion or long stay transfers are issued, Association and Circle administration has to take special interest to cancel these orders. All such orders could cancel by us all these years. Whereas there is no issue for the executives working in CNTx and completed tenure of LD. As per the administration it is a technical issue of the ERP system. But we have to devise some solutions for the same.

Vide Corporate office order BSNLCO-PERS/15(11)/6/ PERS1 Dated 19.09.2023, consolidated guidelines are issued on tenure areas in BSNL. As per the order Idukki District except Thodupuzha SDCA,

Wayanad District, Uppala and Kasaragod SDCA are declared as Soft tenure station of corporate office. In the transfer policy envisaged in the year 2008 by SNEA is now accepted by the Corporate office.

XIV. Promotions and Payloss

After 2018, promotions to executives was not issued in any of the cadre. On 08.07.2021, Promotion order of JTO to SDE Issued by the Administration. The JTO recruitment of 2007 and 2008 batch promoted through DPC. 237 JTOs of Kerala Circle promoted to SDE and posed at their respective BAs in Kerala. On 07.10.2021 through Speaking order corporate office reissued the List 9 seniority list of SDEs and published 5 lists ie list 9 to 13 as per the court direction. On 30.12.2021, when our forum agitations was in full swing corporate office issued JTO to SDE promotion for 925 executives which resulted the withdrawal of AIGETOA and AIBSNLEA from the combined agitation. On 08.07.2022 MT result declared by the corporate office. Com Vivek G, CWC Member and DS EKM, Com Shinemon, Area secretary south and Com Biju, former District President Palakkad were cleared the exam. Congratulations to these comrades for their achievements. On 17.11.2022, SDE-AGM promotions happened through MSRR 2009 for nearly 1800 SDEs and that was made possible through good deal of diplomacy and coordination between stake holders viz management , SEWA etc by GS and CHQ team of SNEA. For the same GS SNEA even had to deal with court cases given in the last moment by MT aspirants across courts .In Kerala circle all the promoted AGM were posted at the same station as requested by us. On 30.09.2023 withheld promotions in the cadre of AGM issued. The promotion order of Com Sebastin, Ex GS also was issued along with the order which was our long pending request before the Corporate administration.

JTO-SDE promotions for 67% SCF quota for 228 JTOs issued in June 2023 for VY 2022. The corresponding LICE for 2022 VY for 83 vacancies conducted in April 2024 and results of the same are not yet out. Meanwhile as per MSRR2023, LICE examination for AGMs in Electrical, Civil and 225 vacancies of Telecom was held on 16th April 2024 and that result also not published yet. On 17.05.2024, Promotions for 438 SDEs to AGM issued against 67% SCF quota for the VY 2023 few executives crossed 24 years in the circle only transferred to outside circle. All promoted officers of Kerala had been posted to their respective BAs.

Court cases and the effect on further promotions

DGM Adhoc -DGM Regular : Case filed by three officials who retired in 2017 is severely hampering the promotions to DGM regular cadre. One of those applicants is expired. The case is primarily related to reservations in the SDE-AGM promotions which happened in 2012-13. SNEA CHQ is trying to discuss and settle amicably the case outside court and we are keeping our fingers crossed. In the name of this litigation corporate office is not issuing regular promotions to the cadre of DGM. Management is in discussions with associations for issuing Adhoc promotions to DGM cadre. However issuing Adhoc DGM promotions to AGMs would not open vacancy for SDEs and further down promotions is yet to be seen. Nearly 1200 vacancies exist for DGM at present. MT candidates have given a case against the LICE for SDE -AGM promotions in CAT Chandigarh. JTO-SDE SCF Promotions are also under litigation for change of seniority. Multiple cases are also there for non-holding of LDCE for vacancy from 2011-2021 where nearly 4500 JTOs got promoted in 2021.

Nearly 600 vacancies exist in CAO cadre. But AO-CAO promotions are affected severely by the recent CAT verdict to implement Catch-Up rule on reservations in the earlier promotions. BSNL Management has given review for the same verdict and hence further promotions are held up. Nearly only 28 vacancies now exist in AO cadre and some work is progressing in issuing promotions for those vacancies, which may bring some respite to the JAO 2012 batch affected JAOs of Kerala circle.

We would like to remind the members that we had got our board to approve BEPPARR 2017 where time bound functional promotion would have been provided till AGM cadre , where all JTOs/JAOs become SDEs/AOs in 5 years and further to Sr SDEs/Sr AOs and then AGMs/CAOs on completing 5

years in each cadre . This would have been irrespective of the availability of vacancies also. Alas due to cases from various sources, opposition from our sister associations and lack luster attitude from the stake holders that policy is in cold storage now. Nearly 9000 eligible JTOs are waiting for their promotions to SDEs, Nearly 3000 eligible SDEs are waiting for AGM promotions and similarly large number of JAOs and AOs are also waiting.

