

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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To,

**The General Manager (SR)
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No. SNEA/MH/Cir Corr/2017-2019/

Dated 5th December 2018.

Sub: Complaint about malpractices adopted by outgoing GS & President SNEA in the process for election of new Office Bearers of SNEA CHQ held in AIC Ludhiana and request for re-election for new Body of SNEA CHQ in fair, fearless, and transparent manner.

- Ref: 1. Letter No. SNEA /CHQ/AIC Notice/2015-18/01 Dated 23/08/2018.
2. Letter No. BSNL/31-7/SR/2018 dated 07/09/2018.
3. Letter No. SNEA/CHQ/GMSR/2015-18/25 Dated 06/09/ 2018.
4. My complaint on same subject dated 04/12/2018.
5. Letter No. BSNL/31-7/SR/2018 (Pt) Dated 06/12/2018.
6. Letter No. SNEA/CHQ/CMD/2015-17/01 Dated 11/09/2015.
7. Letter No. BSNL/31-1/SR/2016 Dated 13/04/2016.
8. Letter No. BSNL/31-2/SR/2018(Pt) Dated 30/08/2018.

R/Sir,

It is to bring to your kind notice that there is feeling of cheating by outgoing body among the members of SNEA who attended the AIC Ludhiana due to deliberate delay tactics adopted by Com Sebastin then GS & Com A A Khan then President of SNEA CHQ and many such complaints may have been received by your office from different corners of India. In continuation to letters under reference and my complaint dated 04/12/2018 about malpractices and deliberate irregularities in Election Process for election of new Office Bearers of SNEA CHQ, I will like to submit following information in support of my say in complaint dated 04/12/2018 and elaborating the details of the malpractices adopted in the Election Process at AIC Ludhiana.

1. We have already brought to your kind notice that Shri. Sebastin has made deliberate attempts to delay the Election process and when time of minimum 16 to 20 hours are required for Election Process, he has given only one hour for Election process in agenda of the AIC Ludhiana.
2. In draft agenda, itself the Election of New Office Bearers was kept as last agenda at 2000 hrs of last day i.e. 30/11/2018 and time given for election process was only one hour i.e. from 2000 to 2100 Hrs.
3. In reply to one of the query of the delegate in the deliberations of All India Conference Ludhiana itself, Shri. Sebastin then GS has replied that AIC has only two important Items to be discussed and completed i.e. passing of report of GS and Election of new CHQ Body.

4. When AIC Ludhiana has only two important works, then time of three Days should have been equally divided among the two works, but out of total four days of All India Conference, the GS report was given all four days and Election of New CHQ Body was given just one hour that to be at the last day of the AIC i.e. 30/11/2018.
5. This malafide intention of Shri. Sebastin then GS to delay the election process was pointed out by many of the delegates while approving the agenda of the AIC by house and it was requested to give suitable time for election Process and make changes in agenda by reducing GS report of two and half days by half day and shift agenda of Election Process at 1400 hrs from 2000 hrs of 30/11/2018. This is clearly visible in Video of AIC uploaded on SNEA CHQ website.
6. But the request of majority of Comrades was not taken on records and it was only assured by Shri. A A Khan then President and supported by Shri. Sebastin then GS that attempts will be made to complete other agenda early and shift the agenda of election process by 1400 hrs.
7. On the contrary, to assurances by then GS & then President to house, the proceedings of the house were deliberately delayed by adding the items, which were not part of the approved agenda of AIC.
8. The precious time of house was taken by adding the inaugural address by Director CFA for one and half hour and related matters on the day first i.e. on 28/11/2018, One hour address of Shri. Franco, Secretary General of AIPCOC on 28/11/2018 was also additional programs out of approved agenda, then about one & half hour extra has been taken for cultural & related programs of felicitation in Open Session on 29/11/2018 which also was not part of scheduled agenda and open session scheduled at 1500 hrs was practically started at 1645 hrs, then when time of ten minutes was given to all the address in Open Session, about each speaker took time of more than 20 minutes to 40 minutes and due to such prolonged delay of Open Session from 1500 hrs to 2100 hrs, about all guests have left dais one by one after their address. The delegates also have left the Conference hall one by one and in the conclusion of Open Session the attendance was reduced up to 10 to 20 % of available audience of the Open Session
9. Then in extra item of felicitation of some specific DSs and CPs due for retirement was added just to influence some voters/delegates for Election purpose which was never part of agenda approved by the house and one more hour of the house was consumed in felicitation and addresses on such retired comrades thereof.
10. Normally issues are not discussed and only corrections and modifications are incorporated in the GS reporting, but GS report was read for three days out of four days of AIC and some specific delegates were allowed to occupy dais and waste time on discussions of the issues.
11. Then some special felicitation of Kerala comrades, which is home Circle of Com Sebastin then GS, was added in program, which was also not part of agenda of the AIC schedule as if it is Circle Conference of Kerala Circle. The circles like Punjab & Maharashtra etc who have played vital & important role in Membership Verification and getting **"recognition status" to SNEA** all Over India were not given even words of appreciation and no question of felicitation at Par with some specific Kerala Comrades.
12. **Thus, in overall proceedings of AIC, about Six to Ten hours extra programs were added which were not part of approved agenda and deliberate attempts were made to delay election process** by neglecting the request of majority of delegates to give sufficient time for fair and transparent elections and to shift agenda of Election of new CHQ Body from 2000 hrs to 1400 Hrs.
13. Further, the **time schedule of the election at 2000 hrs also was not maintained** and in deliberate attempt, the agenda of initiation of new CHQ Body was touched at 2230 hrs when outgoing President announced the dissolution of the existing CHQ Body.
14. As per the clause 4 (a) (v) of the constitution of SNEA, the delegates shall elect by raising hands their own chairman to conduct of the Election of new Office Bearers, from amongst themselves in AIC prior to dissolution of the existing body. **But in AIC**

Ludhiana, Shri. R M Gor was nominated as Election Officer by Dias of outgoing body as Shri. Khan then CHQ President proposed his name and basic guidelines of constitution was directly violated.

