

# SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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To,

Shri. Peeyush Khare,  
Chief General Manager Telecom,  
Maharashtra Telecom Circle,  
6<sup>th</sup> Floor, A wing, BSNL Admn Bldg,  
Santacruz (W), Mumbai-400054.

**No. SNEA/MH/Cir Corr/2017-2018/46**

**Dated 3<sup>rd</sup> October 2018.**

**Sub: Agenda for formal meeting with recognised association**

**Ref:**

1. Our letter No. SNEA/MH/Cir Corr/2017-2019/6 Dated 27/12/ 2017.
2. Our letter No. SNEA/MH/Cir Corr/2017-2019/7 Dated 28/12/ 2017.
3. Our letter No. SNEA/MH/Cir Corr/2017-2019/8 Dated 29/12/ 2017.
4. Our letter No. SNEA/MH/Cir Corr/2017-2019/9 Dated 29/12/ 2017.
5. Our letter No. SNEA/MH/Cir Corr/2017-2019/10 Dated 17/01/ 2018.
6. Our letter No. SNEA/MH/Cir Corr/2017-2019/12 Dated 18/01/ 2018.
7. Letter No. A/A-I/SNEA (I)/2017-2018/F-II/35 Dated 17/01/2018.
8. Letter No. A/STC/Union/BSNLEA/ABDPA/SNEA dated 07/07/2018.

**Respected Sir,**

After waiting for issuing minutes of the last Formal meeting held on 19/01/2018 for last six months and thereafter for two months for issuing correct and factual minutes of meeting, we are submitting the fresh agenda for the formal meeting by recognised association SNEA MH with your good self.

We know that the Circle management headed by you is not so weak to decide on such issues by taking period of about eight months in issuing correct meetings, but we find that time taken in issuing minutes even after our time to time feedback during verbal discussions with GM HR Admn Mumbai and also in writing to your good self and its copy to GM HR Admn Mumbai is attempt of deliberate delaying the works. No one can accept that this act on part of management headed by you is efficient act as these meeting are scheduled quarterly and GM HR Admn Mumbai & DGM HR Mumbai are so depressed by pressure created by you to write minutes in three pages that they are neither able to issue correct & factual minutes and nor able to directly say no for issuing such meeting. Hope you being most efficient

CGMT of biggest Circle of BSNL will find the facts behind it and see that minutes of Formal meeting are issued at least after before completion of nine months from last formal meeting, which covers three quarters.

The detail agenda for Formal Meeting of Quarter Ending Sept 2018 is as follows. These are the only points as expected if detail in each case is required as asked by GM HR Admn Mumbai for last formal meeting same will be provided on such request if required.

**A. Thanks:** Though minutes of the last meeting are not finalised even after completion of eight months, we find that some of issues discussed in the last formal meeting held on 19/01/2018 are resolved. We convey sincere thanks and gratitude to you, GM HR/Admn Mumbai & his team, CEC Mumbai, CEE Mumbai and GM Fin Mumbai for resolutions of the following issues as per discussions and assurances given by your good self in this formal meeting.

1. Consideration of all the Request transfers of executives.
2. Six month advance transfers from Circle tenure stations
3. Consideration of all Rule 8 Request transfers of JTOs & making it as current.
4. Reviewing the stand for transfers on so called performance and recommendations of certain SSA Heads.
5. Final review and stand on request transfer from and to Mumbai.
6. Consideration of SSA concept for transfers in Civil/Electrical wing.
7. Adopting transfer policy concept of SSA in place of Division concept in Electrical and Civil wing.
8. Issuing long pending orders of TBPs and making it regular matter.
9. Counting of executive strength only on joining of officer in particular SSA, i.e. officer should be counted in the strength of SSA where he/she is working
10. Review of stand on applicability of Caste validity for all executives in Reserved Category.
11. Consideration of Rule 9 transfers of all JAOs uniformly.
12. Stopping pick and choose Rule 9 transfers of JAOs.
13. Stopping Unethical pressure tactics by some of IFAs for association membership
14. Restoration of Personal Hearing to executives by GM HR /Admn Mumbai.
15. Filling post of SEE Mumbai/Nagpur and justice to eligible executives.
16. Restoration of Financial Powers of SE Elect Mumbai/Nagpur unofficially withdrawn by Shri. Soni CEE Mumbai.
17. Implementation of Transfer Policy for Civil wing executives in its true spirit.