With regard to pay loss of JTOs and JEs recruited between 2007 & 2010, court cases spearheaded by SNEA at various courts are going on. In 22820 issue, Com. Pavitra Singh and others case is going on in P CAT Delhi and In JE-JTO Pay loss issue case is going on at Ernakulam CAT. In both these cases separate committees were formed by SNEA and in the JE pay loss committee Shri Manish KP , Area Secretary Central is leading the case at CAT Ernakulam.

The SDE reversal issue refers to the administrative decision to revert promoted SDEs back to their previous positions. This reversal typically arises due to discrepancies in the promotion process, such as procedural lapses, legal challenges, or discrepancies in seniority lists. The issue has led to significant discontent among affected employees, as it impacts their career progression and morale. Addressing this problem requires a thorough review of promotion policies, transparent criteria for advancement, and ensuring compliance with established regulations to prevent future disputes. On SDE reversal case, SNEA explained about how the nearly 95 SDEs across India are not given their AGM promotions, and there has been a recent verdict in Chennai Court which has been pronounced in favour of the applicants and the judgement copy is released. Based on this judgement other applicants in Ernakulam CAT will also expect a quick favourable verdict and requested management not to go for any appeal against the verdict so that the issue can be settled. SNEA specially elaborated about the injustice being meted to these candidates as their juniors are being promoted as AGM under SCF quota and they are deprived from AGM Promotions. SNEA requested for early justice to these executives by clearing issues with sympathetic consideration.

XII CAF Penalty Withheld.

It was a surprise to SNEA Kerala that Kerala Circle administration directed BAs to recover the penalty from the approver of the CAF and to issue necessary sanction memos against the responsible employees/franchisees. It was also mentioned that sanction memo has to be issued to recover the penalty from any of the pending medical bills of the employee. It was learnt that the total penalty is Rs1936000/-. Kottayam, Pathanamthitta and Alappuzha BAs have proceeded with the recovery. The main discrepancy SNEA found in the decision was that the accountability has been transferred to CAF approving authority instead of CAF initiator. Even though Sri CV Vinod ITS, the then CGMT was lenient with regard to many of our HR issues, he has taken very adamant stand regarding penalising executives which was not acceptable to the association. Initially SNEA wrote a letter on 07.02.2022 to CGMT in this regard. Since Circle administration was mute to our request, Association raised the issue in Circle AUAB Form. SNEA has taken special interest to convene the online meeting in this regard and convinced all unions/associations of the form. Finally, it was decided to meet CGMT to raise the issue by the Form. AUAB Kerala Met CGMT under the leadership of Com. Vijayakumar M, Convener and raised strong protest against the CAF penalty recovery. Finally, CGMT agreed for our demand and decided to withdraw from recovery Procedure. Subsequently the recovered amount also refunded by the administration. We express thanks and gratitude to Com Suresh Kumar R, ACS Kerala circle, who has attended the meeting with CGMT for Circle Secretary and defended all arguments of CGMT in the meeting of AUAB and Com Lithin, ADS Pathanamthitta who has raised the issue before the association initially.

XVI. JAO LICE 2012 Regularisation

The regularization of LICE 2012 JAOs was one of the long-pending demands of our association before the Circle administration, which finally reached a logical conclusion. Since 2013, these JAOs were denied their rightful promotion to the JAO cadre due to a dispute over carry-forward vacancies from the 2010 LICE, which eventually led to a legal battle in the Supreme Court. Although the Supreme Court ruled in favor of the LICE 2012 JAOs, the management further delayed their regularization orders. It was only through our persistent intervention that they were finally regularized last year.

Another issue concerning these JAOs was their time-bound promotion (TBP). Initially, the Kerala Circle administration issued the TBP orders upon our request, but with the intervention of the Corporate office, the orders were subsequently cancelled. After their regularization, SNEA once again took up the TBP issue, and the order was eventually released.

Upon regularization, the management correctly placed them in the gradation list with those already promoted in 2013, considering their seniority as demanded by us. This justifies their request for notional promotion to the cadre of AO with effect from 2018, at par with their peers already promoted. Currently, many of the promoted officers are juniors to these LICE 2012 JAOs. Therefore, it is imperative for the management to promote these JAOs to AO to establish parity among LICE 2012 JAOs.

The issue has been further taken up by the SNEA CHQ recently, and with our persistent persuasion, it is learned that 28 JAO vacancies have been declared for promoting them to AO. The file is now in the advanced stage at the corporate office.

XVII Leasing of BSNL Dark fiber to M/s Kerala vision

During the COVID-19 pandemic period, while BSNL was providing over 15,000 FTTH connections per month in the Kerala Circle, the administration decided to offer BSNL Dark Fiber to M/s Kerala Vision at the rates decided by the corporate office in 2012. This decision immediately caught the attention of SNEA, and it was resolved to address the issue with the administration.

