

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

MAHARASHTRA CIRCLE



M. S. Adasul,

Circle Secretary

PH- (O) 022- 26467386, Mobile. 9423082352.

E-Mail: sneamh@gmail.com.

To,

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

No. SNEA/MH/Cir Corr/2017-2019/48

Dated 11th October 2018.

Sub: Request for review of the actions against Com Anil Dubey DS SNEA Mumbai and all other DS of AUAB Mumbai and restore unrest created among BSNL workforce due to such unjustified & vindictive actions.

Ref:

1. Letter No. A/DC/121/A.Dubey/HN.200306190/SDE(NWP-CM)2018/1DT 08/10/18.
2. Letter No. CGMT/MH/Admn-I/ Conduct Rules/2018/7 Dated 3/10/2018.
3. Letter No. CGMT/MH/Admin-I/SNEA (I) /2018-2019/Part File/31 DT 08/10/2018.
4. Letter No. SNEA /CO Mumbai /9 Dated at Mumbai the 09/10/2018
5. Replies by Com Anil Dubey DS SNEA Mumbai to letters by DGM Admn Mumbai.
6. Letter No. A/STB/AE-20/NR/JTO/JTO-SDE/2017/53 Dated 08/10/2018.

R/Sir,

With reference to above subject & untimely transfer of order of Com Anil Dubey DS SNEA Mumbai by withdrawing the facility of immunity granted to him, we will put on record our strong protest about unethical way used by management in suppressing the voice of DS SNEA. This action of the management has caused very strong reaction among the executives and Non executives of BSNL and we put on record that management cannot treat the leaders in this way.

Sir, the allegation of management that Com. Anil Dubey has submitted wrong information and grabbed the immunity is not at all correct. Just remember that when Com. Dubey was transferred to Kalyan, he has conveyed that he will not opt for the immunity and is ready to join at Kalyan. As such, we have submitted immunity only for Com. S. R.Potul DT SNEA Mumbai and not for Com Anil Dubey DS Mumbai. But it was PGM CM Mumbai, who is aware about the involvement of Com Anil Dubey as SDE Mobile in Phase VIII.4 expansion work and hence PGM CM Mumbai has strongly recommended for his retention for Phase VIII.4 Expansion and we were expecting his retention as per the requirement of Mobile section. GM HR Admn

Mumbai has assured that he will give consideration to recommendation of PGM CM Mumbai and thus period of one month passed.

But when the proposal was processed in file, it was rejected by your good self and you have directed PGM CM that immunity is rightly available for Com Dubey and he should opt for it. Then we have brought to the notice of GM HR Admn Mumbai that the period of District Body is over but as per latest guidelines issued by BSNL CO immunity is available till the Recognition period of Recognized association i. e. up to Dec 2019. After this also Com Anil Dubey has not given request for retention, as he was not having any interest in getting retention under immunity. But when we were discussing the immunity of DS SNEA Raigad, that time GM HR Admn Mumbai has directed us that whatever immunity cases are pending, same should be submitted in one stroke. He also reminded us about immunity request of Com Anil Dubey and asked why he has not given it when it is known that his retention will not be done on office work. We also have said that his retention will be beneficial for both office as well as association. Then I have sent Com. Kohadkar from the meeting itself and asked him to get request of immunity from him wherein Com Anil Dubey has made changes in his soft copy letter of Com. Kohadkar. You can see that till today in subject of request of Com Anil Dubey it is written as request for grant of immunity as Raigad SSA whereas Com Dubey is working in Mumbai.

Thus, it is clear that Com Anil Dubey was never interested for retention on grounds of immunity and he was willing to join at Kalyan SSA but it was rather requirement of Phase VIII.4 and Mobile unit and finally we have submitted request for grant of immunity. As CS SNEA MH, I have written letter in support of this wherein I have clearly mentioned that in normal course the period of District Body is for two years from date of election and it is extended till the next election of District Office Bearer and the District body of SNEA Mumbai is functional as on today and same has been duly accepted it.

Further, he has submitted detail reply why he has not conducted the GB meeting. I once again endorse it that he could not conduct GB Meeting and elections as he has not received subscription for last 18 months and reason given by him is genuine. As such, information brought to your notice is that Com Dubey has given wrong information about District Body Elections and immunity is not correct and hence the withdrawal of immunity with such allegation is also not correct. Further his transfer to Bhandara cannot be justified for any reason and not at all just for reason that he has signed letter of AUAB Mumbai demanding expenditure curtailment and mixing of TWWO programme in BSNL day celebrations.

About his loud voice in chamber of GM HR Admn Mumbai it is to inform that we have confirmed from others who were present in the meeting that it is not only mistake of Com. Anil Dubey , but it is mistake on part of Shri. Aman Jaiswal GM HR Admn Mumbai also as he also was equally loud and he has ordered get out to the leader of recognized association as he could not control his hot temperament and the allegation against Com Anil Dubey for loud voice argument is not correct and this is also wrong information to you. It is important to note that only single person cannot talk in louder voice and there is need of some provocation/reciprocation from other side. Com Anil Dubey is well known to entire Maharashtra and mainly among many of SSA Heads and Unit Heads and everybody knows how politely he speaks and he cannot start taking louder without any reason or reciprocation from other side.