18. Settlement of long pending time bound scale upgradation of Nagpur zone Civil wing executives.
19. Applicability of Transfer Policy guidelines equally for Telecom, Civil, Electrical wing.
20. Posting of GM Level officer at Business Area Head Solapur, Nanded.
21. Posting of SSA Head Akola, Wardha.
22. Stopping direct interference of GM HR Admn Mumbai in SSAs matters.
23. Implementation of long pending order of Com Pokale to Ratnagiri SSA.
24. Review of the procedure in payment of Electrical bills and making its application uniformly all over Maharashtra Circle.
25. Review of present dual procedure for payment of vendor and personal claims by electrical wing and making it only through ERP.
26. Making Uniform policy for diesel filling for DG Sets in exchanges/BTS.
27. Arrangements for confirmation of and adjustment of bulk payments being made to M/S MSEDCL.
28. Distribution of Telephone bills by BSNL staff with certain reimbursement after realization of bills instead of money being wasted is sending bills by post.
29. Adjustment Security Deposit against closure of Landline by granting talk time, top up vouchers with same or some additional amount.
30. Industrial Training at BSNL Training Centre for students of Account/Commerce students as being done for Engineering students.

**B. Pending issues of last agenda:** Though above issues are resolved after discussions in last formal meeting till the following issues discussed in the formal meeting held on 19/01/2018 are not resolved by concerned officers even after eight months period has been passed after firm assurances given by your good self in said formal meeting. We have reminded these officers about the pendency of the issues and requested them to get the issues resolved all the Vertical Heads of HR units have assured to resolve the issues but nothing has been done concrete and if we press more they are pointing out figures at you. The details of such pending agenda points is as follows.

1. Consideration of Request Transfers of JTOs from MH Circle to Non Recruiting Units in territory of Maharashtra Circle and vice versa.
2. Consideration of Request Transfers of SDE/DE/DGMs from MH Circle to Non Recruiting Units in territory of Maharashtra Circle and vice versa.
3. Review of the tenure stations as per the recommendation of different SSA Heads.

4. Applicability of transfer grant/allowance uniformly to all officers/staff and sections/wings.
5. Addition to All India Soft Tenure Stations in Maharashtra Circle.
6. Action for HR integration for all wings i.e. Telecom, Account, Architecture, Civil & Electrical wing for proper monitoring & and uniform applicability of transfer policy guidelines at Circle as well as SSA level.
7. Centralization of Transfer Posting & related HR works of Finance & Electrical wing etc at par with Civil & Telecom wings with Staff Section under GM HR/Admn as per guidelines from BSNL Corp Office.
8. Consideration of pending Request transfers or newly received request on quarterly as being done by BSNL CO or at least on six monthly basis.
9. Permanent Arrangements for posting of executives to Nodal Mobile Pune pending without any decision since 26/07/2017.
10. Arrangements for periodical Posting of executives to CTCC Nashik /RTCC Pune.
11. Arrangements for periodical Posting of executives to TERM cell Mumbai, Nagpur and Pune.
12. Special Drive by calling options for filling up vacancies at SSAs like Ratnagiri, Buldhana, Chandrapur, Jalgaon, Osmanabad etc.
13. No long stay transfers from Most Non Popular stations like Chandrapur, Dhule, Buldhana & Osmanabad SSA or with some fixed criteria of executive strength.
14. Overall control of CTCC Nashik, RTCC Nagpur and RTCC Pune with office of CGMT MH Circle at par with other circles.
15. Standards for posting of SSA/BA Head and it proper implementations.
16. Review of Business Areas by accessing practical difficulties.
17. Equalization of DGM/GM & PGM level Officers saturated in Pune, Mumbai and Nagpur and meeting shortage of SSA/BA Heads in field units.
18. Posting of Regular PGM/GM level officer as BA/SSA Head Kalyan, Sindhudurg and Buldhana.
19. Repeated Complaints against Mrs. Namrta Tiwari, GMT Nagpur for harassment of officers and staff of Nagpur SSA due to her prolonged stay of 24 years in Nagpur and action for her shifting out of Nagpur SSA rather out of Maharashtra Circle to settle mass unrest among the entire workforce of Nagpur SSA.

