



SANCHAR NIGAM EXECUTIVES' ASSOCIATION [I] MAHARASHTRA CIRCLE

**Report to be presented by Circle Secretary
In Circle executive committee meeting
At Solapur on 8th August 2015.**

{Period from 25th April 2014 to 7th August 2015.}

Respected Comrade President of the august house Com. S. V. Bhad, Com. G. L. Jogi, President SNEA (I) CHQ, Com. W. Sheshagiri Rao, Senior leader & guiding Force of SNEA(I), Com. A. R. Manani VP SNEA(I) CHQ, Com. K. Sebastian GS SNEA(I) CHQ, Com. V. M. Wankhade, AGS SNEA(I) CHQ, Com. M.B. Sangle, Jt Secretary West SNEA(I) CHQ, CWC members, my fellow Circle office bearers, CEC members, District Secretaries from the different SSAs/Units of SNEA (I) Maharashtra circle, special invitees, observers & local comrades of Solapur & adjoining Districts, Very Good morning to all of you.

With your kind consent & permission I will like to put before you the activities of SNEA (I) Maharashtra since 25th April 2014 to 7th August 2015 in pursuing various issues and organizational activities during this period.

At the outset I beg pardon for delay on my part to hold CEC Meeting within period of six month after CEC Yavatmal. After CEC Yavatmal the referendum of Majority Association in BSNL was expected and it was informed by GS that after referendum process All India Conference will be held as it was overdue. But neither referendum process was started and completed and nor the AIC was finalized and when finalized with tentative dates it was shifting from one date to another and finally it was decided in Sept 15. Hence to meet AIC requirement and to have update CHQ/Circle Quota collection till AIC, we have decided to have CEC Meeting just more one month of AIC. After CEC Yavatmal, we have proposed to hold the CEC Meeting in South Maharashtra as for long time no Circle level activity was conducted in south Maharashtra. During discussions it was pointed out by Com. B.N.Kore JS South that after his repeated request also many of CHQ & MH Leaders have not visited Solapur & if we hold CEC Meeting at Solapur all the leaders will visit Solapur. When we have put proposal, active comrades of

B.N.Kore JS South, came forward for hosting CEC Meeting and we have decided to hold in this beautiful Conference Hall of Dr. Nirmalkumar Phadkule Pratisthan Hall, Solapur and accordingly we are meeting here today in this historical & holy place of temples.

You may be surprised to know that till yesterday there was a single drop of rain in Solapur during this season and till Solapur Comrades have dared to arrange here CEC Meeting and have made nice arrangements without single complaint. I am not only confident, but am sure that team SNEA (I) Solapur has made wonderful & comfortable arrangements for our stay, food, transportation during this two days meeting. Even though energetic comrades of SNEA (I) Solapur have made sincere efforts for your every comfort, due to economy constraints, any other limitations or otherwise, there are chances of some lapses and it is my sincere request to please feel free to tell us about the shortcomings, we will take care of all such issues. This act of yours will definitely motivate all the comrades of SNEA (I) Solapur who are on the job for last one month and I request the house to appreciate their efforts in making these wonderful and executive arrangements for all of us with loud claps.

Comrades we will discuss the different issues being pursued by SNEA (I) MH since last Circle Executive Meeting at Yavatmal. As all our comrades are having update information through email/website, it is our responsibility to discuss these issues with more depth and to have proper direction to pursue these cases for better results.

Arrangements of CEC Yavatmal: While accepting the proposal for hosting CEC Yavatmal by Com. N.S. Gadre CWC Member and his team SNEA (I) Yavatmal, I was having some doubts on its overall success, comfort ability of CHQ leaders & Maharashtra Comrades at this location situated at extreme corner of Maharashtra. But I proudly mention here that dashing and dynamic comrades of SNEA (I) Yavatmal have washed out all my doubts by their dedicated and devoted actions. You all may remember the wonderful arrangements made by our Yavatmal comrades for in this CEC at Yavatmal with variety of programs and by different style of arrangements. Though there was certain increase in the overall cost, comrades of SNEA(I) Yavatmal shared it by making major expenditure from their account and give big hand to SNEA(I) MH. Here I will request house to appreciate the efforts of dedicated team of SNEA (I) Yavatmal and its prominent leaders Com. N.S. Gadre, CWCM, Com. S.S.Bansode, Com. Metkar DP and so on

with thundering claps. I also convey sincere thanks to all CHO Leaders present on Dias who have motivated all of us by their presence and valuable guidance. I am sure the CEC Yavatmal will be remembered by one and all for its grand success by participants of SNEA (I) comrades and wonderful arrangements made by SNEA (I) Yavatmal.

Appreciation of committees of CEC Yavatmal by CGMT MH: In CEC Yavatmal, we have formed different committees for development issues and this stand was highly appreciated by Shri. M.K.Jain CGMT MH. He has resolved many of the issues raised by SNEA (I) as per discussions in CEC Yavatmal, but unfortunately due to different reasons and reluctance on part of some individual comrades we cannot take all the committees to completion of task. But we should appreciate efforts made by some of Comrades like Com. S.A Sarode JS Vidarbha, Com. M. M. Wadhvani JS Kalyan who has completed task and we have submitted our feedback to the management.,

Undue Delay in issuing Form 16 & action by SNEA(I) MH: Due to lack of proper initiatives by the officers in ERP Fin Cell & by GM Fin Mumbai to extract works from the ERP vendor M/S HCL there was undue delay in issuing Form 16 for Year 2013-14 & for Year 2014-15. It was most shameful part that during Year 2013-14 work of issuing Form-16 was delayed for 2-3 months & no valid Form 16 was issued as matter was taken very lightly by GM Fin Mumbai as if she is not concerned with the works. SNEA (I) MH raised this issue and pursued this matter from lower level officers in ERP Fin Mumbai to BSNL Corporate Office and finally Form 16 were issued just before day of last date/ day of filing Income Tax Returns. In similar shameful manner this year i.e. 2014-15 also, we have seen negligent approach on part of ERP Fin Team and hence by taking into consideration past experience we have raised this matter well in advance and Form 16 are issued before 2-3 weeks of last date of filing Income Tax Returns and we all got some relief. Let us hope that from next year onwards Form 16 will be issued in Month of April itself.

Posting at Home SSA after completion of AI Soft Tenure: In CC Goa as well as in CEC Yavatmal it was resolved that SNEA(I) should pursue the matter for removal of condition of not posting officers completing All India Soft Tenure at his/her Home station. Though it was not directly affecting to the Maharashtra comrades as till none of executive posted at All India Soft Tenures in MH Circle i.e. Sindhudurg & Gadchiroli, but it was our advance action and it has resulted

fruitful as BSNL CO has removed this stringent and unwanted condition and now the officers working at All India Soft Tenure Stations will get choice for posting to their home SSA after completion of three years Soft tenure at both these SSAs. We convey thanks to SNEA (I) CHQ for pursuing this matter and getting settled in favor of our executives serving at such difficult stations.