15. Shri. M K Gor, the Election Officer was not aware about the Election process, which was observed by all during election process, as he was never having command ver the house and he was deliberately nominated so as to continue chaos by outgoing body during the entire Election process.
16. **Once the election Process started and Election Officer has taken over charge of the House, all of sudden, at late night at 2300 hrs of 30/11/2018, it was announced that the venue of the Election process is being changed** from Dr Manmohan Singh Auditorium PAU to Marriage hall of Hotel LA Baron, the place which unknown to majority of Delegates who attended the AIC. The change of predefined Venue of any Election Process is not allowed, **but here same was done illegally** under pressure tactics and voters who were new to Ludhiana were kept under pressure.
17. Thus in deliberate attempt to create confusion among the delegates present in the house, such announcement was made and by the time, delegates get prepared for shifting, the lights of the Conference hall were switched off creating pressure of delegates to leave the hall.
18. It was declared that changed venue is nearby, but it was about one Km away from the old venue and **the changed venue was not suitable** as that of Dr Manmohan Singh Auditorium of PAU, which was officially declared place for Election process to conduct elections in fair and transparent manner.
19. No Transportation arrangement was made for shifting of delegates from old & pre-fixed venue to changed venue and majority of delegates were deliberately kept directionless during late night hours and were indirectly compelled to leave the Election hall & keep themselves away from Election process.
20. Thus, the change of Venue of Election from predefined known place to totally new and unknown place has created fear factor in minds of the delegates who have joined AIC Ludhiana from different corners of India.
21. Under such extreme fear during late night hours at totally new place, not only voters outside Punjab Circle kept themselves away from Election process, but the local comrades/ voters of Punjab Circle also kept themselves away from the Election process.
22. Thus due to all of sudden change in the venue of Elections of new CHQ Office Bearers during late night hours many of the delegates were indirectly compelled not to take part in election process and no chance of casting vote in election process.
23. Thus in gross violations of principles of the any democratic Elections process, the **date of Election has been unofficially & illegally shifted from 30/11/2018 to 01/12/2018** which is never allowed in any democratic election process and these change in date is done without any notification.
24. At new location, there were no proper arrangements for conduction of election process as it was just marriage hall and it was having only 50-100 chairs with rearrangements, whereas officially about 1000 delegates have attended the AIC Ludhiana.
25. Then it took about two hours to makes basic and minimum required arrangements to conduct election process in new hall and practically the Election Process started at 0100 hrs of 01/12/2018.
26. When **Election process started and vote casting was done about, all were under deep sleep** due to full day hectic schedule, which is visible from photos. Under such conditions of late, night hours when all are under deep sleep fair and free mind voting cannot be expected and all this happened due to deliberate delay tactics adopted by Shri. Sebastin by adding non agenda items in proceedings of AIC.
27. In deliberate attempts, very poor & old Public Announcement System was kept in new Election hall and many confusing announcements were made by the Elections officers and his Assistants.

28. It is important that from start to end of the election process, the Election officer has not announced extension of AIC by one day, which is mandatory for continuation of AIC beyond the prescribed days of the AIC.
29. Normally maximum two assistants are given to Election Officers in any Election Process, but here 5-6 officers were assisting the Election officer at Election process and some of them left the Venue before completion of Election Procedure.
30. At initial stage, only two assistants namely Shri. M. H. Gombi and Shri. V.K. Yadav were nominated, but later about 4-5 Assistants were added creating much confusion who is Assistant to Election Officer and who is the Election officer.
31. Shri. V. K. Yadav, who worked as Assistant to Election officers was not even delegate for AIC was fully involved in the entire election process start to end even though he is not eligible to become as assistant to Election officer. **As per SNEA Constitution Clause No. 4 (a) (v) assistant to Election Officer should be member of Representative council and Shri. V K Yadav was not member of Representative Council**, but was in favor of ruling party and hence he was included as Assistant to Election officer. His inclusion was with sole intention of tampering and managing the election process in favor of Com Sebastin and from results, it is clear that Shri. Yadav has done his job as expected and we are sure Shri. V K Yadav has been paid certain fixed amount for it by Shri. Sebastin.
32. Apart from above two Assistants to Election Officers namely Shri. M H Gombhi and Shri. V K Yadav third assistant was **Shri. Parmar who worked as independent Election Officers as he was signing all Ballot papers**, which is not at all permitted in Election process. On such queries by some comrades, it was informed by Election officer that Shri. Parmar is signing the Ballot papers to complete the election process fast.
33. Shri. Parmar or Election officer has deliberately not given serial numbers to Ballot papers even though it was pointed out by some comrades and Shri. Parmar was signing the ballot papers as and when received without any accounting of the printed ballot papers. **When it was requested to stop the distribution of ballot paper as there is huge queue at polling booth, but by neglecting all such requests he continued distribution of ballot papers to all CS and gave large scope for malpractices by some of CSs and ruling party candidates.**
34. The confusion was deliberately intensified by adding more Assistants without approval of house and thus in overall process about 9-10 delegates and even non-delegates who are not member of representative council were used as assistants. The names of all Assistants are not taken on records making it liberal to anybody to become Assistant to Election officer and all these extra Assistants were deliberately added to create confusion and to have scope to change the results of counted votes.
35. When Election process started, the command should have been in hands of the Election officer, but practically command was with Assistants to Election Officer and Assistants made different announcements without permission or even without knowledge of Election Officer.
36. Further, Election officer as well as Assistants should not leave the Venue of Election, till the election Process is completed, but many of the Assistants of Election officers have left venue without any permission/knowledge of Election Officer. Some of Assistants have left before completion of election process and no question of waiting for Vote counting process, which is important part of Election process.
37. Further, in any Election process, the Voter list is published before announcement of Election process. But in AIC Ludhiana, the Voter list was never published and just before announcement of Election process, Dias of outgoing body announced the total number of Circle wise delegates eligible for voting without any names in the list.
38. In last moment action by the dais before start of Election process, total numbers of delegates were reduced from specific Circles on name of online paid quota and no reason was given for such drastic reduction of delegates at last moment. The details of reduced delegates is attached for ready reference please.

39. From the details of eligible delegates published by dais of outgoing body, it can be seen that total five delegates are reduced from BSNL Corporate office (01), NTR Delhi (02), Jharkhand (01), and Chhattisgarh (01). As per membership given by Dias, total delegates eligible were 650, but by reducing Circle wise five votes as above it has been shown as 645 only. The details attached as Annexure-I.
40. Thus, though about 1100 Delegates were registered in AIC, finally only 645 were declared as eligible for casting votes and all other more than 450 registered delegates for AIC Ludhiana were deprived from casting votes.
41. This was deliberate attempt to reduce the registered voters by 45 % at last moment of AIC and just few minutes before start of Election process, which was objected by many of Delegates and CSs, but same was not given any consideration by outgoing body.
42. While counting Membership and voter strength, only BSNL Corporate Office was permitted to pay offline membership quota in AIC Ludhiana, but similar request from other Circles was not accepted, thereby depriving eligible voters from casting votes in AIC Ludhiana. Thus, option of the offline subscription payment was applied on pick and choose basis, whereas whatever may be the case, it should have been equally applicable to all DS.
43. The Voters list was not published and there was much confusion among the voters as many delegates were deprived of casting vote. All these delegates, were registered Delegates as they have officially paid Delegate Fee of Rs. 1250 and their names were recommended by DS as per delegate election held in their SSA and when names were recommended by CS of that Circle for which provision in constitution of SNEA exists by sharing vote formula.
44. As per **Clause No. 4(d) (iii) & (iv) of Constitution of SNEA**, when number of delegates present in AIC from any Circle/District are excess than the eligible delegates then the eligible votes of that Circle/ District are divided in partial votes and value of votes is reduced accordingly. Similarly, when some delegates are absent for any reason then the value of the votes needs to be multiplied / increased accordingly or available votes needs to be shared equally to all delegates from that Circle/District.
45. But unfortunately, **this procedure as per provision in the constitution of SNEA , was allowed only for the Circle from which GS & President of outgoing body were delegate** i.e. from BSNL Corporate Office Circle where in three votes were divided into 12 nominated Delegates and the value of Vote from BSNL Corporate Office was reduced from One to 0.25 each ballot. From BSNL Corporate Office branch, GS, President, AGS HQ, JS Central, CS& CWC Member were Ex-Officio delegates and three eligible delegates and its total should be Nine Delegates, but total 12 delegates were allowed illegally and vote-sharing formula was adopted on pick and choose basis.
46. **From BSNL Corporate office, only three delegates were eligible, but total 12 delegates were permitted** but for other Circles, no single extra delegate was permitted during voting even though hundreds have registered as Delegate by paying Rs 1250 delegate fee each and their names were officially recommended by DS/CS concerned.
47. It can be seen that in about all Circles, number of votes were less that the eligible delegates as in every Circle CS & CWC Members are Ex Officio delegates for AIC Ludhiana and other eligible delegates excess than the eligible also have attended AIC. **But it can be seen that no such equal vote distribution and sharing of voting strength, reducing voting value was adopted in entire election process giving unequal and biased treatment to about all other Circles.**
48. Except BSNL Corporate office, no other Circle was permitted to caste vote in this percentage value formula and all the delegates and ex-officio delegates casted their votes in equal sharing formula. Apart from these so-called 12 Delegates shown eligible, **there were some executives from BSNL Corporate Office like Shri. V K Yadav, who were not delegates, but were very active in Election process and have taken part of the counting team and have acted in totally biased manner in entire election process.**