20. Transfer / Replacement of existing SSA Heads who have completed their tenure as SSA head being a sensitive post.
21. Underutilization of capacities and talent of GM level Officers viz GM Arch Mumbai, PGM CM Nagpur, PGM CM Pune etc and their posting at suitable place to maintain minimum level of post at level of PGM/GM.
22. Proper use of idle manpower available at Architecture wing Mumbai.
23. Cancellation of DGM posting order of Mr. Shende DGM Aurangabad which is issued in back door without publishing on MH intranet by using bogus handicapped certificates and mainly after expiry of the 40 days period defined by BSNL Corporate Office and action against officers who are involved in such malpractices.
24. Posting of Separate Accounts officer for Mumbai Electrical Division, presently AO Electrical Look after the charge of AO Civil Wireless Compound and due to double works load the pendency of works is more.
25. Posting of one Electrical wing officer in Circle Vigilance team at par with Telecom and Account wing.
26. Recruitment of JTO/JE Elect/Civil to overcome present acute shortage of JTOs in Maharashtra Circle.
27. Utilization of Electrical/Civil wing executives under vigilance surveillance by allotting them some works on non-sensitive post in same or nearby SSAs like EB, Sales, MKTG instead of forcing them to seat idle in Electrical wing or transferring on sensitive posts of electrical wing in other SSA.
28. Grant of separate vehicles and Transport allowance to certain selected officers thereby making double expenses of BSNL need and equal review of expenditure on hired vehicles for all officers by stopping such double expenses.
29. Review of purchase of DG sets with option of procurement of higher size battery sets as being done by private Operators.
30. Review of heavy expenditure being made on repairs of DG sets mainly on DG sets supplied by M/S ITI for Non BSNL BTS sites and practical approach thereof.
31. Need to make Maintenance of BTS/small Exchanges in two parts i.e. OME expertise and OEM expertise.
32. Utilization of the DG sets procured under Phase VII project but not at all utilized over the period may be used in Phase VIII and process for procurement of new DG sets may be stopped to this extent.

33. Utilization of DG sets spared from USO BTS sites at need exchange or BTS sites and review of the availability of DG Sets and keeping it in working conditions.
34. Audit of exchanges/BTS sites at Regular Intervals with local SSA officer, Accounts personal & Civil, Electrical to curtail expenditure on electricity charges.
35. Making it compulsory to accommodate all Equipment's in One room/hall thereby saving good amount being spent on Diesel, purchase of new AC units, DG sets AC area & to reduce land rentals and save BSNL money.
36. Fire Audit of all Fire Safely equipment's in all Exchanges/Buildings at Regular intervals
37. Formation of dedicated team for e-Tender/ Tender above 50K at Circle office Mumbai and Nagpur for time saving in internal procedure/approvals and the work load with Division staff may be reduced up to estimation, Work execution ,Billing & other related works other than tender.
38. Review of Electrical Sub Division at Juhu Mumbai, Pune etc by accessing overall Sub-Divisions/Divisions with present workload.
39. Publication of waiting list, Seniority list with career history & transfer request before issuing Transfer orders by all wings/disciplines & cadres.
40. Work justification of Sub-Divisions/Divisions as per present workload to equalize the workload among different subdivisions/Divisions.
41. Creation of new Subdivisions in Goa- Madgaon area, Juhu in line with Civil & in Pune Make two divisions like city area & Rural with one additional sub Division to reduce excessive workload on present executives.
42. Filling vacant post of Account Personal at least in SSAs having acute shortage.
43. Final Settlement of EPF contribution issues of Pre Induction Training Period.
44. Proper Distribution of work load among the officers working in Circle Office Mumbai, Pune, Kolhapur and Nagpur.
45. Direct Charge to JAOs thereby avoiding duplication of works, saving manpower and speeding up the process.
46. Filling vacant post of DGMs in different SSAs.
47. Calling for willingness before giving any LA arrangements or for filling shortage of executives in any Unit/SSA.
48. Action for Paperless and file less working.