SNEA met with CGMT on 28.07.2021 and presented our concerns. CGMT defended the decision, stating that the leasing was in accordance with the corporate office order and that Kerala Vision was already an EB customer of BSNL. We explained to CGMT that the situation was different; the proposal involved leasing STR fiber from Kannur to Ernakulam. M/s Kerala Vision, a business opponent of BSNL, is providing the same FTTH service and requested this leasing to solve huge congestion in their network. We argued that this would reduce the demand for BSNL FTTH and that instead of leasing bare fiber bandwidth, it could have been offered differently.

Finally, CGMT concluded that the issue needed further discussion and a thorough study. If the proposal was found to be a threat to the Kerala Circle, the Circle administration would have no hesitation in withdrawing from the proposed business with Kerala Vision. Subsequently, we submitted a detailed letter on 18.08.2021 outlining all our concerns.

In response, the Circle Management organized a meeting with SNEA on 24.08.2021 through Zoom to discuss our views on Dark Fiber leasing to Kerala Vision. Circle Secretary Com. Jithesh

K P and Assistant Circle Secretary Com. Suresh Kumar R represented SNEA, while Sri. Sukumaran NK GM (EB) and Sri. Venugopalan S. GM Kannur represented the management. During the meeting, which lasted around 1 hour and 30 minutes, the management agreed to brief our inputs and suggestions to CGMT and assured that an appropriate decision would be communicated soon.

Later, the management assured us that any further projects, which were already in the pipeline from Ernakulam to Kanyakumari, would not be undertaken.

X. EPF Full Pension and the court case for EPF full pension at Hon SC

In 2005, a significant milestone for BSNL employees was achieved with the removal of the ceiling on EPF contributions, originally set at 12% of Rs 6500 (later increased to Rs 15000 after September 2014). This milestone, accomplished by SNEA, made BSNL Executives eligible for EPF full pension. Initially, BSNL limited its EPF contributions to 12% of Rs 6500 (Rs 780 per month), regardless of actual emoluments (Basic + IDA). From 2002, SNEA actively pursued the issue of EPF contributions without this ceiling, and in 2005, BSNL agreed to this demand. Orders were issued to extend the benefits from the beginning, and BSNL paid EPF arrears to EPFO.

The October 2018 judgment by the Ernakulam High Court on the EPF Full Pension case, involving a group of PSU employees from Kerala, particularly from FACT Ltd, opened the door for all beneficiaries to opt for Full Pension. The Hon. High Court's verdict, based on numerous cases filed by employees from various PSUs and other sectors, quashed anti-employee clauses, including:

1. The cut-off date for exercising the Full Pension option.
2. Calculation of pension basic on the basis of the last 60 months' average, restoring it to the last 12 months' average.
3. Service charge of 1.6% where the employer is paying an additional contribution.

Our co-members in NCOA from different CPSUs actively conducted this case. During the Bhubaneswar CWC, SNEA decided to become a party in the case, allowing all interested beneficiaries to be included for the Full Pension option in the Hon. Supreme Court. This was done by allocating Rs. 1 lakh as initial legal fund from SNEA's common account instead of raising funds from beneficiaries. The Union Government and EPFO filed another SLP and a review petition against the EPF Full Pension. Through NCOA, SNEA and its members became direct parties in the Hon. Supreme Court in the pending SLPs on the EPF Full Pension issue. We have provided an opportunity for all executives to become direct parties in the Hon. Supreme Court through the Association. If the judgment is limited to the applicants, all the members who joined the petition will benefit. In some earlier cases, EPFO extended the Full Pension benefits only to the applicants, not to all similarly placed pensioners. Therefore, our lawyer advised us that all members individually become direct parties to avoid any risk.

Finally, the verdict came in favor of all EPF beneficiaries in the country. EPFO opened a portal for employees to exercise the higher pension option, and the process is in its final stage. This ensures social security for EPF employees with EPS eligibility, recruited up to September 2014 with more than Rs. 15000/- Basic + DA. EPFO had withdrawn the pension eligibility of employees recruited after September 2014 with more than Rs. 15000/- as salary (Basic + DA). Our fight to ensure social security for employees and officers recruited in BSNL after 2014 should continue.

XI. Membership Verification

SNEA in strong support of its Five Star Alliance SNEA, SEWA BSNL, CBOWA, DEWAB & AIBSNLOA has emerged as Strongest and Top Most Association in BSNL with 52.07% of total Votes in the MV held on 12.09.2023. With this spectacular and record break victory, SNEA has once again reached top most position of Associations with marvelous come back. This is first time in the history of BSNL that any Association/Union has crossed the benchmark of 50% Votes out of total votes. It is nice to see that SNEA has got highest votes among all participating association of 3rd MV in about each and every Circle. The massive mandate given by the executive community through the hard work and dedication of the Comrades of SNEA is a firm litmus test on the high values of struggle, democratization which has taken firm and deep roots in this Organization.