49. The specific observers like Shri. Bansal, Shri. V K Yadav from BSNL CO were not charged Observer fee of Rs 2000.00 but all other observers were charged Rs 2000.00 delegate fee and this biased approach was done by outgoing GS & President and these persons were used for pressure creating tactics during proceedings of the house and mainly in election process.
50. Naturally, all these illegal action on part of BSNL Corporate Office Branch was under influence of outgoing CHQ Body and mainly GS & President to get undue favor to decrease the value of vote from their branch, which were against them due to anti-incumbency.
51. The entire proceedings of the AIC are video recorded till dissolution of the CHQ Body and the recording was deliberately stopped when the Election process was started to get free hand to create pressure on the voters and not maintaining transparency in Election Process which was major conspiracy played by outgoing body.
52. When many of delegates raised their voice with slogans to start election process in time or by stopping additional, unscheduled, non-agenda programs, they were threatened from Dias and some Comrades of host Circle were openly ordered from dais to set right and kick out the delegates who were demanding for timely election process.
53. When practically Election process started at changed venue by distributing the nomination forms it was about 0100 hrs of 01/12/2018 and nominations forms were distributed when the election officers was surrounded by hundreds of delegates from particular groups or Circle Secretaries so that common members and delegates could not fill up even nomination forms.
54. After taking time of about one hour for calling nominations, then it took two hours for scrutiny of the nominations and the names of the candidates were not declared in proper manner as announcement for AGS post candidates was made partial and some names were added later on request of individuals.
55. The Election Officer was totally confused while deciding on the eligibility of candidates and he was fully dependent on the attendance register, which was kept open for all to sign and no one was aware and could not confirm who is delegate and who is observer from the signatures available in this register.
56. The attendance in the said register was signed by anyone who has attended the AIC Ludhiana and there was no check, where only delegate is signing the register or any observer is signing the register. It can be seen that some of the comrades who have signed in the register are neither delegates nor observer. This said register was checked for authenticity of candidates, their proposer and supporter by Election officer and Assistants wherein the authenticity was never verified by any authority.
57. While Preparing Ballot Papers, no care was taken to give sufficient space against names of the candidates for the casting vote on Ballot Paper and deliberately very less space was given to caste vote to create confusion among voters.
58. While printing names of candidates on ballot paper, the alphabetical sequence of names of candidates for particular post was not maintained and names of ruling party candidates were kept at top position in each post and name of opposite candidates were kept at second position.
59. Ballot papers were not printed in single lot and it was being supplied by local delegates in bunch of 10-20 by printing it locally even after the distribution of Ballot papers started.
60. The ballot papers were being printed openly at the counter of the Hotel LA Baron on printer and same were transported from this printing spot to Election Officer by any of the delegate and the person printing the ballot papers was seen freely handing over the ballot papers to anybody who demands it.
61. The ballot papers were not brought under secrecy, but it was open and the full scope was given so that some Ballot papers are used to replace the casted votes to favor particular group.

62. After repeated request to Election Officer, the Ballot papers used in election process were not given any serial number, which is mandatory in any democratic Election process.
63. Ballot Papers were being distributed with signature of Shri. Parmar, who was one of delegate and helping hand to Election Officer and as per procedure, when the Ballot papers are to be signed by only Election officer.
64. Ballot Papers were not having any specific marking, which makes it separate and special from the normal printed-paper and this was done with deliberate attempt to have changes in casted votes at later stage as ruling panel GS & President were doubtful about getting support from delegates.
65. There was no ballot Box for putting casted votes and in place of Ballot Box, one tin Tender Box was kept for dropping casted vote.
66. In any election process, the Ballot Box is sealed and locked, but here the tender Box was used as ballot Box and it neither sealed nor locked after scrutiny by all concerned including candidates.
67. Ballot box needs to be shown to the audience or at least to candidates by keeping it open for confirmation that there are no pre stamped ballots inside, but nothing was followed in this process.
68. The so called ballot box was used without any seal and signature of the election Officers or any representatives of the candidates on either side.
69. Normally, two polling officers from different groups are nominated for confirmation of authenticity of voters with identity, but here no polling agents were permitted.
70. As per the **clause 4 (d) (iv) of the constitution of SNEA**, the ballot papers are to be handed over equally to all the delegates who are physically present before Election Officer. Though, many of the delegates were present in front of Election Officer, but **ballot papers were handed over in bundles only to Circle Secretaries in direct violation of constitution of SNEA.**
71. The delegate who demanded for ballot paper was given single ballot paper and all the extra ballot papers were taken by CS and only CS have casted votes on these extra ballots ranging from two to fifty as the case may be. **This muscle power was used by ruling party to get extra votes of the delegates who were compelled to leave the venue by delaying election process by one day, changing venue of the election etc.**
72. During Election Process , the Election officers & some time his Assistants made confusing announcement that Delegates who want to leave Election hall due to their prefixed journey schedule may leave by giving authority to Circle Secretary in writing and his/her vote will be casted by CS of that Circle on the basis of this authority. **The Election Officer made such illegal announcement when there is no provision in constitution of SNEA for giving such authority and casting vote by CS.**
73. With this **illegal & non-constitutional announcement misguiding delegates /voters of the election process**, many of the Delegates who have scheduled return journey during early morning hours of 01/12/2018 and even local comrades of Punjab Circle have left the venue by giving authority to CS.
74. When many of the delegates have left the venue by giving such authority to CS, **it was again announced by the said Election Officer that such authority by delegates to CS would not work.** The said delegate should be present physically otherwise the ballot papers will be distributed equally among available delegates including CS and as per the constitution of SNEA, every CS will be one of the delegates and he cannot caste the votes on any such authority letter.
75. Though, the announcements were made to have equal sharing of votes as per constitution of SNEA, it was not followed in any case and ballot papers were handed over to only CS of that Circle. Then CS have casted all the votes even though delegates were physically present in hall and in front of Election officer or CS have handed over one vote to the each delegate demanding ballot paper and all left out votes are casted by

