

महाराष्ट्र दूरसंचार परिमंडल,
सी.एस.एन.एल. कॉम्प्लेक्स, प्रशासनिक भवन,
जुहू रोड, सांताक्रुज (प), मुंबई - 400 054.

Mr. Maharashtra Telecom Circle
BSNL Complex, Administrative Building,
Juhu Road, Santacruz (W),
Mumbai - 400 054.



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)

BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No: A/CGMT/MH/Admn-I/Conduct rules/2018/6

Dated:- 01/10/2018

To

✓
Shri Anil Dubey
SDE (CM) and Signatory
DS SNEA
4th floor, "D" Wing, MH Circle,
MUMBAI - 400 054.

Sub:- BSNL Formation Day and Vishist Sanchar Sewa Padak Award Distribution Function on 01.10.2018.

Ref: All Unions and Association of BSNL letter no. AUAB/MH Circle/03 dated 28.9.2018

The above said letter jointly signed as District Secretaries of BSNLEU, NFTE, SNEA and AIBSNLEA has been received in this Office. From the perusal of the said letter, it has been felt by the Management that such letter is totally untoward and unwanted on the auspicious occasion of the BSNL Formation Day. The issues raised in the said letter are far away from the fact and hence Management felt it appropriate to clarify on the subject in person by clarifying the signatories of the said letter. Accordingly, all the four signatories were invited in the chamber of GM (HR/Admn) in presence of the undersigned (However, in the absence of AIBSNLEA signatory Shri Ranjit Manjalkar) was present.

While GM (HR/Admn) started to explain the facts related to the said letter, you straight away raised the objection regarding the arrangement and modality of the proposed BSNL Day and Vishist Sanchar Sewa Padak award distribution function on the issues of **expenditure of lakhs of Rupees**. And you also raised the objection for involving TWWO in the said function. GM (HR/Admn) tried to explain that considering the total number of BSNL employees and invitees which is expected to be more than 1000, the anticipated expenditure for the proposed function was not exorbitant and within the rules of BSNL. Further, regarding objection for the alleged function of TWWO, it was

पंजीकृत एवं निगमित कार्यालय : भारत संचार भवन, हरीश चन्द्र माथुर लेन, जनपथ, नई दिल्ली - 110001

Regd. & Corporate Office : Bharat Sanchar Bhawan, Harish Chandra Mathur Lane, