**SNEA/CHQ/CMD/2018-21/11 Dated 01st March, 2019.**

**To**

**Shri Anupam Shrivastava,**

**Chairman and Managing Director,**

**BSNL, New Delhi.**

**Sub: Payment of salary to selected units – our protest reg:**

**Respected Sir,**

Kindly recall the discussions yesterday AUAB had with your goodself and DIR(HR) regarding the disbursement of salary for the month of February, 2019. During discussions, management expressed it’s inability to disburse the salary for all the Circles in one go, due to cash flow issue. Available fund will be distributed to few Circles and remaining Circles will be paid according to the improvement in cash flow, it was told. Immediately we expressed our serious concern and apprehension that it will create huge resentment in the field units.

The distribution of salary for the employees working in BSNLCO, KRL and J&K created further resentment in the field units. In particular, the payment of salary for the employees of BSNLCO, ignoring the field units which are generating revenue is highly demoralizing for all those working in the field units. Yesterday, AUAB suggested the management to give priority to the filed units as field units are primarily responsible for maintaining the network which in turn generating business and revenue. One way management recognized the consistent performance of Kerala Circle and on the other hand paid to BSNLCO, simply ignoring other field units.

It should be appreciated that the employees in the field units, especially the JTOs, SDEs and DEs already spent 1 to 2 lakh rupees, during last 6 months from their pocket, for maintaining the network in this adverse situation. This discrimination in payment of salary will be highly demoralizing for such employees who are maintaining the network.

**The management should take necessary corrective steps immediately to disburse the salary without any discrimination. The Executives in the field units are already demoralized due to various reasons, including discrimination in promotions. Further demoralization of employees in the field units by non-payment of salary will have cascading effect on the revival of BSNL.**

**With kind regards,**

**(Sebastin. K)**

**Copy to:**

1. Smt. Sujata T Ray, DIR(HR), BSNL Board for information and n/a please.

2. Shri. A. M. Gupta, GM(SR), BSNL CO for information and n/a please.