- concerned CS. Thus, more than 50% votes were casted by the CS of concerned Circles by violating constitution clause of equal distribution of voting powers.
76. CS Gujarat, CS Kerala, has illegally done this and majority of the votes were casted by these Circle Secretaries. Under compulsions of Election Officer announcement i.e. CS Tamilnadu, CS Telngana, CS Maharashtra, CS Aandhra Pradesh, CS Madhya Pradesh, CS Karnataka, CS Punjab were compelled to follow the vote sharing formula to limit of one vote per available delegate and Ex-officio delegate and **thus Election officers worked in totally biased manner and in favor of particular group.**
 77. For any Election process, **there is fixed time for any activity and here in entire process of Election there was no time schedule fixed** and the ruling group continued to manage the timings of the different activities as per their wish and will.
 78. The Election Officer was seen following all orders of only Ruling Group, while even genuine request of candidates against the ruling party candidates were not given consideration on repeated requests.
 79. Though Election Process started the Delegate/voter list was not available with election officer and he was only calling CS and none of Voter including CS was identified during Election Process even though about all delegates/voter were present at the start of Election process in Dr Manmohan Singh PAU Auditorium.
 80. For casting Votes, one stamp is made normally available along with inkpad and that only particular stamp is used for casting vote. But here no such stamp was made available but here in very causal manner, **the casting of votes was allowed with self-pen** and there was no specific identity in casting votes and many of the votes are casted in different inks giving scope to malpractices.
 81. For avoiding duplicate voting in any election, **specific non-removable ink is put on any particular finger of voter;** same was not followed here as none of voter was identified and CS were at liberty to distribute ballot papers as per their wish and will as there was no check on further distribution of Ballot papers by any CS.
 82. Normally **one voter is allowed to cast one vote** and value of the vote is calculated **as per voting strength, but here single person has casted more than 2 to 50 votes and some are compelled to caste single vote giving full scope to malpractices.** Thus in these elections, not only double, but also about fifty time voting is done by some voter CS against natural principle of elections. When more than 100 delegates were physically present from Kerala Circle, only CS Kerala casted all 50 votes of Kerala Circle and no other delegate was given opportunity to caste vote even though everybody was present in hall at the time of voting.
 83. During **entire process of election no verification of voters was done** and anybody who is in good book of CS was allowed to cast more than one vote and others who are not in Good Book of CS were not given even single vote of his right as if he will caste vote to opposite group. **Thus there was totally proxy voting in place of about 50 % eligible Voters who were compelled to keep themselves away from election process.**
 84. As per clause No. 4 (a) (v) of the constitution of SNEA (page 11), **Chairman shall conduct the election through secret ballot system.** But during entire election process, the Chairman/Election Officer failed to maintain the secret ballot voting and in an open attempt by Election Officer and his Assistants, the ballot papers were distributed in bulk only to CS and before the delegate reaches the polling booth, the ballot paper was in his hand.
 85. During the election process, **normally Ballot papers are not allowed out of polling booth,** but here the ballot papers were handed to CS and every CS has casted vote as per his convenience without reaching to polling booth.
 86. Only some delegates from Circle casting individual votes have casted votes from polling booth and all others have casted votes at different places in the hall as well as out of hall and the principle of Secrete Ballot paper and election process was directly violated in this election process and votes were deliberately kept under pressure.

87. In some of Circles, compulsions were created to cast votes openly by showing to other delegates/CS and such voting to particular candidate was confirmed by CS and candidates from that Circle and then the total casted votes were dropped in ballot box only by CS.
88. In only initial few cases of AP Circle, casting of vote was done one by one at polling booth, but in all later cases casting of votes was done by 3-4 voters at a time in polling booth. Also, **many of the delegates were compelled or permitted to cast vote in place outside booth openly without any secrecy as required by constitution of SNEA and many of the delegates and CS were surrounded by ruling party leaders & activists thereby creating compulsions to cast vote to particular candidates.**
89. The ballot paper/spare normally, handed over to the voter just before he approaches the Polling booth, but here the ballot papers were distributed first and **then the voters were directed to stand in long queue for casting vote on polling booth or given free hand to cast vote outside polling booth, which is illegal.**
90. For 645 official delegates, only single booth was made available and in deliberate attempt, the entire process was delayed for **creating compulsions on the voters to cast votes in open place.** Many of the delegates, who demanded ballot paper from CS, were compelled to show the casted vote before putting the ballot paper in the ballot box just to confirm the casting vote to particular group/candidates.
91. Some CS have taken delegates out of the election hall along with ballot papers in hand and **voters were compelled to cast vote to particular candidates in open space and at place far away from the polling booth.**
92. On name of polling booth one waste curtain of tent was put on one corner of hall and there was nothing like secrecy as the voter casting vote was clearly visible to particular group who was influencing /threatening for casting vote only to particular group.
93. All three sides of polling booth were not covered for secrecy and it was open on public side when in normal course polling booth is open in side opposite to public.
94. Thus, **all norms of Secrecy following for fearless casting of votes were violated in the election process and on objections by others; the election officer expressed his inability due to non co-operation of local comrades, non-availability of security, police and mainly due to pressure tactics by ruling party during Election process.**
95. Shri. Pradeep Kumar who was candidate for post of JS North was given some assurance and may be money to unofficially withdraw his nomination by remaining silent candidate and such last moment action to withdraw nomination needs to have special scrutiny and investigation from involvement of money angle.
96. In normal course and ethics followed in any Elections of SNEA, the Host Circle is given post of VP unanimously. But, here same ethical principle was not followed by ruling party and compulsions were created on the host Circle to cast votes in favor of ruling party when it was decision of CEC Punjab and the meeting of delegates attended AIC Ludhiana not to cast votes to ruling party due to their inefficient working.
97. CS Punjab, who was host of AIC was kept under tension of not granting expenses of AIC which was in lakhs of rupees if he did not cast votes for ruling party and under such compulsions and pressure tactics, CS Punjab has casted votes against the decision of Punjab Circle. CS Punjab alone casts about 19 votes, whereas it was required to be equally distributed among the all delegates of Punjab Circle who were physically present in the house.
98. It was seen that many of the voters were lured by giving different gifts and assurances including money in some case and liquor was distributed freely and same has been complained by CS Punjab who was host of the conference on official Whats App group of SNEA CHQ.
99. The entire process of casting 645 votes to 12 out of 27 candidates on ballot paper completed within two hours period, which is impossible except by way of casting votes by capturing booth. For casting one vote in fair manner to 12 out of 27 candidates and when only one booth available, it takes time of minimum two minutes per voter, to read

names and caste votes to all candidates. Thus to caste total 645 votes it would have required at least six to eight hours. **Here all 645 votes to minimum 12 candidates are casted within two hours on single booth and this is how election process is completed in unfair manner and in non-secret manner violating constitution of SNEA.**