Benefits of All India Soft tenure for executives in Maharashtra Circle: When SNEA (I) MH pursued for Soft tenure Stations for Sindhudurg & Gadchiroli SSA, it was criticized by many of the executives and it was declared as flop idea. But over the period, this idea has resulted as very useful as many of the All India long stay executives both in SDE & DE Cadre have got option to complete All India tenure within Maharashtra Circle and they are saved from personal & family difficulties at least to certain extent if they would have been transferred to All India hard tenure Stations at faraway places from Home. The success of the All India Soft Tenure Demand raised by SNEA (I) MH is crystal clear from the long waiting list to Gadchiroli & Sindhudurg SSA. Now both the SSAs have got more than sufficient executive strength. It is result of All India Soft tenure that as on Toady Sindhudurg SSA is having highest strength of SDEs & DEs and many of them have opted willingly and all are from Maharashtra Circle. Thus executives in Maharashtra Circle will continue to get benefits of break in All India hard tenure and at the same time both these developing SSAs are in position to get sufficient executive strength. This is possible due to visionary decision & its persuasion by SNEA (I) comrades.

All India Hard tenure Station for Gadchiroli SSA: As per resolution of CEC Yavatmal and firm assurances by SNEA (I) CHQ leaders during their visit and address to General Body Meeting of SNEA (I) Gadchiroli, SNEA (I) Maharashtra has pursued the matter of All India Hard tenure for Gadchiroli SSA and detail proposal with recommendations of CGMT MH Circle has been sent to BSNL CO before one year. But since then there is no positive action on this proposal even though there were some queries /requirement of additional information on this subject. We all comrades were expecting some early action on this issue when the prominent CHQ leaders have experienced the difficulties faced by these executives during their visit to Gadchiroli. It was really heartbreaking for me as CS, when Com. Deshpande who has completed about than two & half year tenure at Gadchiroli was again transferred to J&K Circle and we could do nothing to safe gaud him and recognize the services rendered by Com. Deshpande at difficult this station. I will request Com. GS & all other CHQ

leaders on dais, please look into the genuine issues of comrades of Gadchiroli who are working in difficult conditions which are more harder than Hard Tenure station and in future no comrades from Maharashtra is troubled by forcing him to join again at tenure station and only solution for this is All India Hard Tenure station for Gadchiroli and I am confident CHQ Leaders will get it settled at the earliest.

Addition/Modification of Circle level tenure Stations: In recent past, SNEA(I) MH has received proposal for Circle tenure stations from DS SNEA(I) Dhule, Buldhana, Beed & Osmanabad saying that the condition of these SSAs is worst as compared to Circle tenure station like Goa. As CS, I have expressed my opinion on this subject and with addition of more Circle level tenure stations will no resolve the problems of the executives in these SSAs and only purpose solved by this addition will be the Circle level long stay executives of such SSAs will be saved from Long stay transfers. But it will create more problems for other non tenure SSAs as more and more executives from these SSAs will be transferred to these many Tenure stations. I have expressed my views as per past experience and this issue is open for discussions in CEC meeting and let us have some concrete decision on such policy matter. We agree that the difficulties faced by the executives while working at such odd locations and their harassment after transfer from one difficult station to another difficult station. Such transfers also causes acute shortage at these SSAs as none is willing to work at these stations and who are willing are transferred out of these difficult stations. Also in fear of long stay tenure transfers, many of executives at these stations are opting for request transfers to nearby popular stations and more vacancies are created at these locations. In view of above we should take up matter with Circle management that request transfers to these difficult stations should be considered with substitute and the executives working at remote places of these SSAs for prolonged period and who have not worked at popular stations in these SSAs should be excluded from long stay transfers to Circle tenure stations. This will save repeated transfers to these difficult SSAs and will save good amount of expenditure and the executives who are happily working at these difficult locations will also be benefitted. The tenure stations SSAs can follow the steps at par with Raigad SSA and the popular stations should & SSA HQs should be executed from tenure stations and executives who want to get benefits of tenure stations should practically work at difficult station. Over the period we have seen that many of the executives are getting posting at offices at HQ and again

pressing hard for tenure transfers. Also it has been noticed in SSA like Ratnagiri that to accommodate some of executives on tenure transfer local executives are disturbed. It also gives scope for manage posting soft places within tenure stations and local comrades also disturbed for same. As such there is need of review on Tenure SDCA within tenure SSAs as done in Raigad SSA, which will safeguard the local executives and at the same time the requirement of executives at Tenure stations will be reduced reducing total number of transfers. This CEC Meeting has to discuss this issue from all angles and take decision of addition/ reduction of Circle level tenure SSAs/SDCA so as to reduce the difficulties of executives and to reduce no. of transfers.

Issues related to DE LA in MH Circle: Over the period, many of the vacancies created due to transfer of DEs out of MH Circle are filled by looking after arrangement. When looking after arrangement is need of management, it is seen that Circle management is taking as need of executives and many issues are created. First it was counting vacancies in different SSAs, availability of eligible SDEs within SSA, filling vacancies in SSAs where no eligible officers were available, approval of DE LA arrangements by SSA Heads from CGMT MH, posting of Junior /Senior in different SSAs, the refusals by individuals on posting out of SSA or in within SSA, posting /modification in posting to nearby SSA, rejection of refusals by management, persuasion for accepting refusals when posted out of SSA and so on were issues created in DE LA arrangements, SNEA(I) MH has pursued all cases as per requirement of executives and many of the issues were settled to certain extent. By the time majority of issues were settled by keen persuasion by SNEA (I) the entire process is first withheld due to revised seniority list 6 & 7 and now it is stuck up in calling VCs and conducting DPC for DE LA as per the revised seniority list and confusion created on final seniority list and there was no arrangement to look after works of DE in existence since 17/07/2015. We have taken up matter with concerned authorities and one month extension has been issued for earlier DE LA orders out of which major period is passed and only ten days are left. Now fresh VCs will be called and new DE LA Orders will be issued but we do not find that entire process will be completed within left out ten days and till completion of process of fresh DE LA this extension will continue. Actually we should have taken stand to refuse the DE LA as whole as it is humiliation of our executives and nothing is being given special as DE LA but it has created loss to all of us as due to such prolonged temporary arrangements management is not taking care to have early and timely

process of DE Regular. Id LA arrangement was not in existence or opposed by us in total, management would have been forced to take initiatives to fill all DE regular post with top priority. I will request house to have some conclusive decision on this stand so that we can take up matter in AIC and CHQ will pursue it further for permanent arrangement of DEs restoring respect of executives from present humiliation. We have also settled many of the requests of SNEA (I) comrades in DGM LA arrangements. Due to continuous persuasion by SNEA (I) MH, the willingness is being called before issuing orders for DE LA/DGM LA and many of our comrades are in position to get posting at reasonably suitable place.