49. Nodal Officer to deal with the extra recovery by Union Bank of India from Temporary Advances of the officers and restoration thereof.
50. Recovery of amount illegally granted on FSRTC of selected officers and action thereof
51. Deliberate and Undue delay in recovery of amount from the Officers who have misused vehicles as well as Transport allowance thereby allowing double loss to BSNL.
52. Losses caused to Account wing during recent fire incident at 6<sup>th</sup> Floor C wing, corrective actions taken and responsibility thereof.
53. Review of the losses to BSNL by fixing responsibility with culprits and lenient view against innocent executives trapped in Solapur Fraud case.
54. Request transfer application by executive to particular station during application if Civil and Elect vacancies are not available to station, then on genuine grounds, the concerned Executive may be posted to SSA for specific period.
55. Scarcity of JTO Civil considering increased work potential like cable duct work, smart city related works, Metro related work, Phase-VIII towers, Mutation of land, FRAC, space audit, external project, housekeeping, regular day to day building maintenance work in addition to regular works like estimation, billing tenders, supervision, reports, ERP etc. Additional JTOs are required at Pune to manage the overloaded work targets in short staff.
56. Additional supporting JTO's/JEs are required for smooth working in Telecom, Electrical and Civil wing.
57. As the addition works like mutation, space audit, renting out BSNL vacant spaces, FRAC's Estate management. Additional Sub Divisions to be created to take up this particular work along with vehicle.

**C. Fresh Agenda Points for discussions in formal meeting for QE Sep 18:** Apart from these pending issues, the following new issues are generated over the period, which needs your kind intervention.

1. Delay in issuing minutes of the formal
2. Careless approach in issuing the minutes of formal meeting
  - a. Wrong clubbing of the agenda points in meeting and minutes.
  - b. Issuing incomplete Minutes of the formal meeting
  - c. Addition of information not discussed in the minutes.
  - d. Deletion of information actually discussed in the meeting:

- e. Non-inclusion of the development agenda points in formal meeting.
  - f. Deliberate Mistakes and attempts to hide the facts giving wrong message to the executives in BSNL MH Circle.
3. Action plan for issuing factual minutes of the formal meetings with SNEA held on 19/01/2018.
  4. Discussions/Confirmation of minutes of the formal meeting with SNEA before publishing it on MH Intranet.
  5. Status of the issues discussed in last formal meeting and action taken thereof in resolution of issues as per discussions and assurances by management.
  6. Issuing Tenure transfers of executives who will be completing tenure by in six months from October 2018 to March 2019.
  7. Action against Shri. Nitin Rokade GMT Nanded for illegal and forcful de-recognition of District Body of SNEA Nanded.
  8. Delay of six months in deciding the request of grant of immunity by Com. B. R. Kamble DS SNEA Nanded.
  9. Over action by Staff section in denying the immunity to DS SNEA Nanded and deliberate harassment of DS SNEA Nanded.
  10. Fixing responsibility against culprits who have played dirty politics in delaying/denying the request of immunity by DS SNEA Nanded.
  11. Not using separate file for issues raised by SNEA even after instructions of CGMT MH.
  12. Acceptance of request for refusal in Looking After arrangements as per the recent clarification issued by BSNL Corporate office.
  13. Resolution of issues/hurdles in arrangements for online VCs for all DPCs and promotions by all wings and all disciplines.
  14. Considering request as per the stay of the officer and to stop the pick and choose retention of the officers in Circle office Mumbai.
  15. Review of the decision on forced ERP relieving of Officers by giving appropriate time.
  16. Need of action against concerned SSA Heads for not relieving officer and not on the officers who could not get relieved for want of relieving orders from SSA Head/Controlling Officers.
  17. Publication of SSA wise Executive strength on monthly basis for all wings.

18. Publication of waiting list of request transfer of executives on Quarterly basis and creating confusion among executives
19. Un-due delay in Consideration of Medical Ground cases on recommendations of SSA Heads that to be with medical certificate by civil surgeon in format asked by administration.
20. Recovery of the Transport Allowance or charges of Hired Vehicles from the officers who have drawn Transport allowance as well as used office Vehicles for personal works.
21. Review of matter of the Caste validity and stopping harassment of the officers against whom the caste validity compliant has been received by listening their grievances.
22. Review of lapses on part of Staff section in dealing with cases of false and fake complaints.
23. To stop defamation of officers using words as "False/Fake Caste" against officers until the matter is not proved and decided finally as Fake/False Caste.
24. Overall approach of certain officers in Circle management towards executives in Reserved Category and action to make entry in APRs of such officers about their behaviour towards the Executives from Reserved category.
25. Conduction of Sanchar Award Function at SSA level as per guidelines of BSNL with minimum Expenditure and avoiding delay of six months in distribution of prestigious award.
26. Issuing DGM LA Orders for filling all vacant posts in Maharashtra circle.
27. Settlement of leave cases kept on hold at Circle Office as per directions issued by AGM Staff and releasing salary of executives under transfers which is illegally kept on hold.
28. Actions of Circle Management in dealing with HR/individual cases under political influences by some individuals.
29. Unfair attempts by Shri. Rajeev Soni CEE Mumbai to keep on hold the charge of SEE Mumbai with him by misusing powers of CEE Mumbai and depriving the eligible officers from post of SEE Mumbai.
30. Separate Inquiry of the tenders approved by Shri. Rajeev Soni CEE Mumbai by illegally holding the charge of SEE Mumbai.
31. Procurement of hundreds of DG Sets and wasting BSNL Money when already hundreds of DG sets are lying idle at different locations in Maharashtra Circle.

32. Out of office support by Shri. Soni CEE Mumbai to Com. V.M. Phadake SDE Elect and malpractices being made for his retention by giving false reason and its blind support by Shri. Soni CEE Mumbai.
33. Official/unofficial dealing by Shri. Soni with Com. Phadake SDE Elect on day to day basis even after six months of transfer of Com. Phadake from Mumbai to Gujarat Circle and investigation of dealings thereof among duo.
34. Unfair practices by CEE Mumbai/Nagpur in creation /merger and dissolution of Electrical Sub division/Division as per will and wish suspecting money dealing thereof.
35. Violation of Transfer Policy guidelines by CEE Mumbai and harassment of the executives in Electrical wing.
36. Wrong Interpretation of persuasion of Individual cases and Policy guidelines by Shri. Rajeev Soni CEE Mumbai and harassment of executives in Electrical wing.
37. Rejection of cases of violation of Transfer policy guidelines by Mr. Rajeev Soni by treating it as individual cases.
38. Equal treatment to appeals received in Temporary Advance cases from Solapur SSA and biased approach by Shri. Rajeev Soni CEE Mumbai.
39. Filling vacant post of SDEE/EEE under LA arrangements locally as per latest guidelines issued by BSNL CO.
40. Justice delayed by CEE Mumbai by not taking corrective action for Counting of correct SSA stay Com Raghuvir Prabhu JTO Elect Virar for cancellation of his transfer order or considering his request for Change of SSA/Option for transfer to Tenure station.
41. Deliberate delay in consideration of request of Executives in Electrical wing who have completed two Years Tenure at Circle Tenure stations by Shri. Soni CEE Mumbai even after reminder by GM HR Admn Mumbai and repeated reminders by SNEA MH.
42. Review of Tenure stations of executives in Electrical wing and special consideration of requests from non-popular SSAs particularly for Electrical wing e.g. Solapur, Osmanabad, Nanded, Parbhani, Latur, and Beed.
43. Delay in Posting of Separate AO/JAO in Mumbai & Pune Electrical Division when ample JAOs/AOs are available in Mumbai/Pune.
44. Dual stand on posting of JTOs by CEE Mumbai as some places post are kept deliberately vacant and some places JTOs are forced to join. e.g. Sangli and Dhule.