100. **As per the clause 3 (g) (i) of the constitution of SNEA, the Chairman/Chairperson of representative council will not caste vote his/her vote ordinarily.** In case of tie/equal vote, Chairperson will cast his vote. Accordingly, out of total 645 eligible votes, only 644 votes would have been casted, **but total 645 votes including vote of chairperson was casted with direct violation of constitution of SNEA.**
101. It is important point that Chairperson was so biased that he has either deliberately handed over his own vote to CS Gujarat or he was not aware about election process and his vote is to be kept reserved till the completion of counting of votes. **The vote of Chairperson of the Election who is physically present in the house and is overall in charge of Election process and till his vote is casted by CS Gujarat, is direct and deliberate violation of constitution of SNEA clause No. 3(g) (i) by CS Gujarat and Shri. M K Gor, the Election officer himself.** It is proof that the votes are casted by different person than the voter and here the vote of Chairman of Election process is casted by someone else and **hence entire election process is illegal.**
102. While counting of Election process started at 0800 hrs of 01/12/2018, no procedure for transparent counting was followed. At initial stage, the Counting of votes was started at single table and counting was done under the observation of Chairperson and Official observer. About three lots of 100 each votes were counted on this single table and in first lot the votes were being castes to Shri. Sebastin.
103. But in third lot out of 100 votes 74 votes were casted to me as GS, then in an immediate action the counting was divided in another group and the delegate available in the hall was given one lot of hundred votes to count at different table away from the first table. For this new counting table no new official nomination of polling officers and counting officers was called for and counting was randomly handed to delegates without any official record of it and Election Officer as well as official observer were not aware about activities going on that counting table.
104. Then in third attempt, the counting was further divided and allowed at third counter and without any authenticity of the counting officers. **Thus, the counting of votes on Table no 2 & Table no 3 was done by the unofficial delegates and in absence of Official Observer, Election Officer and also in absence of the official polling agents from our side as no official observers were called from us.**
105. Though, I was lagging in first lot of counting votes for GS post, I Have taken lead in further lots and hence the Election Officer who was biased and under influence of his Assistant Shri. V K Yadav who was from ruling party has played gimmicks and in these lots the votes are changed.
106. As per the lots counted and observed by the polling agents and informed me by others on counting tables, in GS post the lot vise votes as follows.

Lot	Votes in lot	Shri. Adasul	Shri. Sebastin	Invalid
I	100	28	71	1
II	100	51.25	47.5	1.25
III	100	74	26	0
IV	100	28	72	0
V	100	44	55	1

VI	45	37	8	0
VII	100	59	41	0
Total	645	321.25	320.5	3.25

107. But while summarizing the votes and declaring the total votes casted for GS post total votes shown against my name was reduced and by reducing four votes it was shown as total 317.25 votes for me and by increasing six votes of Shri. Sebastin it was shown as 326.50. No accountability of balance votes was given by Election officer after repeated request by us.
108. When our official Polling Agents Shri. Rupesh Kumar, Shri. M B Sangle have **objected for wrong totaling of votes and demanded for correct retotaling, accountability and confirmation of invalid votes, non-casted votes, but no response was given by the Election officer.** All such requests were straight away rejected by the Election officer without assigning any reason, but they were threatened to face consequences with loud shouting by Com Khan and few others.
109. It took half an hour to declare results after counting of votes was completed and the changes in votes casted has been done during this time. While counting of votes of GS total 3.25 votes were declared as invalid votes, but while declaring results no vote was declared invalid and all votes were declared valid and total of votes casted for both the candidates for **GS post comes to be 643.75 whereas total votes casted are 645 and till 1.25 votes are unaccounted for.**
110. It is also seen that **the counting of partial votes is not done properly** and when we have demanded for details of its accounting, same was not given by the Election officer and it was only informed that it has been taken totally as three only.
111. The total votes casted for any candidates was not accounted for and in valid, not casted ballot papers were not declared for any candidates or in total and all such unaccounted votes are counted in ruling party candidates as direct malpractices.
112. It can be seen that in results declared for Joint Secretary East the votes casted for Shri. I H Mandal are **368.25** and votes casted for Shri. Arijeet Roy Prdhoni are **281.50** and its total comes to be **649.75 while only 645 votes are casted. That means here votes counted are more than the votes casted and this is best example of manipulation of the results after counting.**
113. Many such discrepancies would have been pointed out, but about 95% delegates and about more than 60 % candidates have left the house due to delayed Election process and the person available in the house were majority of ruling party who have directly and indirectly indulged with declaration of results in favor of Ruling party.
114. When we have **demanded for recounting of votes,** it was rejected by Election officer saying that he is tired with hectic work of 16 hours of election process. When we insisted for recounting as we have full confidence that the votes casted are manipulated and **there was merely difference of 0.5 % among the votes of two candidates in declared results.** However, same was rejected by the election officer.
115. Shri. Manish Samadhiya, candidate for AGS Post, **who was leading while counting of votes for AGS post, but while, declaring results by re-totaling the votes, his votes casted were deliberately reduced** and even though he is most popular among all the delegates, he is shown unsuccessful by reducing his votes. He has submitted written Request for recounting of votes to Election Officer, official observer, but same was neither accepted by any of them and have not acknowledged it on repeated request. Same is case with Shri. Sasidhar candidate for AGS post, who is having only two votes less for his victory.
116. Shri. S Dutta Majumdar candidate for President Post was also found in leading or was running equal to Shri. Khan from initial stage, but when results were declared he was shown lagging and there also seems to be some conspiracy in counting and totaling of votes. He was present in while counting of votes on first table and he has observed that though names were pronounced by counting officer, while noting votes to that particular

candidates, there was no check for correctness of the correct counting of vote in account of that particular candidates and it was at mercy of the single officer who was noting votes for all 27 candidates and hence there are major chances of mistakes in keeping records of votes correctly to particular candidate.

117. When we strongly insisted for recounting of votes at least for candidates who have difference of votes less than 10 % and Election officer was just thinking on it, **Shri. A A Khan, candidate for post President in this election along with his supporter Shri. Bansal from BSNL Corporate Office from Delhi came in presence of Election Officer and started shouted in loud voice abusing the delegates and candidates demanding for recounting and threatened them.**
118. Shri. Khan mercilessly pressurized to stop calling for recounting and **threatened and dared that if we continue to demand recounting then he and his team will throw us out of the house forcibly.** We have seen Election Officer was at Mercy of the loud voice & pressure of Shri. A A Khan and under same pressure tactics of Shri. Khan and his team our say was also neglected by the observer.
119. Invalid ballot papers/votes were not disclosed or identified by election officer despite several attempts and our request for retotatling of the Votes and accountability of invalid votes, partial votes, and unaccounted votes was not given consideration even though we have pointed out that the **sum of polled vote is not tallying with total casted votes.**
120. When counting was going on many of the **members of counting team were found sleeping due to hectic and over night schedule of the Election,** which continued for more than 16 hours with overnight period and hence there are mistakes in counting of votes. This was but natural as Election Process was deliberately delayed by then GS & President by neglecting demand of delegates to have election in time.
121. The reporting of Election Process needs to be done by the Election Officer, but all this has been done by Shri. V K Yadav and outsider to AIC Ludhiana, who was not even delegate for AIC Ludhiana.
122. **When the counting was completed, signature of the candidates present during counting required to be taken on the result sheet, but same has not been taken and only signature of official Observer has been taken.**
123. Though Observer from BSNL was present in Ludhiana since 28/11/2018, he was not called in the house and he was called in the house at about 1000 hrs of 30/11/2018, when the AIC was over as per the time schedule approved by house for AIC, just before declaration of Election process at deliberately delayed time. Thus, observer is aware about the issues of Election process and he is not aware about what happened about the earlier process including request of demand for change of Election timings at the time of agenda approval, but its video recording is available.
124. It was noticed that some votes of Telngana Circle were casted by Shri. P P Rao one of the candidates for AGS Post from BSNL Corporate Office even though he is not delegate/member from Telengana Circle.
125. It has also been noticed that Shri. P P Rao was further arrested in drunk and drive case under section 304 of IPC by Punjab police while he was in Punjab Circle itself and he has managed to get relief from this arrest after overnight arrest in police custody.
126. All these above illegal things were placed before election officer time to time to stop all these illegal activities but election was continued without listening any grievances by delegates.
127. Total votes are 645 but more that 700 ballot papers were printed and no account has been maintained for printed, distributed, and balance ballot papers, which is mandatory for any election process. Further Ballot papers were brought in phases not all the ballot papers were printed together
128. CS AP Circle was seen campaigning for casting votes to the candidates of particular group by keeping one ballot paper and slip of panel of ruling party in hand. He was campaigning near the polling booth and he continued same even after objections were raised by some delegates. He also monitored all delegates of AP Circle while casting votes