SDE LA Arrangement: Though we have pursued certain issues in DE LA, we have shown total reluctance in SDE LA as we have sufficient SDEs in Maharashtra Circle and JTOs are exercising powers at par with SDEs. Also we have seen that since last one year the matter is in court of law and the dates of court cases are in ranged of weeks to months and we have full expectations of releasing DE Regular orders on vacating stay by Hon. Court. Instead of putting energy on SDE LA we have put energy on collecting and sending APRs & VCs of JTOs to BSNL CO. Till now we have sent VCs, so many times and VCs of MH JTOs are in existence till 15/08/2015 and if case is not settled and DPC Is not conducted before this date, we will have to submit fresh VCs and till yesterday VCs of more than 25% SSAs are not received by Circle office. All are requested to look into and send it immediately. As such we have not pursued for SDE LA, but if we do not find any positive outcome in court stay in days to come, we will have to review our stand for SDE LA and we will definitely pursue for it.

Five increments to PH JTOs: About 28 JTOs recruited in under PWD quota in MH Circle are facing difficulties because of non grant of five increments at par with other JTOs. SNEA (I) MH has pursued this matter with GM Fin Mumbai, CGMT MH Mumbai and at initial stage there was positive response from both and we were expecting positive results from CGMT MH. But when matter was taken by CHQ for BSNL Board meeting and when it was become part of discussions in BSNL CO Delhi, CGMT MH has kept aside process and assured to take decision as per fresh orders from BSNL CO. But since last one year the matter is not discussed in Board meeting and it is kept unresolved. It is our sincere request to Com. Sebastin GS to give elaborate updates on progress of this case and to get this issue settled at the earliest.

Misuse of Immunity on long stay Transfers: It was noticed by SNEA (I) MH that many of the comrades are taking undue benefits of immunity and it was most disgusting that some of comrades left SNEA (I) and joined other associations just to grab the benefits of immunity and in shameful attempts these officers were elected as office Bearers of these associations and immediate claims were made by these culprits to avoid the names. As usual some of officers in SSA & Circle management have taken over active role and steps were initiated to grant the effect of immunity from back date effect and in some cases the officers under already long stay transfers were elected as office bearers eligible for immunity and claims were made for wrong immunity. We have noticed such cases at Amravati, Aurangabad, Nashik, Bhandara, Nanded, Parbhani, Jalna, Gadchiroli, Pune, Dhule etc and it has created mass unrest among the SNEA(I) comrades. By taking serious note of this unrest we have strongly taken up matter with then CGMT MH and our DS have taken up matters with concerned SSA heads for such utter misuse. We were informed by then CGMT MH that there is nothing wrong in granting immunity after notional joining of officer at place of posting as per long stay transfer. When we made it clear that it should not be selective and we have no objection if it is applied notionally to all such case which was difficult for Circle management to follow it uniformly. Thus due to alert and strong persuasion by SNEA (I) comrades at different levels, all such move for misuse of immunity were defeated. When we have opposed this wrong immunity, we proudly mention here that since last two years SNEA (I) has not made single claim for immunity even when it was in existence. I am thankful all my comrades in dedicated support for maintain such stand for prolonged period. Finally we have successfully brought to notice of the Circle management about the wrong claims and misuse of immunity and we feel proud to mention that though now days also some claims are being submitted for immunity, the circle management straight rightly rejects such claims and many of the officers have joined posting under transfer. Some of the officers are still taking rounds of Circle office for immunity and for change of posting, but Circle management has now taken clear stand not to grant immunity till the facilities are not restored by BSNL CO. This is result of stronger & keen persuasion by SNEA (I) comrades at SSA & Circle level for prolonged period. You all are aware about all such individual cases and hence we have not mentioned names here.

Issues pursued by SNEA (I) MH for more transparency in transfer posting: As SNEA (I) MH has already pursued the following steps are being taken by Circle

management at regular intervals and there is much transparency in dealing with HR issues

1. Quarterly waiting list of request transfers.
2. Publication of staff strength.
3. Quarterly Tenure requests
4. Advance action for issuing tenure orders
5. Calling for willingness for Tenure posting
6. Publication of SSA/Circle level long stay list before issuing long stay order.

Counting of MTNL stay in out of Circle long stay: When some of leaders found their names in long stay list, immediately took stand for counting MTNL Stay of executives who have joined MH Circle from MTNL Mumbai. This move was supported by some selfish officers in Circle office Mumbai and process was initiated for publishing long stay list with MTNL Stay. In earlier stage when SNEA (I) MH has raised this issue it was informed that clarification has been called from BSNL CO and till clarification is not received the present process of excluding MTNL stay will continue. But all of sudden, to grab personal benefits someone initiated for counting of MTNL stay and even for adding names of female SDEs in all India long stay list, SNEA (I) MH opposed this move and made it clear that female SDEs are having option to submit unwillingness to hard tenure stations and their names should be added only if individual female SDE submits willingness. We also pursued to continue stand of not counting MTNL stay in MH long stay list as per relevant Transfer policy clause & till the instructions are revised by BSNL CO. As such present long stay list are continued to be prepared by excluding female executives and by excluding MTNL Stay.

Shortage of executives in Raigad SSA: During last one year it has been observed that no of lines in Raigad SSA have been reduced drastically and its revenue has also reduced mainly due to bifurcation of TAX Exchanges from Raigad SSA. But these reasons have directly affected on total justified strength of Raigad SSA and all off sudden the executives in Raigad SSA has become excess and while issuing transfer orders of executives from Raigad SSA, Staff section has stopped posting substitutes. This has affected overall working of Raigad SSA and the executives like Com. Bahekar SDE for whom orders are issued during Dec 2015 are also not yet relieved. When the executives as per earlier transfers have been not relieved due to non availability of substitutes, all consecutive orders are also issued without substitute and it has badly affected on overall

working of Raigad SSA and on relieving of executives transferred after completion of two years tenure. DS SNEA (I) Raigad has explained the facts with details and practical difficulties faced by Raigad and SNEA (I) MH has taken up matter with Circle management and let us hope that in days to come suitable substitutes are posted to Raigad SSA and all the executives under transfer are relieved.

Relieving of Executives under transfer through ERP: Though relieving through ERP is not reasonably good process, SNEA (I) MH has not opposed it because many of the tenure completed executives are not relieved for want of substitutes and substitutes are not relieved by non tenure SSAs and from single SSA Pune about 15 executives are not relieved for last one year. This has halted overall process of transfer posting and non-relieving of officers has become bottleneck for issuing further request transfers from Non tenure station. As such instead of opposing relieving through ERP, we have to pursue for relieving through ERP so that the executives facing difficulties in relieving on their request transfers will be relieved without any further delay. On 06/08/2015, we had detailed discussions on this issue with GM HR/Admn Mumbai who has no objection on such ERP relieving. But we found CGMT MH has certain reluctance mainly for posting executives to Raigad SSA and he has assured to approve ERP relieving of the officers who are under transfer but not relieved for prolonged period. Let us hope by next week, the orders for ERP relieving will be issued in respect of officers not relieved for prolonged period and mainly for executives working at tenure stations.