45. Review of Electrical Divisions and Creation of separate Division at Pune by considering additional workload generated at Pune.
46. Undue delay in acceptance of the Refusal under LA arrangements as per the clarification issued by BSNL CO by Mr Soni CEE Mumbai and unwanted pressure being created by CEE Mumbai for acceptance of LA arrangements against guidelines issued by BSNL CO.
47. Deliberate attempt on part of CEE Mumbai & his office in not marking letters to the recognised association.
48. Undue delay in dealing in completion of unwanted departmental inquiry of Com. Kamil SDE Electrical Mumbai.
49. Biased approach by CEE Mumbai in dealing with Tenure stations and unfair practices thereof and its inquiry by Vigilance team.
50. Malpractices in Exclusion of name of Com. Nair SDE E Pune from the long stay list of SDEE in Maharashtra Circle and Investigation of issues/dealings by Vigilance team.
51. Non-publication of HR related letters on MH intranet and circulating it in limited Gmail group by CEE Mumbai.
52. Replacement of irregular AO BBNW Pune by posting suitable AO who is ready to perform duties regularly as AO BBNW Pune as per written request from BBNW Pune.
53. Posting of additional AO/JAO Pune and making look after arrangements locally from Pune in case of prolonged leave by AO BBNW Pune.
54. Applicability of Transfer Policy guidelines for Finance wing at par with Telecom, Civil, Electrical wing.
55. Delay in counting Training Period EPF contribution of JAOs even after clear guidelines from BSNL Corporate Office.
56. No action by FC section even after declaring shortage of Executives in Account wing and calling for options for meeting shortage.
57. Undue Delay in Confirmation of JAOs who have completed two years of service.
58. Priority to JAOs having critical/genuine problems while their relieving under Rule 9 transfers.
59. Biased approach of GM Fin Mumbai in acceptance of CAO Refusal by giving undue and out of turn favour to Com. Mahadevan and compelling others to join CAO LA orders.

60. Illegal and unofficial continuation of CAO LA Charge of Com. Mahadevan even though he has been reverted from CAO LA.
61. Undue favour for retention of Mr. Mahadevan by GM Fin Mumbai even after serious lapses has been brought to notice of GM Fin Mumbai. Use of JAO/AOs Financial skills in CSCs for meeting Customer queries on Tariffs, billing complaints and recovery of outstanding.
62. Transfer orders by violating CVC guidelines by posting of officers on sensitive post and stations.
63. Filling of vacant post of IFAs at different SSAs as regular arrangements.
64. Proper Monitoring of works pending in ERP at CO Mumbai or with field officers.
65. Double than the sanction strength Account officers working in Circle Office Mumbai keeping acute shortage of officers in many of the SSAs even after repeated assurances by GM Fin Mumbai/CGMT MH
66. Stop posting as Task Force Officer there by dumping higher level manpower of BSNL.
67. Attempts of DGM HR Mumbai to suppress the voice of DS SNEA Mumbai by issuing threatening and non-factual letters thereby calling for explanation with misleading information.