in polling booth and insured that delegates are casting votes to particular group and deliberately violated the secrecy of the votes being casted.

129. CS AP casted votes openly by keeping ballot paper on wall near polling booth and showing to all along with list of candidates of ruling party in hand.
130. There was no barricading provided for polling booth where votes were casted and anybody was free to enter in polling booth at any time and many of the candidates of ruling party were always seen wondering nearby or inside the polling booth creating pressure on voters.
131. Signatures of voters were not taken before casing their votes and no identity checked before casting votes and ballot papers were distributed liberally.
132. The entire election process was hijacked by the ruling party and election officer was not allowed to work as per the constitution. Shri. B G Patel, CS Gujarat, Shri. John Varghese, CP Kerala, Shri. A A Khan candidate for President Post, Shri. P P Rao candidate for AGS post from BSNL CO were continuously creating pressure on election officer & his team by their very active presence and were not allowing any request of any delegate to be heard by election officer.
133. While counting of votes, nominated polling agents were not called and counting was done publically under noisy environment and when Election Officers and his team was tired and in sleeping mode.
134. The representatives of candidates were compelled to seat at faraway distance from the counting process and hence they were unable to see the marking on the ballot paper and when shown just few seconds were given to check about 28 names on single ballot paper. But same was not followed at other two counting tables and anybody was allowed to take part in it.
135. When there are many complaints about the election process and involvement of candidates for post of GS & President in tampering the election process, the Election officer should not have handed over the Ballot papers and result of Election Process to one of party of the case. But here as Election officer was total under influence of the ruling party has handed over the Ballot papers in random to the ruling party and given free hand to get it corrected updated as requirement of ruling party.
136. If it was so urgent to handover ballot papers, then same should have been handed over in sealed cover. But instead of taking care all the ballot papers are handed to Shri. Sebastin and he is given further free hand to tamper the ballot papers and twist the entire matter in his side and now if verification is done by any team, the entire documents will have been tampered, modified as required for justification of victory of ruling party.
137. In the beginning, there was long queue for polling the vote on polling booth but till more number of ballot papers were distributed among the members by creating more pressure and confusion at polling booth.
138. **Ballot papers are generally nontransferable** but here this is not the case and ballot papers were seen transferred even after votes are casted from one to other delegates violating norms of secrecy in election process.
139. The number of **voters physically present at the time of election was 300 whereas vote casted was 645 and this is how proxy voting has been done for about 40 to 50% votes.**
140. The original venue had CCTV coverage where no one can dare to hijack the process, but here at new venue **no CCTV Coverage** was seen. This shows the change of venue was intentional and deliberate attempt to win
141. During entire Election process, neither any **security arrangement was made available nor police personals were deployed** to have fearless election process and such security arrangements were not made deliberately so that large gathering continued to be surrounded by Election officer and his team creating pressure on Election officers and Voters.

142. **Many un-authorized persons were roaming freely who were neither delegates nor observers for AIC Ludhiana.** Such prominent names are **Shri. V K Yadav, Shri. Vivek Wankhede, Shri. S V Bhad, Shri. V B Kokate etc** and they were special person deployed by Shri. Sebastin to tamper the overall election process. All these special persons were involved from first day to last day of counting of votes and they were liberally used by Shri. Sebastin one of the candidate of GS post as pressure creating group for propagating misleading information against me as another candidate for post of GS.
143. In approved agenda Com S B Nagavi CP Karnataka who attended AIC only for felicitation function and for him special felicitation function was added on 29/11/2018, which was not at all in agenda. However, Com. S.B. Nagvi has maintained total discipline of the SNEA and has not taken any part in any other activity and was present only for few hours during his felicitation function and has returned on same Day.
144. But Shri. S D Muragi whose superannuation retirement was due on 30/11/2018, has not left the Ludhiana and was present in Ludhiana till 01/12/2018. Shri. Muragi deliberately remained absent on last day of his retirement and has submitted bogus medical certificate to GMT Kolhapur and unfortunately GMT Kolhapur who is aware about all these facts has accepted these bogus medical certificate.
145. Shri. S D Muragi DS Kolhapur MH who was specially felicitated by Shri. Sebastin for his retirement on same day i.e. 29/12/2018 and was officially to be retired on 30/12/2018 also was allowed to caste vote in Election process held on 01/12/2018 and he has removed name of another official delegate Shri. Amrut Desai from Kolhapur who is serving and officially nominated delegate from SNEA Kolhapur Maharashtra Circle. Shri. S D Muragi was lured by Shri. Sebastin giving him special felicitation in All India Conference as DS retiring. This felicitation was done without knowledge and information of CS SNEA Maharashtra.
146. Here Shri. S D Murgi was present in the AIC Election process till 01/12/2018 and casted vote under influence of this special and out of agenda felicitation. While applying leave for AIC Shri. Muragi has applied special CL from 26/11/2018 to 28/11/2018 and he has submitted medical certificate for 29/11/2018 & 01/12/2018 locally from local doctor at Ludhiana. **Here cheating of Shri. Muragi is clearly visible as he has booked Air tickets of Journey from Pune to Delhi for 26/11/2018 and from Delhi to Pune for 01/12/2018 and it was preplanned journey and medical certificate submitted is bogus and false.**
147. The matter needs detail investigation how Shri. S D Murgi was granted leave on last day working day of his service and how he was permitted to be present in AIC Ludhiana and how he remained absent from official retirement function and how he was felicitated in AIC Ludhiana by Shri. Sebastin then GS without knowledge of CS SNEA MH. Matter also needs detail investigation where Shri. Muragi was struck off from the BSNL services on 30/11/2018 or after two days of his superannuation retirement on 02/12/2018 and he was deliberately out of his HQ on last date of retirement to take part in politics of SNEA and just to support Shri. Sebastin as per his directions.
148. After AIC Ludhiana , on next day Com Sebastin has submitted letter to your office for approval of new CHQ Body, while it took one week after AIC Jaipur and your office has ten conveyed approval after period of six months and this time your office has given provisional approval with two days.
149. Your action for giving provisional approval of this Body is also violation of the SNEA constitution as many of the CHQ Office Bearers of this Body have till not taken oath of allegiance as many of them have left Ludhiana before declaration of Election Results.
150. SNEA constitution clause no. 4 (a) (v) page 11, which states that After announcement of the results of the elections, Election Officer has to administer the oath of allegiance to the President of newly elected body who shall in turn administer oath of allegiance to other office bearers of the newly elected Body after taking over the charge of house from the Chairman. But here Chairman has administered the oath of allegiance to the President of newly elected body **but President has not administered oath of allegiance**

to any other office bearers of the newly elected body including Com Sebastin as GS & Chief Executive of Body and till your office has conveyed provisional approval is surprising and unconstitutional.