10 % Criteria for considering request transfers and difficulties by executives in small SSAs: By taking U turn on well defined and agreed by all transfer policy for executives in Maharashtra Circle, last moment modifications were made in transfer policy criteria for consideration of maximum transfer from any particular SSA and it was changed from requested SSA to requesting SSA and when transfer orders from majority non tenure SSAs were issued, the requests of executives in small SSAs like Beed, Buldhana, Dhule , Osmanabad, Bhandara were not considered even though some of comrades have completed more than 6-7 years services at these difficult stations. It was oblivious that if this criterion of 10% from requesting SSA was considered then some of these officers may not have got transfer during their entire service. SNEA(I) MH single handedly pursued this matter and after prolonged persuasion of n moths the revision of 10 % criteria was requesting to Requested SSA and transfer orders of all eligible executives working at these stations have been given consideration.

Transfer policy for non tenure stations CEC Yavatmal resolutions: Comrades though there was attempt from Circle management to modify transfer policy and introduce Zonal transfer policy, SNEA (I) MH has successfully oppose such biased move and we are successful in implementation of transfer policy for non tenure SSAs in tune with our decision in CEC Yavatmal. SNEA (I) MH has single handedly taken up this issue, when entire management has changed its stand, other associations propagated matter in wrong manner, but finally we are successful in finalization of issue as per decision taken in CEC Yavatmal. This is real strength of SNEA (I) and its active comrades.

Withholding request transfers of SDEs out of MH:

Rule 8 transfer of JTOs:

Waiting list of Transfers in all wings: Due to continuous persuasion by SNEA (I) MH, the waiting list of request transfers of executives is being maintained in all units, telecom, and Civil & Electrical wing. It was followed in Finance wing also and last list was published in August 2014, but there after such list is not published deliberately.

Frequency of Circle tenure transfers: There was move from certain officers to change frequency of tenure transfer from quarterly to yearly or by six monthly and if it was implemented there were chances of increasing difficulties of executives working at these tenure stations. SNEA(I) MH has taken up this matter and now tenure transfers are issued quarterly and process of issuing transfer orders is issued on start of quarter by order are issued just on completion of quarters. This timely action in issuing quarterly transfers has encouraged many of officers to join tenure stations and we will continue to keep watch for issuing tenure transfer in time.

Requirement of TTAs: As there is no recruitment in any cadre, SNEA (I) MH has pursued matter for recruitment of TTAs for which hundreds of vacancies exists in Maharashtra Circle. Proposal has been sent to BSNL CO, but till same has been not approved by BSNL CO. I will request CHQ leaders to look into this matter so that fresh man power will be available in MH Circle.

Persuasion of Issues of offg JTOs: During this period SNEA (I) Maharashtra has pursued different issues of offg JTOs through CHQ and at Circle level mainly for amendments of JTO RR, regularization of all offg JTOs, issuing delayed JTO officiating promotions in Maharashtra Circle, pay fixation of these JTOs as per

recent court directives and we are confident that in coming days all the issues will be settled in favor of all these comrades. Whatever persuasion we could do on issues of offg JTOs is possible only due to timely and day to day feedback by Com. B.D.Wani JTO Offg Dhule and I request house to appreciate efforts of Com. Wani with loud claps. At present the case of revised pay fixation and

Allotment of IQ and disparity in charges applied in different SSA: On complaints from many of SNEA (I) comrades, we have raised issue of random application of IQ Charges and biased actions thereof and how some of IQs were utilized by individual officers, their family members and friends. We will like to mention here that after SNEA (I) MH has raised this issue, now BSNL CO revised IQ Charges making difference between BSNL employee & outsider and IQ charges are being applied uniformly. Similarly we have raised issue unauthorized occupation of IQs at Pune, illegal allotment of Staff quarters and special allotment of Staff quarters at Dadar to Railtel by neglecting waiting list of BSNL executives. All other issues except quarters allotted to Railtel are settled and we are confident that in days to come the quarters allotted to Railtel will be also vacated.

Cordial relations with Unions: During the period SNEA (I) MH has built up cordial & strong relations among the leaders of Unions in Maharashtra Circle and to certain extent in some of SSAs. The unity has been built up in stronger manner and many of the issues are resolved by combined efforts of all the union leaders viz BSNLEU, NFTE BSNL, SCSTEWA & SNATTA. The issue like oppose area office concept as per Deloittee recommendations was successful only due to the stronger unity and best relations between all the unions and SNEA (I). We will have to use these relations to focus on many of the issues related to growth, development and maintenance of BSNL network in effective manner and we are in touch with the Circle Secretaries of all these unions.

Special affection to SNATTA comrades: SNATTA MH has always shown firm affiliation to SNEA (I) and only due to such devoted support SNEA (I) MH could add all TTAs newly promoted JTOs to SNEA (I) force throughout Maharashtra Circle. Due to timely feedback from then SNATTA comrades and present SNEA comrade, we are successful in getting issues settled in respect of many TTA/JTO comrades ranging from different issues related to conduction of LDCE, timely JTO training for all LDCE passed TTAs, special batch for JTO Phase & Phase II training at RTCC Pune, modification in posting orders as requested by newly

promoted JTOs, issues related to their seniority, declared result of TTAs under defense category and arrangement for their JTO training etc. In overall process the role of SNATTA leaders and Com. S V Bhad, CP and many of DS like Com. Bharat Sonawane was important and due to all such united efforts about all the problems faced by the earlier members of SNATTA have been resolved. In SNTTA conference at Satara, it was demanded for change of designation from TTA to JE and with recent orders, this demand is also under conclusion and in coming days all TTAs will be designated as JEs. We convey thanks to all then & now SNATTA MH leaders for such faith and confidence on SNEA(I) MH and making SNEA(I) MH more stronger with their unconditional support. I am happy to see that many of SNATTA leaders have amalgamated in SNEA Family and leading SNEA from front.

Relations with other Associations: Though we are successful to build the cordial relations with leaders of different unions in MH Circle, we could not achieve same with the other associations as these are conflicts on many of the issues pursued by the leaders of all the association. We have updated all our DSs& COBs about the occasions wherein the relations between SNEA(I) and other associations have conflict and how SNEA(I) MH has successfully handled such situations and there is nothing new to add it. Whenever possible & required we have tried our level best and 1-2 issues have been settled, but I hereby accept my failure to have stronger unity among the executives associations in Maharashtra Circle.