Further, we are happy to see that the concern expressed by AUAB Mumbai has been given consideration and the BSNL Day Celebrations function was beautifully arranged in the Conference Hall with minimum expenditure and it is highly accepted by all and your motivating speech with positive thoughts was point of attraction of the function.

But we feel very sad to have look at actions after celebration function and different allegations are being made on the leaders and signatories of the letter and they are directly blamed for the acting against dignity of women. Please note Sir, if any of our member acts in this manner SNEA will expel him immediately and we will not favor such member. But just raising voice to the management to save expenditure and not to mix the TWWO function with office function thereby compelling non-members of TWWO to compulsorily attend TWWO function that to be as per demand of majority of comrades. This issue also was principally settled by arrangement that TWWO function will be arranged in same hall just after BSNL Day celebrations and now it cannot be exaggerated as their act against entire women fraternity and we never expected such act from the BSNL Management of the biggest telecom Circle.

Rather it is responsibility of the management to settle the disputes, but unfortunately Shri. R. C. Chavan DGM Admn Mumbai in spreading hate among the members of TWWO and non-members of TWWO and you will look it from the eyes of third party on name of Nobel "Geeta" which you respect a lot as said by you, I am sure you also will find there is nothing happened like that Shri. Chavan has alleged in his letter. It is required on your part to control Shri. R.C. Chavan for writing such hate spreading letter and some immediate action needs to be taken on Shri. Chavan so that he or no one else will not even think of writing such derogatory letter in future.

Com Anil Dubey has submitted his say in reply submitted to all three letters and if you have look at these replies with peaceful mind then you will find the facts and non guilt of Com Anil Dubey. Com. Anil Dubey is very hard working officer who has been appreciated by you on many of the occasions. In recent past, your good self has given him written appreciation for his excellent contribution and within 3-4 months he cannot be villain as being projected by Shri. R. C. Chavan DGM Admn Mumbai.

I hereby assure that if Com Dubey is found guilty of any of his act as alleged we will support you to transfer him not only to Bhandara, but your good self will be free to transfer him out of Maharashtra Circle, but at this stage when nothing has happened as alleged with exaggeration by Shri. Chavan. The present actions on such baseless and fabricated allegations against Com Anil Dubey DS SNEA Mumbai wherein he is transferred out of Mumbai that to Bhandara other end of Maharashtra Circle and charge sheet issued is not correct and we request your good self to withdraw it totally. Not only actions against Com Anil Dubey, DS SNEA Mumbai, **but we will like to see that none of DS is punished in this manner for signing letter representing views of their members.**

I put on records that GM HR Admn could have acted in somewhat transparent manner by arranging meeting with you. Alternatively, we should have directly approached to you and discussed the matter, then it would not have stretched much and it could have been settled amicably and our feelings could have reached to you and your feeling could have reached to us. But unfortunately on that day, I also was out of office and hence could not draw your attention and second day it was BSNL day celebration and I have taken update from Shri. R.C Chavan DGM Admn Mumbai and he has informed that there was issue but now it has been settled and BSNL day celebrations will continue as per its schedule but in Conference Hall.

It is to inform that as on today there is much unrest among the executives and non executives in BSNL throughout Maharashtra and many of the comrades are pressing hard for immediate protest action against this actions. We are till of the opinion that BSNL cannot afford any agitation at this stage and we do not want to add losses to company and it will be against the concern shown by the DS of AUAB Mumbai. Hence this is our attempt to resolve the matter with calm & peaceful mind and give relief to all executives and non executives and also to the certain officers of HR unit who are busy in collecting data for taking action against these leaders and we believe that timely action will definitely resolve the issue.

But if management does not respond positively and go ahead with such biased and baseless vindictive actions, we also will be compelled to go ahead with the

agitational programme and we cannot be silent spectator. On the calls from different DS, COB and activists, we have received strong feelings on these vindictive actions but we have directed them to have patience with hopes that corrective action will be taken by your good self and the working atmosphere will be created for all.

We are ready for any discussions on this issue as we still believe that till now feedback given to you is one sided and facts are not being informed to you. If correct feedback is collected by you from both the sides it will be easy for you to take decision on review of the matter.

We will like to inform that the BSNL Maharashtra Comrades are so peace loving that since last 10-15 years, even single agitation has not taken place against any CGM and we believe that matter can be resolved with peaceful discussions and hope your good self-will reciprocate it. But we have not agitated in last 10-15 years against any CGMT MH it does not mean that we have lost strength and we can start it any time. We again underline that we want settlement of issues and unrest through discussions and not through agitations, but if compelled by management with present stand, then we will definitely go for strong agitation.

Hope your good self do not want any such agitation against you and you still maintains the tempo about growth and development of BSNL and we altogether will work for BSNL to face present challenge of financial crises.

We are hopeful for corrective action on your part and we will not be compelled to take decision on strong agitational programme in our scheduled CEC Meeting at Jalgaon on 13th & 14th October 2018.

With Warm regards,

M. S. Adasul
Circle Secretary,
SNEA Maharashtra.

Copy to:

1. Shri. Aman Jaiswal, GM HR Admn Mumbai for kind information please.
2. Com. A. A. Khan, President SNEA CHQ @ New Delhi for kind info please.
3. Com. K. Sebastin, GS SNEA CHQ @ New Delhi for kind information please.
4. All COBs/DS of SNEA MH for kind information please.