

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

MAHARASHTRA CIRCLE



M. S. Adasul,
Circle Secretary
PH- (O) 022- 26467386, Mobile. 9423082352.
E-Mail: sneamh@gmail.com.

To,

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

No. SNEA/MH/Cir Corr/2020-2023/

Dated 9th February 2021.

Sub: Request for approval of Proposal for Benevolent Fund for all willing Executives working in BSNL Maharashtra Circle.

Sir,

In continuation to our discussion held in your chamber on 29/01/2021, on issues related to social welfare of the Executives in Maharashtra Circle, we are submitting detail proposal for approval of Benevolent Fund for all willing Executives working in BSNL Maharashtra Circle.

SNEA MH has submitted proposal for Benevolent Fund and Group Term Insurance long back. Though no action was taken on benevolent fund by Maharashtra Circle, the proposal for Group Term Insurance has been approved by BSNL Corporate Office and it is widely accepted by majority of executives and now by non-executives also. But till there is no action on our proposal for approval of Benevolent Fund which helps as immediate support to the family members of BSNL employee and member of this fund in case of his/her unfortunate/untimely death.

There is uncertainty about life of executives due to increased work load and work pressure after implementation of VRS 2019. Recently we have lost 2-3 young executives who are of the age of 40 to 45 years due to different health issues leaving their family members in life time trouble. The life of left out family members becomes for miserable due sudden exist of person on whom the entire family is dependent as the amount payable from BSNL and other organizations like Insurance companies takes its own time for want of lengthy paper procedures and formalities. Also the aggrieved family members are sometimes neither aware about the procedures to be followed nor in mentally stable condition to submit the required documents required by BSNL as they are already under deep sorrow. In such critical conditions developed all of sudden, the family members are trapped in critical financial conditions and are in need of immediate financial support.

It is seen that our Executives and Non-executives are co-operative and supportive in such situation and extend all possible support to family member of deceased employee except financial support which is not possible in each case. Some of family members get financial support if the family members or deceased employee is well known among other colleagues. In such cases some individuals, associations, unions take lead to collect money to support family members of deceased employee, but it not possible in each case of untimely exist of head & main earning hand of family. Also it is matter of proper accountability of such contribution collected and there may arise certain issues about such collection by individuals and it may happen in some cases that entire money collected may not reach to family members directly. Also amount collected in such

contribution is just in few thousands which did not extend desired support and mainly it is not equally available for all.

By underlining such critical issues and difficulties, many of the comrades have suggested for having Benevolent Fund at Circle which will help in getting certain fixed and immediate financial support to the family members of the deceased employee and hence SNEA MH has submitted proposal for same, but could not materialize even after two years period. As discussed, in Circles like MP and Gujarat, this Benevolent Fund is implemented since last some years and it has been found useful as immediate support to family members of an employee due to his/her untimely death.

This fund will be open for all and its benefits will be received by its members only. There should not be any dispute as Benevolent Fund will be voluntarily and only willing executives will join and there will be option to withdraw from it at any time and its payment will be disbursed by BSNL itself. Further the amount to be deducted from working employee will be mere ranging from Rs 100 to Rs 500 which will be decided and fixed equally for all such cases regardless of any discrimination. Also there is no need to collect and keep any money in bank account on name of fund and it is to be collected only in case of death of any member of the Benevolent Fund.

In case of any unwanted death of member of this Benevolent Fund reported to any SSA/BA, the concerned Administration will intimate claims of Benevolent fund to Circle administration along with certain documents in format fixed by administration as may be fixed to establish claim. On scrutiny of the documents and claim received from SSA, Circle Administration will write to deduct the said fixed amount from next /coming month salary of members of Benevolent funds. In case, no death is reported in any particular month, there will not be any deduction towards this funds.

Thus the amount collected will be handed over to the official nominee of the deceased employee by Account Payee Cheque. Such deduction may come occasionally and may be 2-3 times in year and amount deducted from monthly salary will be negligible and hence all working executives and Non executives will willingly join it and support social cause by understanding social responsibility towards the family members of our own office colleague.

As such, there will not be any issue on part of individuals to contribute it occasionally with very small amount as compared to total monthly salary. The further strategies and actions can be decided separately or can be followed as being followed in other circles. We will have no issue, rather we will appreciate it, if administration decides to add willing executives as well as willing non-executives in said fund and make it useful for entire working class in BSNL Maharashtra Circle. On behalf of SNEA, we assure total support required for initiation and finalization of the works for constitution of this Benevolent Fund in Maharashtra Circle.

In view of the above it is requested to convey your kind administrative approval with directions to concerned officers for Benevolent Fund for Maharashtra Circle with voluntary contribution by its members for its member so as to provide immediate financial assistance to the family in grief and by this way the entire BSNL can together extend some financial support to aggrieved family members of working BSNL employee.

With Warm Regards,

Sd/-

M. S. Adasul
Circle Secretary,
SNEA Maharashtra.