Special Meetings & welcome of many senior officers from BSNL CO/CGMT during visits in Maharashtra Circle: SNEA(I) MH has not missed any opportunity to meet , welcome and raise issues of executives and issues related to growth & development of Maharashtra Circle when senior officers from BSNL CO including Directors of Board, CMD BSNL, CVO BSNL of visits Mumbai. Due to such presentation of issues many of the issues like recovery of huge outstanding amount with DoT, procurement of GSM BTS Cards, Battery sets, issues of malpractices by certain officers etc have been resolved in such meetings. Our many of DS & Cobs also have raised such issues during visit of these officers at their SSA including CGMT MH and are successful in building impression about working style of SNEA and its comrades and in resolving many of such issues. Interaction by many DS with CGMT MH during SSA visit have helped us lot in resolving the crucial issues. I convey thanks to all such DS &

COBs/CHQ leaders for such value building meetings and giving proper directions to different issues.

Settlement of Welfare Claims submitted by SNEA (I) MH: It is unfortunate that during this period we have lost our important comrades and it is great loss to SNEA (I) MH. Some of the DS have submitted welfare claims in time with relevant documents in soft as well as hard copy. But as we have not received quota from many of the Districts, we have not submitted to CHQ and all the welfare claims received by CHQ are held up. Out the total claims submitted by SNEA (I) MH on 06/08/2015, I have received approval from GS SNEA (I) CHQ for total three welfare claims of late Com. S.B. Kokane, SDE WTP, late Com. V.B. Bandgar SDE Sangli & Late Com. D.M. Chandanshive, SDE Kalyan and DDs of Rs One lakh only in each case are expected shortly and same will be delivered to the said nominees by DS concerned.. Other claims will also be settled but for that we have to clear all pending quota and all DS are appealed to clear quota in this CEC itself so that we can get settled the pending welfare claims before or at least in AIC Jaipur. DS who have not sent original & hard copy of the welfare claims are requested to send it to Com. Rajan Treasurer CHQ with their and my original signature as pending claims will be settled only on receipt of original hard copies signed by DS/CS.

Maharashtra Circle Sports & Cultural Board: On behalf of SNEA (I) MH Com. S.R. Kalmegh ACS East & Com. S. R. Bhise ACS West are nominated to both these Circle level boards and have actively represented SNEA (I) MH in the different meetings of these boards. Our comrades in filed units also supported them with timely and correct feedback on different issues.

Recovery of Outstanding payments with DOT: SNEA (I) MH has raised this issue during visit of Director CM/CFA in Mumbai and it was brought to his notice how BSNL is pressurized to pay penalties and how huge amount of BSNL against salaries of employees on deputation, on mtce of offices etc are not paid over the years. Director CFA has taken note of this issue and it is to inform that immediate steps were taken for recovery of BSNL's outstanding amount with DoT and review of the outstanding payments is being taken directly by CMD BSNL on regular interval.

Deloittee Recommendations on Area Office concept & its oppose: when the recommendation of Deolitte committee were opposed by all Unions & associations at CHQ, in back door entries, BSNL CO issues orders for implementation of Area

office concept in Maharashtra Circle and proposal was sent by CGMT MH Circle for merger of different SSA and formation of area offices. By understanding the difficulties with merger of SSAs in big Circle like Maharashtra, SNEA (I) MH has raised this issue with CGMT MH. CGMT MH informed that this is done as per directives of BSNL CO and his office doing nothing than the following BSNL CO orders and added that he himself is not satisfied with such merger of SSAs. Then with leading role of SNEA (I) matter was raised on platform of Joint Action Committee and meeting was arranged at Circle office Mumbai wherein circle secretaries of all prominent Unions & Associations in MH actively participated and we had emergent meeting with CGMT MH just to discuss implementation of Area Office concept in Maharashtra Circle. After discussing the issue to the depth and by understanding united opposes by all unions/associations under banner of Joint Action Committee MH Circle, CGMT MH Circle wrote BSNL CO that Area office concept cannot be implemented in MH Circle and the process of area office concept was kept aside in MH Circle. This was possible due to stronger unity by Circle Secretaries & prominent leaders of all unions & associations in Maharashtra Circle.

EPF issues: EPF issues received by SNEA (I) MH were pursued by Com. Prashant Jadhav DP SNEA (I) Mumbai and as on today no major cases are pending with us except transfer of some individual EPF account from Regional offices to Mumbai offices. Issue of updating EPF subscription and Interest which was pending for prolonged period was also pursued by SNEA (I) MH and Com. Sachin Sarode JS Vidarbha has played important role in getting this matter settled.

Posting of SDE to Pune Mobile on deputation without TA DA: In backdoor attempt Circle management has made some special efforts for sending some selected officers on deputation to Pune by keeping aside the guidelines on subject and we have come to know that such steps are initiated for indirect favor to certain officers in good book of management. When we have raised this issue with CGMT MH it was informed that there is need of officers in GSM Pune and deputation orders will be issued without TA/DA. We not only brought to the notice of CGMT MH there are many officers willing to work without TA /DA to Pune and there is no need to transfer officers who have not completed two years break out of Pune, but we have supported it with such more than 40 willingness of SDEs/JTOs for deputation at Pune without TA/DA. Then condition of no allotment of IQs also was put and all our comrades informed that they are ready for deputation to Pune without TA/DA and without any stay in IQs. When it was

understood by management that such orders cannot be issued for specific person all such willingness were recorded and none was deputed to Mobile works. Thus alert actions by SNEA (I) MH & SNEA (I) Pune have defeated back door move of certain officers to get posting at Pune by using idea of deputation without TA/DA.

Retention of DEs in MH Circle on their Regular promotion: On regular promotions of DEs in Maharashtra Circle, SNEA (I) MH has pursued for retention of all DEs, but we could not succeed in cancellation of all transfers out of Maharashtra Circle when more than sufficient vacancies were available in MH Circle. It was wrong calculation of vacancies by Pers Cell and it took lot of time to correct vacancies. We also found that on behalf of GS no special efforts were done to retain these officers in MH Circle even though we have given him details of vacancies and same were conveyed by office of CGMT MH Circle. It was also hurry on part of officers under promotion and transfer that they have joined new assignment without giving sufficient time to GS for according changes. Finally we have be satisfied on modification of few posting orders to Hard tenure stations and on limited period retention of 1-2 cases and cancellation of transfer orders of female DEs. But this mass transfer has created big vacuum in Maharashtra Circle and created long lasting impact on working of Maharashtra Circle. I will request GS to bring back all these comrades as early as possible as it is being informed that in the posted Circles also they are not having sufficient work.

Recovery of free calls granted on FSRTC illegally: Since last two years SNEA (I) MH has taken up the case of illegal grant of waviat of free calls on FSRTC of certain officers and out of more than Rs. Twelve lakhs rupees, by now more than eight lakhs have been recovered from these officers and many of them have paid at their own. But it has been seen that 2—3 senior officers have not yet paid the said amount and the matter is being taken by BSNL with their offices for recovery of the amount from their salary. SNEA (I) MH will continue this issue till entire pending amount is deposited in account of BSNL.