In Kerala circle SNEA secured 1100 Votes with a vote share of 52%. Number of Votes increased in Kannur, Kozhikkode, Malappuram, Palakkad, Ernakulam, Pathanamthitta, Kollam and Circle Office compared to MV 2. Kollam and Palakkad performed exceptionally well in this referendum. During the campaigning period SNEA Circle body systematically moved forward. The start was with the preparation of WA Status by the social media team. The attractive creatives by our team was a huge hit in all India SNEA WA groups. Congratulations to Comrades Sajith A, Kozhikkode, Kishore Krishnan, Kannur, Manas CP Kozhikkode, Anoop CK, Kollam, Faizal A Rahiman, Circle Office and Pradyoth T, RTTC for their wonderful creations. All general body meetings conducted in one week time and Circle office bearers toured each BA to attend the GBs. Coordination meeting with SEWA BSNL also organized.

On 04.09.2023 a grand function named MV meet 2023 arranged at Bharat Hotel Ernakulam, Com MS Adasul, GS, Com Rajesh Manchan AVP, Com Vimal, AGS attended for SNEA CHQ. Com ND ram, GS SEWA BSNL, Com Titus Sam, All India President and other Central and State leaders of SEWA also attended the program. It was a well organised and systematically conducted event. The videos of the event were widely used by other circle during their campaign. Around 350 Members of SNEA, one third of our membership attended the Meet. Thanks to Com Suresh Kumar, ACS and office bearers of Ernakulam for organizing such a fantastic event.

On 07.09.2023, Com Manish Samadhiya, CHQ president campaigned at Circle office and TVM BA, the desk to desk campaign started from 10 AM and continued till 5 PM. After the campaign a general body meeting of Trivandrum BA also held at Conference Hall, PGMT Office. The meeting Extended till 8 Pm. It was a wonderful experience working with our CHQ president. SNEA could create a momentum at Trivandrum by the visit of Com Maneesh Samadhiya, CHQ President.

On the occasion of 26th Circle conference SNEA Kerala circle conveys its sincere thanks & gratitude towards all the leaders at CHQ/Circle/ District Level, CWC/CEC Members and all the esteemed members of our association for their devoted work, activities on social media and those members who have taken every possible step for the victory of SNEA in MV 3.

XIII Interactive Session With Dr Joy John

A very informative and interactive session with Dr. Joy John, Chief Nodal Officer and Trainer, Kerala State Covid Mission & E-Sanjeevani App, TVM was organised by SNEA Kerala Circle body through online for all BSNL Kerala employees and their families on 03.06.2021 at 7PM. The class had very active participation with more than two hundred participants. CGMT Kerala

and four BA GMs attended the meeting. Dr. Joy John spend more than two hours with us clearing each and every queries and doubts.

XIV Condolence meeting to commemorate the contributions of Com: Deepak Kumar P

A condolence meeting was organised by SNEA Kerala circle to commemorate the contributions of Com Deepak Kumar P, CEC Member, Ex DS Kannur and Ex ACS of Karnataka on 05.08.2022. Com MS Adasul, GS SNEA, Com K Sebastin Ex GS SNEA, Com George Vargheese, Ex CS/CP, Com Rajesh PV Manchan, AVP CHQ, Com Vimal R AGS, Com Jagadale, CS Karnataka, Com Nagavi Ex CS Karnataka, Com Narain, ACS Karnataka, leaders of SNEA Kerala circle and others participated in the meeting

XV Condolence meeting to commemorate the contributions of Com Latheesan K

A condolence meeting was organised by SNEA Kerala circle to commemorate the contributions of Com Latheesan K, ADS Kozhikkode, Ex CEC Member on 10.06.2024. Dr Pradeep, former president of IMA who has treated Com Latheesan many years participated till the end of the meeting. Com George Vatrgeese, Ex CS/CP, Com K Sebastin, Ex GS, Com Rajesh Manchan, AVP CHQ, Com Vimal Raghunath, AGS, Com Vijayakumar, CS BSNL EU, Com Santhosh, DS BSNL EU KKD, Leaders of SNEA Kerala Circle and others participated in the meeting.

Meetings conducted by BA Associations as decided in the CEC Meeting

Immediately after All India Conference the CEC held on 28.05.2022 at IMA hall Ernakulam decided to organize General Meetings/events at BA level to create bonding among our association members. In this regard the following Events held at different BAs

1. SNEHAM, Cultural Event organised by SNEA Ernakulam on 14.01.2023
2. SNEHA Koottam, Cultural event organized by SNEA Kannur on 26.01.2023
3. Readers forum, a motivational Event Organised by Calicut BA on
4. A Class on New Tax regime, by Kollam BA on

X. Agitational Programs Organised during the Reporting Period.

AUAB Agitation

1. AUAB served notice for trade union action against repetitive delay in disbursement of Salary every month and announced the following action

Twitter Campaign on 18.05.2021 at 12:00 Noon

Lunch Hour demonstration on 25.06.2021 at CHQ, Circle, BA and SSA HQs

Meeting the administration at all level on 30.06.2021 at 11 AM.

