



# NATIONAL CONFEDERATION OF OFFICERS' ASSOCIATIONS (NCOA)

(National forum of the executives of Central Public Sector Enterprises)

Registered under the Trade Union Act 1926 Reg.No.DNE 707

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<p><b>K. Ashok Rao, Chief Patron. KSN. Raju and G.L.Jogi, Advisors</b></p>	

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We also understand, and no one other than you knows this fact better, that he has been at the very centre of spearheading very critical initiatives for growth and revival of BSNL, in very close unison with the management, and which have produced astounding results that have been widely acclaimed by the management. Fully recognizing the importance of maintaining the huge significance of industrial peace, he successfully prevailed upon his membership throughout the Country to put HR issues at the backburner and, instead, get focussed on converting these initiatives into positive results that are clearly visible. In the process, he very boldly took on his shoulders the severe criticism that he faced from the rank and file of his Association for his pragmatic decision of placing growth of the Company before career growth.

However, there is a limit to which GS can sustain criticism and hold the frustration and outburst of its members because of what can be called as virtual paralysis of resolution of long pending basic HR issues. During the last more than two years, we understand, not a single HR issue got resolved and that has caused widespread and uncontrollable frustration and outrage. In the face of this, GS/SNEA(I) was virtually coerced and left with no other option but to resort to launching of legitimate trade union actions, for which he has been victimized, and which for very obvious reasons deserves strongest and unequivocal condemnation.

As head of the Organization, thus, this confederation solicits your immediate and dispassionate personal intervention in unconditionally withdrawing coercive and unwarranted acts of victimization that are not going to help in any way the growth of the Company. It is unfortunate and paradoxical that such counterproductive and ill conceived measures, that are bound to recoil and decelerate the growth of BSNL, are being taken at a time when all CPSUs are struggling and trying their level best to bridge their losses so as to get very close to getting 3<sup>rd</sup> PRC implemented. BSNL, being a strategic telecom institution of the Country, naturally is not and cannot be an exception in this regard. Thus, as professional steward of the Company, we are confident that you will recognize the disastrous consequences of creating industrial turbulence at this critical stage. We are fully confident that our impassioned plea for withdrawal of unwarranted and primitive repressive measures will receive your very serious and quick consideration and response for very understandable reasons.

With warm regards,

Baby Thomas, Secretary General

( On and behalf of NCOA National Executive Council)