Update information on SNEA (I) MH Website: It is pride for all of us that our website is one of the most watched websites in BSNL and everybody in BSNL visits our website to get updates. This is possible due to sincere efforts taken by Com. Mukesh Wadhvani JS Kalyan SNEA (I) MH, Com. S.R.Bhise ACS(W), SNEA(I) MH, Com. S.R.Kalmegh ACS(E) SNEA(I) MH, Com. A.R.Manani VP SNEA(I) CHQ and day to day updates by all our District Secretaries and active members. Apart from this DS Pune, DS Nashik, DS Satara, Amravati are

maintain their website. Recently SNEA (I) WTR has also started its website and efforts by being made for awareness among the WTR comrades and here Com. A.R.Manani VP CHQ has taken initiatives and played important role in starting & maintaining this website. I request house to have loud claps for this team of SNEA (I) comrades for their sincere efforts in keeping our website most update on different issues.

Updates on NCSC case: The departmental inquiry in NCSC case in respect of all SNEA (I) comrades has been completed. All the eight executives in Maharashtra Circle have agreed to the inquiry and same has been accepted by CGMT MH. Now the details are sent to Dir HR BSNL for final decision.

Malpractices in transfer posting at Pune: Comrades, SNEA (I) MH has taken up cases of biased approach in following transfer orders and using unofficial method for retention at working SSA only for specific cases. We have seen many of the cases from Pune, the matter was pursued in all cases, and we are successful in bringing uniformity in the issuing and implementation of transfer orders. You are aware of all such cases and it is matter of pride for all of us as all such cases of malpractices have been closed and as on today all the officers who were managing transfers for years together have been either relieved or opted for VRS and VRS also have been implemented. In future also, SNEA (I) will continue its fight against such malpractices, will not allow such malpractices at any cost, and will pursue for implementation of transfer policy in uniform manner.

Monthly news on retirement: As no. of comrades are retiring every month, we recognize their services to BSNL and SNEA (I) by words of appreciation on our website. This is possible only due to detail information from all DS concerned. This gives appreciation of works and devotion of SNEA (I) by concerned comrades on their retirement from services. Please continue to send the information before 2-3 days of retirement and try to give detail and correct information about the retiring comrade.

Transfer posting in Finance wing: Comrades, you are aware about the adamant stand taken by GM Fin Mumbai in issuing transfers of Finance wing executives by direct violations of BSNL Transfer policy. SNEA (I) MH has strongly opposed this move and we have taken up matter with CGMT MH. Till day before yesterday, we have some expectations from Shri. G.K.Upadhay CGMT MH, but in our last meeting on 06/08/2015, CGMT MH has expressed his inability in looking into issues raised by us and directed us to take up this matter with BSNL

CO. It was our surprise to know from CGMT MH that he was wrongly informed by GM Fin Mumbai that the present Executive Transfer Policy is not applicable for executives in Finance wing and it is disgusting that CGMT MH also agrees such hopeless stand. If this transfer policy is not applicable to Finance wing executives then which is other policy applicable for transfer posting of executives in Finance wing. Comrades, this is nothing but only "Hopeless Bhaskar Transfer policy" which we have rightly pointed out. CGMT MH also informed us that Mrs. Marina George has informed him that there is nothing wrong in transfer posting done by her and SNEA (I) MH has habit of making complaint. We have already informed you that CGMT MH will not act firm on violations by GM Fin Mumbai as she is IFA for all his day to day activities and hence we will take up all these issues at higher level. We have already written to CVO BSNL and matter is under investigation. We are sure GM Fin Mumbai will against give Information "All is well" and nothing wrong, but SNEA (I) MH will not keep quiet till the issues are set right. We are aware that due to such wrong actions by GM Fin Mumbai some of our comrades are sufferer and if they keep patience definitely justice will prevail for them.

Transfer posting in Electrical wing: SNEA (I) MH has successfully pursued the transfer cases of Electrical wing comrades and there was no issue as Mrs. Neelam Singhal CE Elect has shown real HR approach and has given consideration of many of individual requests. Though no. of transfers were bit more this year and many of the officers were transferred at own cost this year, she has assured to have minimum transfers in next year and to bring back the officers who have joined at difficult places.

Transfer posting in Civil wing: In Civil also we have successfully pursued the HR issues and about all cases pursued by SNEA(I) MH have been successfully settled by Com. M.A.Wase, VP SNEA(I) Mumbai with help other active comrades of SNEA(I) like Com. S.M.Sahare JS NRU. On transfer posting cases of Civil wing executives then Pr CE Civil Shri. Ganga Prasad also has shown positive approach and settled all cases pursued by SNEA (I) MH.

Transfer & posting to ITPC Pune: Comrades you are well aware about the issue of pick and choose posting of executives to ITPC Pune and its keen & successful persuasion by SNEA (I) MH for cancellation of wrong transfer orders issued by BSNL CO. Any how this issue has given clear signal to all comrades there is no escape in long stay transfers and one has to follow the discipline and join on long

stay transfers and ITPC Pune cannot hub of only long stayed officers. SNEA (I) MH will continue its struggle for uniform treatment for all comrades and will take the officers to task who are applying outside sources for managing their transfers.

Persuasion for counting combined long stay: SNEA (I) MH is continuously pursuing for having combined long stay of SDEs working in territory of Circle for out of Circle long stay transfer. i.e. stay of executives working in Telecom Circle, Region, Project & other Circles should be counted combinently and longest stayed officers should be transferred accordingly. Till this has not been pursued by CHQ, but it is understood that henceforth the substitute for tenure transfers will be posted from the Circle where request has been submitted. i.e. if SDE from tenure Circle is joining WTR, then long stay SDE from WTR will be posted as substitute. This is not perfect solution, but something is better than nothing and this will be major relief to executives working in Telecom Circles and will also reduce transfers from Circle to Non recruiting Circle to get escape from long stay transfers as done by some of comrades.

Persuasion of issues of SNEA (I) Comrades at ITPC, WTR, WTP

Revised reporting structure of SSA Heads: There are certain issues with reporting of SSA Heads to GM level Officers and Circle management has done very odd and practically difficult arrangement in case of many of SSA Heads. DS concerned are requested to give detail feedback with alternative arrangements so that same can be taken with CGMT MH for corrective action.

Agitational calls & Response by SNEA (I) MH comrades:

Role of SNEA (I) comrades in two days Total strike:

National convention in Mumbai:

Next Circle Conference of SNEA (I) MH:

AIC Jaipur:

Replacement of life Expired Battery sets: In entire Maharashtra Circle the service condition of BTS & many of exchanges was worst due to life expired battery sets. The matter was discussed in CC Goa and CEC Yavatmal and we have pursued it at different level including Board of directors and CMD BSNL during their visit to Mumbai. Due to this vigorous persuasion and strong steps by CGMT MH and his office, we are successful in allotment of good number of battery sets to many exchanges and majority BTS station. Though certain

allotment of battery sets have been done, this is not sufficient and about 50% BTS & Exchanges are still facing problems. We are on job and further process of fresh procurement is under process in Circle office Mumbai and after completion of official formalities more number of battery sets will be available in Maharashtra Circle.