151. This AIC & Election was conducted by **defunct GS** which was not functional as on date of election as same was de-recognized by your office for not following constitution of SNEA as per clause no. 3 (g) (iii) for conducting elections of new CHQ Body in prescribed time of two years, then extended period of three month and then even final extension of nine months. **In such case, election must have to be conducted by adhoc CHQ Body and not by defunct body.** The de-reorganization of body was deliberately not intimated to Registrar of the Society and by hiding all the facts from register of society, in behind curtain action the Election process was initiated by defunct GS.
152. Your office vide letter dated 30/08/2018, has replied to the notice of the All India Conference by Com Sebastin that the validity of the present set of the office Bearers is up to 06/09/2018, **hence action of holding elections beyond the said date is ultra vires the constitution of SNEA** and accordingly consequences will follow. Thus, your office **letter dated 06/09/2018 and letter dated 06/12/2018 are contradictory and needs immediate corrective action on withdrawal of provisional approval issued by your office.**
153. We strongly believe that your office has acted under pressure of Com Sebastin and Com A A Khan for provisional approval of SNEA CHQ new body, which is unconstitutional that to be when hundreds of complaints have been received by your office about malpractices and biased approach during entire election process.
154. Thus by taking all these actions to delay over all the process of Elections to declare him winner illegally by adopting different official & unofficial fundas Com Sebastin has **misused the man and machinery of BSNL** during AIC Ludhiana and Election process therein.

Thus it is crystal clear that the election process held for electing new CHQ Body was not done in fair , transparent, fearless and as per the constitution of SNEA. Many violations of the constitution of SNEA are directly done by Com Sebastin & Com Khan and also by Election officers with involvement of use of muscle power, money, and unethical practices of luring voters openly against basic principles of election process.

The involvement of these leaders in malpractices are clearly visible this time as they are seen in hurry to get approval of new CHQ Body and hence on next day applied for approval of CHQ Body. First time in the history of SNEA, it was seen that CMD BSNL & Director were felicitated on name of AIC in their chamber that to be after the AIC is completed. **Thus, indirectly pressure is being created on CMD BSNL & Director HR BSNL for early approval of new CHQ Body and within three days provisional approval is taken from management which shows fear factor about malpractices by Shri. K Sebastin and Shri. A A Khan in Election Process.** It may be please seen that SNEA CHQ Body was approved after eight months of last AIC at Jaipur and this time duo is behind approval of CHQ Body within day of elections, makes the clear the malafide actions and intention thereof.

After elections, now efforts are being made to add some specific members in CHQ Body on name of Advisor for their support in illegal activities in Elections of AIC Ludhiana even though it is not allowed as per the constitution of SNEA.

Thus, there is need of fresh, fearless, and transparent re-election for representing recognized association in BSNL wherein all the delegates /voters are given opportunity to cast their votes fearlessly and without any pressure from certain CS and some pressure groups so that issues of the majority members are pursued to proper depth and as per requirement and need of majority executives in BSNL and not at mercy of particular group.

I hereby request your good self to have detail investigation of the concern raised by us about serious and deliberate violations of rules and guidelines to declare certain candidates as winner. If required we are ready to provide supporting documents, photos, rulings, evidences in support of our say of deliberate violations of the rules and regulations by ruling party and mainly by GS & President of outgoing body.


The entire proceedings of All India Conference except Election Process is officially recorded and it was live telecasted on U Tube, uploaded on SNEA CHQ website. The details of Election Process may be recorded in CCTV coverage of the Hotel La Baron and its Marriage Hall and same may be collected by investigation team and the facts can be confirmed from same.

After investigation of the all issues raised by us, your good self will find the truth and will take appropriate action for re-election of new CHQ office Bearers of Majority & recognized association in BSNL in fair and transparent manner and mainly by giving equal opportunity to all delegates to choose their leaders who will fight for their rights.

We are confident that our concern with supporting documents, evidences about malpractices in Election Process of Recognized Association of BSNL, will be taken care by the BSNL Management and your good office, We also believe that we will not be compelled for making further complaints to prescribed authorities as defined in your provisional approval letter or legal action in this matter against all parties in malpractices and BSNL management for supporting all such unethical, illegal and non constitutional actions in Election Process of recognized association in BSNL.

Hoping for early action at your end please.

Encl: AA


M. S. Adasul
Circle Secretary,
SNEA Maharashtra

Copy to:

1. Hon. CMD BSNL for kind information please.
2. Hon Director HR BSNL for kind information and with request to look into matter and serious issues of malpractices in election process in XXX AIC Ludhiana of recognized association in BSNL.
3. CVO BSNL New Delhi for kind information and with request look into issues of money matter and misuse of SNEA Money for luring voters, use and of man & machinery of BSNL by deliberate delay tactics in XXX AIC Ludhiana.
4. Shri. Naresh Sharma, DGM and Official Observer of Election Process in XXX AIC Ludhiana for kind information and confirmation of the facts of violation of the even basic norms of election process.

XXX All India Conference, Ludhiana, Punjab

Agenda:

28.11.2018

- 08:00 Break fast
- 09:45 Flag hoisting by CHQ President
- 10:00 Assembling in the hall
- 10:15 Prayer
- 10:20 Approval of agenda
- 10:35 Homage to departed comrades
- 10:40 Welcome address by the host Circle
- 10:50 Opening remarks by CHQ President
- 11:00 Approval of the minutes of the XXIX AIC held at Jaipur
- 11:20 Tea break
- 11:30 Submission of reports by the General Secretary and its approval
- 13:30 Lunch break
- 14:30 Submission of reports by the General Secretary and its approval -- contd
- 16:30 Tea break
- 16:45 Submission of reports by the General Secretary and its approval -- contd
- 21:00 Dinner

29.11.2018.

