

SANCHAR NIGAM EXECUTIVES' ASSOCIATION
[INDIA] KARNATAKA CIRCLE



S B Nagavi

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No. SNEA/Mysore/12-13

Dated: 26-11-2012.

To

The chief General Manager Telecom
Karnataka Circle
BANGALORE

Sir,

Sub: Appeal for an enquiry against the antagonistic, vengeful and biased attitude of GMT Mysore against members and office bearers of SNEA(I)Mysore.

Ref: 1) Letter addressed to Sr. GM(Admn).O/o CGMT, BG by GMT Mysore vide No.G-45/SNEA/ 2012-13/ dated at Mysore the 25-10-2012.

I wish to bring the following to your kind notice, with a prayer that the incidents that led to the ongoing agitation by SNEA(I) Mysore may kindly be got inquired into and action as deemed fit taken by your kind self to restore congenial and healthy working atmosphere in Mysore SSA in the interest of the company.

BREIF HISTORY OF THE CASE

1) Undue favor to a JTO in transfer:

Every year rotational transfers are ordered in executive cadre within the SSA to accommodate request transfers from Mysore Rural to urban. During May 2012 such an order was issued by GMT Mysore. As is the practice, before issue of the order both the executive associations (SNEA(I) & AIBSNLEA) were consulted by the administration. The then GMT Mysore wanted to favor a JTO, who was due to be transferred to Rural based on long stay. When the

suggestion was put to us by the then GMT Mysore, we pointed out that it would be setting an unhealthy precedence and the suggestion was dropped. Finally the order was released strictly as per the norms in practice, in the presence of both the association representatives in the chamber of GMT Mysore.

AIBSNLEA which endorsed the transfer order on 5-5-2012 raised objection to the order after eleven days, i.e. on 16-5-2012 by which time officials have complied with the order excepting the one, i.e. the JTO referred above.

In order to help the JTO at any cost DGM (Rural) at the instance of GMT Mysore sent a note to the then GMT Mysore which in effect modified the original general transfer order in respect of the JTO. This was approved by the then GM on the day of relinquishing the charge as GMT Mysore. The note was communicated to DET Hunsur for implementation. The note did not have the colour and sanctity of an administrative order. The genesis of the dispute is not the affiliation of the JTO to any particular association, as the present GM has attempted to paint, but the manipulation, and the causality is transparency and fair play of the administration.

On 13-8-2002 SNEA office bearers met the present GMT Mysore to protest yet another manipulation, to favor the JTO referred above, this time with his knowledge and blessing. For no comprehensible reason, GMT Mysore got furious, shouted at the office bearers who walked out of the meeting.

The records on the subject are ample proof of the manipulation.

2) Task Force:

SNEA(I) Mysore has not objected to the formation of TASK FORCE. Our point is that augmentation of manpower can be done from pooling the executives **working in Mysore urban** and not by neglecting rural.

3) AIBSNLEA President as AGM(Admn):

Such postings are avoided in every establishment. Conflict of interest is a fair possibility. Decisions can be suspect, biased and liable to be questioned. In the present case SNEA(I) and its office bearers are already the victims.

4) Insulting Executives:

In terms of expertise, dedication, the executives of Mysore are second to none. All the predecessors of the present GM have highly appreciated this aspect. But the present GM feels no technical task can be accomplished

without involvement of one SDE from Mandya SSA. All the executives of Mysore SSA irrespective of their union affiliation feel insulted and demotivated by this act of GMT Mysore. The pertinent point is that no executive in Mysore SSA has sought the help of this SDE from Mandya, but he was forced as an adviser on the executives of Mysore by GMT Mysore for reasons only known to himself.

5) Harassment of SNEA members:

Circle President of SNEA(I) was on deputation to Hanur for a period of five months. (i) On the expiry of deputation instead of allowing him to report back to his original section where he has not completed the tenure; **he has been transferred to work under DE (Transmission task force) Chamarajanagara.** (ii) **His TA bill for the period of deputation has been rejected without assigning any reason.** His only crime is representing the association and is the Circle President of SNEA(I) Karnataka.