**D. Pending Development Agenda Points:** Sir, your good self may remember that due to short of time in last formal meeting held on 19/01/2018, the development agenda was not discussed as mainly because the management was not ready with the updates on the issues raised by SNEA MH. Hence, your good self has directed GM HR Admn Mumbai for calling point wise feedback/status/reply on these development agenda points from concerned vertical heads and it was assured to hold separate meeting on development issues. But unfortunately, even after eight complete months have passed nothing happened on this except few points resolved in routine manner and neither meeting has been held nor the issues have been discussed with us. We have reminded GM HR on different occasion and have requested in written letter demanding factual minutes of the meeting but thereafter also, we have not seen any action on part of GM HR Admn or from your good self. With deep regrets we put on records that when you are showing concern on all such issues and assuring for resolution of issues with priority in all your addresses and VCs , your office has not got time to address the development issues raised by Majority and recognised Association representing to 80 % executives in all

wings expect Finance & PA/PS cadre. We once again request your good self to have detail discussions on this pending development agenda submitted by SNEA MH on 18/01/2018.

**E. New Development Agenda Points :**

1. Review of reduction in Security Guards.
2. Review of reduction in EOIs
3. Justifying norms of EOIs based on the infrastructure and available manpower with concerned SSAs.
4. Review of Business Area concept at least in some of SSAs.
5. Stopping Hungama Services as assured by your good self at least in Maharashtra Circle.
6. Proper and transparent method for allocation of funds.
7. Timely grant of temporary advances.
8. Publication of Temporary advances taken by all officers in transparent manner as it is noticed that some of officers are granted Temp advances even after earlier advances are not surrendered or accounted for and some of officers are not granted even one Temporary advance in six month giving different reasons.
9. Timely Fund allotment for Diesel refilling for DG sets.
10. Realistic view on DISLAMP Shifting and giving consideration to the views of the concerned field officers.
11. Franchisee should be appointed at each SDCA level and not zone wise at par with Private operators who are having Franchises at every Tahsil HQ.
12. Running of cash counters also very difficult in the absence of staff. So some special EOI to be done at Circle level.

Sir, this big agenda is due to fact that your office has not issued correct and factual minutes of the meeting held on 19/01/2018 and formal meetings due in QE June 2018 is not hold for want of minutes of earlier meeting. Also, nothing has been done for resolution of issues seriously and only routine works are being taken care. We support your appeal to put our energy together for growth and development of BSNL and for that, resolution of these HR issues is must. Hope your good self will take it seriously about pendency of issues and direct concerned officer to look into issues with similar seriousness and grant us time at the earliest.

SNEA MH has scheduled its Circle Executive Committee Meeting at Jalgaon on 13<sup>th</sup> & 14<sup>th</sup> October 2018 and we will be very happy if the issues are resolved

before that or Formal meeting is arranged before that. But by look at present action by your office, we do not find that it is possible for your office to conduct formal meeting before CEC Jalgaon.

We on part of SNEA MH are always ready for discussions on any date and time and meeting date may be fixed as suitable to you except four days from 11<sup>th</sup> to 14<sup>th</sup> October 2018 wherein we will be busy with CEC Meeting of SNEA MH at Jalgaon.

Further last time meeting date was fixed without any intimation to us and it will be better if this date is decided in consultation with CS SNEA MH and at least with 2-3 days advance intimation.

Waiting for early action on your part in issuing correct and factual minutes of last meeting and granting time for formal meeting for QE Sep 2018 at the earliest.

With Regards,

Encl: AA

M. S. Adasul  
Circle Secretary,  
SNEA Maharashtra.

Copy to Shri. Aman Jaiswal GM HR Admn Mumbai for kind information please.