The twitter campaign was a great success and AUAB could resister 70000+ tweets on 18.05.2021. LHD was held in all BAs in a befitting manner. On 30.06.2021 at 11 AM all GS of Union/ Associations met CMD, All CSs met CGMTs and all DSs met GMs of the respective BAs and submitted memorandum. At Corporate office along with CMD, Director (HR) and Director(Fin) were also present. After prolonged discussion, CMD agreed to release the funds for May salary on the same day and agreed for timely salary in every month.

2. All Unions and Associations in BSNL (AUAB) served notice to Secretary/DoT and CMD/BSNL on the charter of demands, mainly related to BSNL viability on 08.07.2021 With the following Programme of action

Placard showing on 15.07.2021.

Hunger Strike on 28.07.2021

In all BAs of Kerala circle Both the programs held with maximum Participation

3. AUAB serve notice for holding 3 days Dharna at New Delhi on 21st, 22nd & 23rd September, 2021:
Charter of demands
- (1) Immediate launching of BSNLs 4G service, by way of upgradation of the BTSs and also steps for moving towards the launching of 5G service.
 - (2) Immediate settlement of the dues to BSNL, amounting Rs.39,000 Crore, by the DoT.
 - (3) Immediate steps to off-set BSNLs debt, through the Monetization of lands.
 - (4) Disbursement of salary on the last date of every month.
 - (5) No selling out of BSNLs 13,567 mobile towers, in the name of National Monetization Pipeline.
 - (6) Complete review of the Cluster based Outsourcing System.
 - (7) Immediate settlement of 3rd Pay Revision, Pension Revision and Enhancement of Superannuation Benefits (SAB) up to 30%, for the BSNL Directly Recruited Employees.
 - (8) Speedy measures to improve the quality of BSNLs FTTH service.
 - (9) Prompt maintenance of BTSs, proper up-keep of the power plants, as well as availability of batteries.
 - (10) Strengthen the transmission networks by carrying out the speedy maintenance works.
4. In protest to the arbitrary move of DoT in taking back BSNL assets one by one recently it was ALTTC AUAB announced Trade union action Accordingly the following programs conducted.
1. Lunch Hour Demonstration at CHQ, Circle and all BA Head quarters
 2. Twitter Campaign on 08.03.2022
- Both the programs conducted in a befitting manner
5. AUAB organized black day in protest to the handover of 14917 BSNL towers and OF cable in the name of National Monetization pipeline to private companies.
6. AUAB served trade union notice on 16.11.2023 to DOT Demanding cancellation of the Presidential Order issued for the taking over of ALTTC. Accordingly, Lunch hour demonstration held all over India On 11.12.2023 registering strong protest against the govt decision.

Forum of BSNL Executives Associations (SNEA, AIBSNLEA and AIGETOA)

In protest to the announcement of Restructuring and Man power plan which introduced stagnation period of long 12 Years for SDE Promotion, introduction of Ext MT and Not Meeting of our Demand for Time Bound Promotion Forum of Executive Associations Protested by burning the copy of restructuring and staging lunch hour demonstration at CHQ, Circle and BA levels.

Forum of BSNL Executives Associations served Notice for Trade Union Actions on 31.11.2021

Charter of demands

1. All eligible BSNL Executives as on date should be promoted immediately without any further delay
2. The Restructuring order dated 17.11.2021, 23.11.2021 and subsequent orders should immediately be rolled back

3. Take necessary steps to approve the standard pay scales of E2 and E3 by DoT, replacing the intermediary pay scales of E1A and E2A w.e.f. 01.01.2007
4. Management Trainee Recruitment and DR DGM Recruitment should be scrapped altogether and no lateral recruitment should be done in the organization at any level above JTO/JAO/Equivalent.
5. All Adhoc DGM (T/F) should be made regular DGM (T/F).
6. Suitable relaxation in the qualifying service to be extended for Time Bound Promotion to CAO Grade since eligible Executives are not available.
7. No Looking After/ Adhoc/Entrustment Promotions, only Regular promotions
8. Immediate final settlement of long awaited SDE Reversal case

Programs of action

1. Wearing Black Badges and Desk to Desk Awareness campaign among the Executives from 01.12.2021 to 15.12.2021.
2. Submission of Memorandum to Hon Member of Parliaments from 07.12.2021 to 15.12.2021.
3. Twitter campaign on 16.12.2021.
4. Mass Dharna at BA, Circle and BSNL HQs on 22.12.2021.
5. Relay Hunger Fast at BA, Circle, BSNL HQs on 28-30 December 2021.
6. Mass Casual Leave on 03.01.2022
7. Leaving Official WhatsApp Group and non-cooperation from 03.01.2022 onwards.
8. Mass Indefinite Dharna at BSNLCO: 10.01.2022 onwards till settlement of the issues.