6) Wrong information in the letter dated 25-10-2012 written to CO by GMT Mysore in connection with the issues:

The letter referred to under reference (1) written by GMT Mysore addressed to Sr. GM(Admn), O/o CGMT BG is a collection of wrong information and false observations. To quote some such false findings;

(a) Due to faulty posting and transfer policies, switch experts were removed and posted to rural scattered asset maintenance.

(As a public sector rural assets are equally important for us and the persons posted in Switch/Transmission will definitely cope with the works as they have also been trained and equally competent and moreover rotation of work is the proper policy.)

(b) The whole system is precariously placed. The MIS figures were inflated to conceal the large scale closures of land lines and BB connections (13000 landlines and 2500 BB connections)

(In what way it is related to the present issue and connected to the executives and these manipulations are at the insistence of the head of the SSA. Otherwise these closures would have been effected on the day the present GM has reported or precisely in the first month of his reporting.)

(c) Association is casting aspersions on AGM (Admn)'s posting but not on SDE (HRD) or DGM (A) as they feel that AGM(A) does not work as per their directions.

(It is to state here that we are only claiming that the Office Bearer of Union/Association like " President", "Secretary" are to be not posted in the sensitive posts like Administration/Vigilance as per the convention and to maintain transparency and impartiality. Neither SDE(HRD) nor DGM(A) are such office bearers of any association and the confusion created by bringing these officers totally un called for).

(d) The HRD policies of our SSA are paralyzed by the unions in such a way to only suit the comforts of individuals, with total disregard to SSA need. The officers with no knowledge in the areas of their working opt for such posts because of the place of choice, with no opportunity to gain installation experience and SSA is left behind.

(Without posting anyone in different areas of technologies question of gaining knowledge/expertise will not arise and hence not agreeable and as a policy also it is required. Transfer is a usual phenomenon and this rotation has to go on otherwise how a person working in rural area can come to Mysore or the GM working elsewhere would come to his native place in the absence of these transfers.)

(e) Even though Mysore SSA is having nearly 600 TMs qualified and certified by our own ISO certified RTTC, not even 5% of the TMs can handle cable related issues independently. Similar is the case with CDOT/OCB switch and the present day transmission systems.

(Sir, with pain we have to state that this sort of a opinion without any proofs reflects the false representation about the whole system, ISO certificate and the credibility of the prestigious training centre RTTC Mysore and lead for the humiliation of our staff/executives working in Mysore SSA despite the hard and efficient work they have rendering in the present scenario of non availability of essential stores, delegated powers, fast decision making on vital issues and on the spot/timely sanctions in the face of stiff competition with private operators)

The sincere efforts of our DS Mysore to meet GM Mysore and discuss; have not been entertained by GM Mysore and through the Personal Secretary we were communicated that is in not ready to meet us. And this fact has several times brought to your kind notice also and his refusal continued even

after your kind intervention in the matter. On 16th Nov 2012 when we were instructed by CGMT Karnataka at about 1600 hours that let our people once again approach him with the message of CGMT to give us meeting, with pond hope of a cordial discussion on the issues our DS, President and Circle President when went and met GM Mysore; GM Mysore has completed the meeting by refusing to discuss any points and asked our District body to go out within minute of our entry.

Further, on 22-11-2012 I went to Mysore to meet him but my efforts to meet GM also went in vain as he refused to meet me also. All these facts have been brought to your kind notice then and there only and despite our appeal to advise him and your intervention/advice in the matter yielded no results.

A head of SSA being so much biased to is most unfortunate. SNEA (I) is prepared to prove the hollowness of the contents of the said letter to any authority with facts, figures and witnesses if need be. Being the head of SSA, and leader of a team of 1300 work force, we expected him to be impartial and judicious. But the equity and natural justice has been denied to SNEA members of Mysore SSA.

Sir, having no other alternative, we humbly request your kindness to get the issues referred to above are **investigated by an impartial team to ascertain the truth**. On our part we undertake to prove the issues raised by us in such an investigation. This would instill sense of confidence in the minds of the executives of Mysore SSA and motivate them to contribute better to the company.

Thanking you sir,

Yours faithfully,

(S B Nagavi)

Circle Secretary

SNEA(I), KTK Circle, Bangalore.

Copy to: Shri R Chandramouli, Sr GM Admn and HR B'lore. For kind infn

2. Com K Sebastin, GS SNEA(I) CHQ ND 3. DS Mysore.