- 08.00 Break fast
- 09:30 Submission of reports by the General Secretary and its approval---- contd
- 10:45 Submission of audited accounts by the CHQ Treasurer and its approval
- 11:30 Tea break
- 11:50 Submission of audited accounts by the CHQ Treasurer and its approval---- contd
- 12:10 Submission of Budget for the next term

- 12:30 Discussion on Implementation of CPSU Cadre Hierarchy w.e.f 01.07.2018, parity in promotions and pending promotions
- 13:30 Lunch break
- 15:00 Open session
- 19:15 30% superannuation benefits for the BSNL Recruited employees, GTI
- 20:00 Constitution amendments
- 21:00 Dinner

30.11.2018

- 08.00 Break fast
- 09:30 E2 & E3 pay scales, pay loss to post 2007 rectx, first TB promotions uniformly after 4 years, E1A & E2A notionally w.e.f 01.10.2000
- 10:30 Strategies for 3rd Pay Revision with 15% fitment and Pension revision
- 11:30 Tea break
- 11:50 Discussion on BSNL viability --- 4G services, FTTH, Transmission network, External plant upgradation, Outsourcing of Infra, NGN roll out, sales and marketing, HR Integration
- 13:30 Lunch break
- 14:30 Discussion on BSNL viability --- contd
- 16:30 Tea break
- 16:45 Welfare fund
- 17.00 Next membership verification in December, 2019
- 17:20 Address by veteran leaders Com G. L. Jogi and Com S. L. Reddy
- 18.00 Farwell to the Ex CSs retired during the term
- 18:45 Resolutions
- 19.30 Any other issues with the permission of the chair
- 20:00 Election of office bearers for the next term
Vote of thanks

From:

Name: M.S. Adasul

Post: CS SNEA Maharashtra Circle at Mumbai.

Dated : 03/12/2018

To,

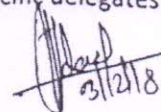
General Manager (SR)
BSNL Corporate Office,
H.C. Mathur Lane, Jan path,
New Delhi. 110001.

Sub: Complaint on booth capturing, not maintaining procedure of secret ballot votes, pressurizing voters for casting vote for particular group, deliberate violation of basic principles of democratic election process during the election of new body of SNEA CHQ in XXX AIC Ludhiana and request for conducting re-election of CHQ Body in fair, transparent and fearless manner under police protection.

Respected Sir,

The election process in XXX AIC SNEA Ludhiana was initiated by defunct General Secretary, as per Constitution of SNEA as well as BSNL Management, against whom there was mass unrest and hence he has adopted tactics of delaying entire election process unconstitutionally and illegally as follows:-

- The election process was scheduled at 2000 hrs as per agenda and it was not started at right time and it was deliberately delayed by outgoing GS who was one of the candidates and it was held after delay of hours.
- The extension of period of AIC was not declared in the house by Election officer and till the Election, process continued without any official approval of extension by house and it is direct violation of constitution of SNEA.
- After announcement of Election Process, the venue of the Election was changed during late night hours from Dr Manmohan Singh Auditorium PAU Ludhiana to Marriage hall of Hotel LA Baron Ludhiana by giving unjustified reasons.
- The entire proceedings of the AIC are recorded (which is available on Youtube/SNEA CHQ Website) and the recording was stopped while the Election process was started.
- The Name of Chairman of representative Council/Election Officer was declared by Dias from Outgoing defunct SNEA CHQ Body which is unconstitutional as per constitution of SNEA.
- The Voter list was never published and only number of eligible delegates was announced at last moment and only 645 delegates were allowed to cast vote when 950 attended the AIC.
- The vote sharing formula was not adopted equally for all Circles and it was permitted only for few circles representing ruling party.
- Names of candidates were not printed in alphabetical sequence on ballot paper and ballot paper were printed in lots.
- Ballot papers were not given any serial number, which is mandatory in any democratic Election process.
- Ballot Papers were being distributed with signature of the one of delegate who was helping hand to Election Officer and as per procedure, the Ballot papers are to be signed by the Election officer.
- Ballot Papers were not having any specific marking, which makes it separate and special from the normal printed-paper.
- There was no ballot Box for putting casted votes. In place of Ballot Box, one tin Tender Box was kept for dropping casted vote, which was not sealed.
- Normally two polling officers from different groups are nominated for confirmation of authenticity of voters with identity, but here no polling agents were permitted.
- In absence of polling agents, Identification of Voters was never done in entire election process.
- The Election officer made confusing announcement about authority to cast vote and many delegates were made to leave hall by giving authority to CS, but it is not permitted as per constitution of SNEA.
- Time for different activities of Election process was not fixed.
- Stamp and pad was not made available for casting votes but arbitrary use of any pen was permitted.
- It was permitted to cast more than one vote by CSs or some specific delegates.


31/12/18

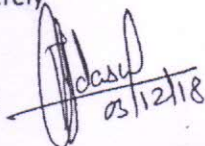
Page 01/02

- No secrecy was maintained in entire election process and particularly while casting of votes and at a time more than one voter was allowed to cast vote.
- The entire process of casting votes completed within two hours period, which needs time of minimum 6-7 hours on single booth.
- As per the constitution of SNEA, the vote of the chairman of the Election Council is not casted and he will caste vote only in case of the tie up between any two candidates, but it is casted by somebody else before counting of votes.
- The counting was started at single place and after partial counting same was divided in three part and three teams of unknown persons were formed for counting the remaining ballots.
- The team members of new counting team was not nominated by house, it was self-nomination by ruling party.
- Some of the officer's part of the Election process was found sleeping during process due to overnight stress.
- Total votes are 645 but uncounted ballot papers were printed giving scope duplication/replacement of ballot papers. **The account of printed, used and unused ballot papers was not maintained.**
- AP Circle CS casted votes opening by keeping ballot paper on wall and showing to all along with list of contestant in hand of ruling party. He was also captured in photos while campaigning for casting vote to particular group near polling both.
- No barricading was done for voting place and everybody has free entry to polling booth
- Signatures of voters were not taken before casing their votes and no identity checked before casting votes.
- No security arrangement was there no police personals was there as there is large gathering anything untoward might be happened for that security was must
- Many un-authorized persons were roaming freely including area of booth for casting vote who was neither delegates nor observers.
- Invalid ballot papers/votes were not disclosed or identified by election officer despite several attempts.
- Written Request for recounting of votes by some candidates was straight away refused even though it was pointed out that sum of polled vote count is not equal to the number of delegates/total votes.

Thus, there are many violations in overall Election process of SNEA XXX AIC Ludhiana for electing new CHQ Body and use of muscle power, money, violation of the constitution has been done in entire election process, and hence this election process needs to be declared illegal and unconstitutional. It is humbly requested to investigate entire matter of election process by Vigilance, by Police or by special investigation team as decided by management and till time this present set of office Bearers of SNEA declared elected under all above malpractices should not be recognized and should not be allowed to have any official dialogue with management. If management does not take right action, we will be compelled to approach court of law as we have sufficient evidences (witnesses/Photos/Videos) in all above cases of violation of norms of any Election process in Election of CHQ Body of SNEA in XXX AIC Ludhiana.

Your Sincerely

Signature:



Name : M. S. Adasul

Copy to:

1. Hon'ble CMD BSNL for kind information please.
2. Hon'ble Director HR BSNL for kind information please.
3. CVC BSNL New Delhi for kind information and with request look into issues of money matter and misuse of SNEA Money for luring voters in AIC Ludhiana by ruling party.
4. Shri. Naresh Sharma, DGM and Official Observer of Election Process in XXX AIC SNEA Ludhiana for kind information and confirmation of the facts of violation of the even basic norms of election process.