As decided by the forum, Black badge campaign was organized successfully at Circle office and at BAs. On 04.12.2021, a meeting of the three constituent association held online to form a circle level coordination committee. Circle secretaries of all associations participated. Com Jithesh, CS SNEA, Com. Saheer S, CS AIGETOA and Com. Shaji, CS AIBSNLEA will act as Convenor, Chairman and treasurer of the forum. Meeting decided to share the agitation expenses with 40:40:20 proportions. Decided to print notice at circle level and to create a whatsapp group for coordination.

On 16.12.2021 twitter campaign was held with hash tag #BSNL_Executives4Justice between 12:00-15:00 Hrs. The program was a grand success. The forum could generate a total of 1.2 lakh tweets pan India. Dharna on 22.12.2021 organised at Circle office and all BA HQs was a huge success. In many places, the participation was overwhelming.

Relay Hunger Fast at BA, on 28-30 December 2021 also was a big success in Kerala Circle. Circle office bearers toured all BAs as scheduled in our CEC meeting. On the third day, 30.12.2021 AIGETOA and AIBSNLEA withdrawn from the strike. Without the knowledge of the withdrawal of strike, AIGETOA and AIBSNLEA comrades participated in the strike on the third day in many BAs of Kerala Circle.

SNEA Agitation Overview

The SNEA decided to continue its agitation after receiving no concrete assurances from management regarding their demands. Consequently, they served notice for trade union action on December 30, 2021, with the following revised demands:

Demands

1. **Time-Bound Promotions:** Implementation through the Board-approved policy for all eligible Executives from July 1, 2018, onwards.
2. **Standard Pay Scale:** Introduction of E2 & E3 effective from January 1, 2007.
3. **Regular DGM Promotion.**

4. **Scrapping of MT & DR DGM RRs.**
5. **Regular Promotions:** Instead of Local Acting (LA) or Adhoc promotions.

Programs of Action

1. **Mass Casual Leave:** On January 7, 2022, a call for mass casual leave, non-cooperation, and leaving official WhatsApp groups.
2. **Indefinite Hunger Fast:** Starting from January 10, 2022, until the settlement of the issues.

Notable Events and Participation

- On January 7, 2022, more than 8000 employees applied for casual leave, a first in BSNL's history. The Kerala circle contributed 1094 leave applications, reflecting their membership strength. Circle Secretary published the casual leave figure of 734 on January 6, 2022, in the CHQ group, motivating other circles to follow suit. This led to a successful casual leave campaign with wholehearted participation.
- Due to COVID-19 restrictions and extreme weather in New Delhi, the indefinite hunger fast was postponed to February 21, 2022.
- A series of Twitter campaigns were planned on January 20, 27, February 3, 10, and March 17, 2022, with nationwide executive participation.

Indefinite Hunger Fast

- On February 21, 2022, the indefinite hunger fast commenced at the Corporate Office at Eastern Court. Com. K. Sebastin GS and Com. Pandura Naik AGS initiated the fast, with support from Com. Bindu KS, Com. Vimal Raghunath, and Com. Basheer, EKM.
- On the second day, management held discussions with SNEA and requested withdrawal of the agitation without assurance. SNEA stood firm, leading management, in collaboration with Delhi police, to attempt to sabotage the agitation. Com. Sebastin and Com. Pandurang were arrested and taken to the hospital.
- This marked the first instance in BSNL history where management used police force against employees. The police dismantled the protest site and barred entry to the venue. Following discussions, Com. K. Sebastin and Com. Pandurang Nayak were released.

Continued Agitation

- SNEA continued the agitation without the Pandal and transitioned to a relay hunger fast. Key participants included Com. Bindu KS, Com. Vimal Raghunath, Com. Basheer, EKM, Com. Jithesh KP, CS, Com. Ray Thomas, TVM, Com. Rajesh Manchan, CHQ Advisor, Com. Krishnan EV KNR, Com. JV Ramana, CWC, and Com. K Sudheer, CWC. This historic struggle extended for 66 days.
- Hunger fasts and Leave Headquarters Days (LHD) were organized at Circle Office TVM and district HQs every Wednesday, showing solidarity with the indefinite hunger fast in New Delhi. Leaders from Kerala ensured participation in the hunger fasts, even during the All India Conference in Vishakhapatnam.

Resolution

- The new General Secretary, Com. MS Adasul, announced the continuation of the agitation. The new CHQ team held multiple discussions with management.

- On May 3, 2024, after discussions with PGM SR, GM Pers, Dir HR, and CMD, SNEA CHQ withdrew the agitation. Director HR and his team visited the Pandal and served juice to the protesting comrades.
- Despite several conciliation meetings with the Deputy Chief Labour Commissioner (Dy CLC), there were no tangible results regarding E2 E3 pay scales and time-bound promotions. Consequently, SNEA CHQ withdrew from the Dy CLC proceedings.