Replacement Faulty Life Expired GSM BTS cards: In CC Goa many DS have put forth the problems faced by field units in restoration of GSM BTS services due to non-availability of cards for replacement of faulty & life expired cards. It was also pointed out that services provided by vendors in repairing cards were not at par with terms and conditions of AMC and there was a lot of delay on the part of the vendor and hence there was a need of sufficient spare cards in hand for immediate restoration of GSM services. It was resolved in CC Goa to pursue this matter of new cards and same was endorsed by CEC Yavatmal. SNEA(I) MH has taken up this matter at different levels and after prolonged persuasion at different levels, in the last week a good number of new GSM BTS cards were received for replacement of faulty and life expired cards. This is a partial receipt and many more cards are yet to be received. Availability of new & spare cards will definitely improve the quality of GSM services. Here we must appreciate the efforts taken by Shri. M.K.Jain then CGMT MH & Shri. Ashok Profit GM NWP CM Mumbai and with their keen persuasion only the cards are practically available in the field units. Mainly Shri. M.K.Jain CGMT MH has taken a tough stand to overcome different objections raised by certain officers in chain including Finance wing officers and if the file was stuck in the hurdles of objections then it was never possible to get spare cards. With availability of a good number of new cards, let us take efforts to improve GSM services both in Voice as well as in data so as to earn more & more revenue from GSM services.

Allotment of laptops for exclusive use of GSM Mtce teams in field units: During a visit to Pune it was reported by Com. S.P.Sonawane CWC Member Pune and confirmed by many SNEA (I) comrades that many of the laptops purchased along with GSM equipments were utilized by the officers in Pune & Mumbai and the executives and staff working for the GSM BTS maintenance team were either given old & outdated laptops and were facing a lot of difficulties in restoring GSM services. We have ascertained the facts, it was to our surprise that all the laptops were received by Pune units and some were diverted to Mumbai office and some were used by certain officers in Pune but the majority of laptops were kept in lock and key and we have seen a deliberate attempt to keep custody of laptops beyond reach of

field officers & staff. SNEA (I) MH has raised this issue with CGMT MH & CGMT MH was surprised to know such underutilization of highly technically laptop specially purchase at high cost to meet requirement of GSM service needs. At initial stage matter was not taken seriously but with 2-3 continuous reminders to CGMT MH and GM concerned about all laptops are diverted to field units and many of the GSM Mtce teams are equipped with quality laptops. It is further informed that about 35 brand new laptops are ready for fresh allotment of to GSM BTS Mtce teams. The requirement is being collected by Mobile unit Mumbai and probably be next week all these 35 laptops will be also available in hands of field units. This is result of timely feedback by SNEA (I) comrades and its persuasion by SNEA (I) MH at different levels and positive response from concerned officers.

Free calling from Landline & Free National roaming: Comrades, CMD BSNL has launched two special schemes for increase in customer base of BSNL and it is great opportunity for all of us to show our energy and strength. Both the schemes are popular among the customers and we have to actively participate in it. I am aware that there are constraints in full filling entire customer demand, but nothing is impossible for SNEA (I) comrades and when it is matter of growth of BSNL we have to come forward and perform our best. New Director Enterprise BSNL Board & CGMT MH also have given specific instructions that ample stores will be made available for meeting customer requirement and it is need of time that we demand the stores with specific commitments of generation of revenue and addition of customer base. i.e. we should demand material that if we are provided these many stores, we will add this many number of customers and this much revenue will be added to BSNL.

Special efforts by SNEA(I) Comrade: Comrades, there is no doubts about active role of SNEA(I) MH comrades in overall functioning of BSNL Maharashtra Circle, but I will like to mentions the special efforts taken by SNEA(I) Amravati in coordination of JAC Amravati for removal of encroachment on BSNL land by educational institution of strong political leader, special efforts by SNEA(I) Kalyan in opening of New Exchange at Mohanpurm by strong fight against intentional hurdles created by some culprits in BSNL Kalyan, Fight against corruption by Team SNEA(I) Bhandara & team SNEA(I) Jalna, special efforts by team SNEA(I) Pune in increasing revenue of EBSNL by special EB activities and so on. We are proud that many of the SNEA (I) comrades have played active role in overall growth of BSNL Maharashtra Circle.

Membership of SNEA(I) MH: Over the year, even though good number of executives are retiring, the tireless efforts by you all stalwart District Secretaries, Circle office Bearers & active comrades of SNEA(I) MH, we are in position not only to maintain our membership but there is marginal increase in overall membership. Due to your strong efforts comrades from Civil, Electrical, and Account wing have joined SNEA (I) MH Circle and I am proud to say that we have crossed figures of 3000 for overall membership SNEA (I) Membership. This is really proud matter for all of us. I know that if the subscription is deducted from salary then there would have been correct analysis and we would have proved our strength. The actual figures will be finalized after quota payment by all DS. It is sincere appeal to all DS/COBs & active comrades of SNEA (I) MH to take special efforts for collecting subscriptions from all unpaid members and firm figures of paid members and who are not paying after repeated request their membership may be please discontinued officially. We cannot allow some individual to blackmail us that if my work is done, I will pay subscription. Payment of subscription is basic requirement to become and to be member of any Association and we SNEA (I) comrades should show more dedication by payment of subscription and leaders should take active role in it. In days to come the subscription will be deducted from salary, but till time we have to take special efforts and to access firm membership of SNEA (I) MH.

Expenditure curtailment on SNEA (I) MH platform: Comrade, you all know, associations are always in short of funds and we have to carry many of activities on platform of association. Hence I hereby appeal to have minimum expenditure at all levels and special efforts are required on reducing expenditure. Here we should learn lesson from **Com. S.R. Bhise**, ACS West SNEA (I) MH, who has never claimed single rupee from SNEA (I) MH and he doing so many works from personal expenses as social responsibility. Its real matter of pride and we should follow his foot steps at least to certain level and should take special efforts to save association money by reducing our expenses to the maximum extent.

Kerala Struggle & its grand success: Comrades, It matter of pride that after prolonged trade union actions by our SNEA (I) Kerala Comrades and recently supported by BSNLEU Kerala Comrades, the success and victory over injustice & corruption prevails. I request this August House to give standing aviation to the fighting comrades of SNEA (I) Kerala & their leaders and specifically Com. George Vargeese CS & Com. Sudhir CP. We should also appreciate the efforts of Com. G.L.Jogi & Com K. Sebastian in resolving this stalemate by their active

advocating at BSNL CO so as to give relief to Kerala Comrades. I convey thanks all of you for actively participating in different agitational calls given by GS SNEA(I) CHQ in support of Kerala comrades. I will request Com. Sebastin GS to convey proud feelings & congratulations by comrades of SNEA (I) MH to SNEA (I) Kerala Comrades.