SNEA Kerala extends its gratitude to all comrades who actively participated in the agitation programs at Circle Office and BA Headquarters, demonstrating remarkable enthusiasm and solidarity.

IX. The training programmes for internal competitive examinations organised by SNEA Kerala

The CEC held on 07.02.2022, decided to conduct training programmes for internal competitive examinations announced by BSNL for promotions to the cadres of JTO /SDE/AGM. A programme organising team has been formed for the purpose, comprising of Circle President (Com. Dr. V. G. Sabu), Circle Secretary (Com. Jithesh K. P.), Circle Treasurer (Com. Suneer S.) and Asst. Circle Secretary (Com. Vipin K). On behalf of SNEA Kerala Circle training programmes for following internal competitive examinations have been successfully organised in Association with Manifold Institute of Technical Education, Trissur, Kerala, a premier GATE coaching institute.

1. Training Programme: LICE to JTO 2022 (August 2022) and (December 2022)

Programme Highlights

- Technical Paper: Online Live Classes / Recorded Sessions /MCQ Discussions /Online Access to Training Portal.
- General English & General Studies Paper: Online Live Classes / Recorded Sessions /Complete Online Study Material (Softcopy), Online Access to Training Portal
- Magic Book of Success - Solutions of Previous Year Question Papers (27 Sets) -Technical Paper
- Online Test Series (Technical -Topic Wise) and Mock Tests

2. Training Programme: LICE - JTO to SDE (March 2024)

Programme Highlights

- General Topics (Max 100 Marks) + Advanced Technical Special- CM Stream (80 Marks) + IT (20 Marks) - Online Live Classes / Recorded Sessions /MCQ Discussions /Online Access to Training Portal.
- Online Test Series (Technical -Topic Wise) and Mock Tests

3. Training Programme: LICE - SDE to AGM (March 2024)

Programme Highlights

- Online Live Classes / Recorded Sessions /MCQ Discussions /Online Access to Training Portal.
- Online Test Series (Technical -Topic Wise) and Mock Tests

SNEA Kerala successfully organized a series of training programs, characterized by cost-effectiveness, high quality, and extreme professionalism. These programs were widely appreciated by the participants. SNEA Kerala expresses its gratitude to all participants for their confidence in SNEA, irrespective of their affiliations with various associations, which contributed to the grand success of these training programs.

Some participants even suggested that SNEA Kerala should be entrusted with the responsibility of BSNL training programs, in addition to the formal training centers. SNEA

Kerala extends its heartfelt thanks to Com. Dr. V. G. Sabu, Com. Jithesh K. P., Com. Suneer S., Com. Vipin, Com. Saritha S., Com. Irshad, Com. Arun G. C., and all other stakeholders for their dedication, commitment, and enthusiasm in organizing the training programs smoothly.

Utilization of Contributions

The contributions received from the trainees were effectively utilized not only for organizing the training programs but also for:

- Supplying printed modules for the trainees who underwent JTO training at RTTC Trivandrum and Mysore.
- Arranging conveyance from Trivandrum City for JTOs and SDEs who attended examinations at remotely located exam centers in Trivandrum District.

Training Module Distribution

As part of the training module distribution at RTTC Trivandrum, the SNEA Kerala team visited RTTC and interacted with the trainees on December 8, 2022. This visit was conducted under the leadership of Com. Vidya A. CVP, Com. Ramana JV CWC Member, Com. Aslesh SS, ACS, Com. Suneer S., CT, Com. Shiyas A., Org Sec, Com. Shafi A., DS CO, and Com. Binush B. Peter, DS CO Trivandrum, as per the direction of the CEC held on December 7, 2024.

Addressing Training Material Shortage

The shortage of sufficient copies of printed training material at training centers for JTO trainees was taken up with SNEA CHQ. Com. GS, along with Joint Sec North and CP Corporate Office, discussed the issue with Smt. Sanhita Luthra, GM Trg & Rectt, BSNL CO. Consequently, the apex training centers of BSNL have agreed, in principle, to print the study materials, albeit in a restricted manner.

SNEA Kerala appreciates the efforts of everyone involved and looks forward to continued success in their training endeavors.

Facilitation for JTO Trainees (2022-23)

The SNEA Kerala team visited trainees on 02.01.2023 under the leadership of CS, Com Aslesh ACS, CT, Com Vimal, Com Suresh, Com Ramana, Com Maneesh KP, Com Jyothis, Com Rahul, Com Sudheesh, Com. Sreejesh and distributed the Diary and Calendar for the new year 2023. On 04.01.2023, Com. Dr. V. G. Sabu addressed the trainees and distributed the second lot of printed training materials sponsored by SNEA. On 25.01.2023 SNEA team consists of Com. V. G. Sabu, Circle President, Com. Suneer S., Circle Treasurer, Com. Ramana CWC Member, Com. Ajaykrishnan R, Circle Organising Secretary and Com. Binush B. Peter, DS Circle Office met Circle Administration and discussed the posting of LICE JTOs. It is ensured that nobody from LICE JTOs will be posted at Lakshadweep. The GM (HR) assured that, as far as possible all the requests submitted by the JTO trainees for BA choice for posting will be positively considered. A delegation from Kozhikkode BA under the leadership of Com Sreenath, DS Kozhikkode and Com Manas, CEC Member visited RTTC Mysore and interacted with Trainees of Mysore. The SNEA Kerala Circle arranged a life skill and motivational training by renowned International Corporate trainer Shri. Cherian Varghese on 02.02.2023 at RTTC Trivandrum.

X. Continuation of Health Insurance Scheme

SNEA Kerala with extreme sense of pride and fulfillment entered its third year of renewal offering a Group Health insurance Scheme for all Executives and Non-Executives of BSNL by New India Assurance. Thank you from the bottom of our heart from Team Insurance SNEA KERALA for the faith persisted upon the Group Health Insurance Scheme for the third year. The cheque of the premium amount handed over by Sri CV Vinod, CGMT to United India Assurance executives on behalf of SNEA on 23.03.2022 and renewed the policy for another one year. When quotation for the fourth year was received, the insurer quoted 50% addition in premium with some stringent conditions. Since all India BSNL Health insurance policy for the employees also was introduced by the administration in the year 2022 the insurance committee decided not to continue the policy for the fourth year and decided to advise the members of the policy to join BSNL health insurance.

XVI. SNEA BHAVAN Thiruvananthapuram

During Covid 19 pandemic, SNEA Bhavan was not used by anybody due to lock down. During the period establishment cost of SNEA bhavan was met from SNEA Circle account. After covid some of the comrades stayed there raised serious complaints to the association about the poor maintenance of suits. Hence CEC meeting held online on 03.01.2022 decided to renovate SNEA Bhavan immediately. After renovation registrations are coming on a daily basis. I express my sincere thanks and gratitude to Com Santhosh Kumar T, Ex CS and Com Aslesh S.S., ACS who took all out effort to get SNEA Bhavan renovated. During the LICE examination period in April 2024, the rooms were allotted to our comrades writing the exam for free of cost. At present three room doesn't have AC. During summer season, it is very difficult to stay in these rooms. Therefore, it is the immediate need to furnish all rooms with AC.

XVIII. Diary and Calendar Printing and Distribution

We congratulate Com Aslesh SS, ACS HQ, Com J V Ramana, CWC Member, Com Ajaykrishnan R, Circle Organising Secretary, Com. Suresh Kumar R, ACS, Com Vimal Raghunath, AGS, Com. Arun G C District Org Secy and all the Diary committee members for printing SNEA Kerala Circle Diary/Calendar 2022 & 2024 and distributing it to all BAs of Kerala Circle before 1st January of the respective years. Diary and Calendar 2023 were arranged by CHQ, In 2023 and 2024 the printing was done from Shivakashi. We have arranged conveyance for collecting it from Shivakashi and distributed to all BAs. We express sincere thanks and gratitude to Com Aslesh S.S. for the timely arrangement.

XXII. Conclusion

Dear Comrades, the above lines were just a glimpse of the efforts we have made to fulfil our desires and meet our targets in both HR as well as in service fronts for betterment of ourselves and for our bread and butter-BSNL. Firstly, and perhaps most obviously, I am filled with a great sense of happiness and accomplishment. I would not be here today without my fellow comrades in the circle committee and the CHQ leadership who stood with me single minded and for the faith you all have showered on us all throughout the tenure. I have always tried to incorporate collective decisions while addressing core issues raised by members. I am fully aware of the responsibility you all have bestowed upon me and my team. There is no doubt that the issues we have seen and the solutions we have arrived at may not be cent percent satisfactory to each and every one of you. My peers and I have put much effort for the last many months. It is by no means easy, and there were many times when we had to struggle. It is sure that the youth and strength of this mighty association would go all along even beyond the borders to accomplish the most difficult task of revival of BSNL to its pristine glory, the real need of the hour, more

than anything else. I am sure by utilizing the platforms like AUAB, NCOA and AIPCOC we can strive forward to achieve it, though difficult, but surely not impossible. Output of those struggles will make similar moments sweeter in future. I think all of us would be able to take some pride in that. Yet, my dream on this day stems from the very fact that the struggle for our existence will continue forever in various forms... Miles to go before we sleep... Miles to go before we sleep.

A great thank you to one and all for your time

For the Circle Executive Committee, Kerala Circle

Comradely yours,
Jithesh K.P.,
Circle Secretary,
Sanchar Nigam Executives' Association
Kerala Circle