Comrades, before concluding this report I will have to convey my gratitude towards all SNEA (I) Leaders & activists. I am thankful to one and all for assisting me, guiding me in discharging my duties as CS SNEA (I) MH. It has been our motto to have strong unity of executives under banner of SNEA (I) Maharashtra Circle and without help of everyone it is not possible.

- I hereby convey sincere thanks to all the Circle Office Bearers, District Secretaries, CWC Members, CEC Members and all other active Comrades throughout Maharashtra Circle for helping me in discharging my responsibilities as CS by sharing my work load and giving me timely feedback.
- As I have already mentioned about Com. G.L. Jogi, President SNEA (I) CHQ, has prominent role in strengthening SNEA (I) Maharashtra for encouraging executives and motivating them by his acts and speeches. He is instrumental in settlement of about critical individual cases of MH Comrades at CHQ & I am sure in his absence, it was difficult to settle these cases in favor of MH Comrades. I convey my sincere thanks from bottom of my heart to Com. G.L. Jogi, President SNEA (I) CHQ and request house to appreciate it with loud claps.
- Com. W. Sheshigiri Rao, the Great Leader of SNEA (I), is my source of inspiration in association activities since first General Body meeting I have addressed in Pune as AGS CHQ in Pune. He has given me proper direction on many of the crucial issues and continues to guide on all issues. Today he was having important family function, but he has given priority to this CEC Meeting and it is his devotion towards SNEA (I). I convey my sincere thanks from bottom of my heart to Com. W. Sheshgiri Rao, Ex- GS, Ex-President SNEA (I) CHQ and request house to appreciate it with loud claps.
- Com. K. Sebastian GS SNEA(I) CHQ has been successful in settlement of some of cases given by SNEA(I) MH and till so many issues need rigorous persuasion by SNEA(I) CHQ. Today while he is attending this CEC meeting, we must appreciate his success in settlement of many issues like Kerla as

same has been finally settled yesterday. We convey our thanks for his efforts & success to some extent and request him to look into all the cases without taking much time for same and request house to appreciate his efforts with loud claps.

- Com. A R Manani, VP SNEA(I) CHQ , is always driving force for SNEA(I) MH and helps Maharashtra Comrades & supports me by sharing some of responsibilities and information available with him. He is ever ready for addressing meetings and grievances of executives and always spares time for comrades of SNEA (I) MH & has taken initiatives for update information of SNEA (I) website. Please appreciate his dedication and devotion towards SNEA (I) MH with loud claps.
- I am thankful to Com. V.M. Wankhade AGS SNEA (I) CHQ for his special efforts and dedication towards resolution of issues of Maharashtra Comrades at BSNL CO. Even though he has to look into issues from all over India, he spares time for Maharashtra comrades and keenly pursues issues of Maharashtra comrades. He has been successful in settlement of many of MH issues either individual or related to growth of BSNL in MH Circle. Please appreciate his dedication and devotion towards comrades of SNEA (I) MH with loud claps.
- Com. M.B. Sangle Jt Secretary (West) SNEA (I) CHQ has always given update on CHQ issues and was always ready to extend helping hand to SNEA (I) Comrades even in local issues also. With his devoted efforts he has helped me lot in many issues. Please appreciate his sincere efforts with loud claps.
- I convey special thanks to Com. A Chandrasekhar AGS CHQ for his helping hand to Civil & Electrical wing comrades in MH Circle on day to day basis. Please appreciate his efforts, love & affection to MH comrades with loud claps.
- Our Circle President Com. S.V. Bhad shares every responsibility of CS, and guides me on day to day issues and keeps in touch with all members and updates them on their issues personally. Please give him loud claps for his lion hearted support.
- I am thankful to Com. S. R. Kalmegh ACS (E) and Com. S.R.Bhise ACS (W), for their self initiatives and help in preparing the draft letters and collecting

data from different districts & representing SNEA (I) in Welfare & sports Board with self preparations. Both are having vital role in overall functioning of SNEA (I) Maharashtra and appreciate both the stalwarts with loud claps.

- I have feel proud to mention that Com. S.B.Bhosale is not limited to just role of CT SNEA (I) MH and he shared many of the responsibilities of CS. He takes care of even minute issues of association and many of individual cases are successfully pursued by him. In many of cases he put personal money for association works. He is keen on minimum expenditure from SNEA (I) accounts. I feel proud to mention that in many of the time he is present with me as in different meeting and that to be without single complaint. Please appreciate his devotion, dedication, sincerity and honesty with loud claps.
- Com. P.N.Patil, Circle Auditor has always extended helping hand for SNEA (I) & personally for me. He does not have any hesitation to be present in any of the association works and on just call he will join us and share the association responsibilities. He has very important role in printing & distributing Diary 2015 & without his devoted efforts it was next to impossible task. Please appreciate his devotion towards association and helping hand to me as CS.
- All the Joint Secretaries, CWC members and CEC members are major source of information and feedback for me and are also taking initiatives for building the relation between common members, District Organizations and SNEA (I) Maharashtra Circle. It is fact that due to alert and timely update information from some of Joint Secretaries, CWC members and CEC members only SNEA (I) MH is successful in many of crucial works. Without the support of all these office bearers, nothing is possible for me as CS and hence please appreciates efforts and dedication all of them with thundering claps.
- Since yesterday you have seen that the comrades of SNEA (I) Solapur under the leadership of Com. B.N. Kore, JS South & Com. S.R Paspule are busy in arrangements for CEC meeting. They have not left any stone unuttered in arrangements of this CEC Meeting due to which we will be able to have peaceful deliberations for two days. Please appreciate the efforts of team

SNEA (I) Yavatmal with thundering claps and recognize their devotion, love, & affection towards SNEA (I) comrades.

- Comrade, due to oversight some activities which are very important but may not have included in this report, you are requested to correct me and suggest for such addition in this report.
- While discharging my duties as Circle Secretary SNEA (I) Maharashtra if I have sometimes knowingly or unknowingly, directly or indirectly hurted or affected by any of my action to anyone, I tender an unconditional apology for same and assures to take care in future.
- Comrades, I have finished this report only yesterday night as due to some important personal works and regular day to day association activities, I could not spare time for preparation of CS report well in advance. As such there are chances that I have not covered many of points in this report & also there are chances of mistakes in this report. Please correct me on any of the missing issue, activity. We have to achieve many of Goals on platform of SNEA (I) for better future of our comrades and your timely feedback is only solution for all these issues.

Thanking you all for your patience hearing to this long report and with this please permit me to conclude.

SNEA (I) Zindabad, Our Unity Zindabad.

Comradely Yours,

Sd/-

M. S. Adasul
Circle Secretary
SNEA (I) MH Circle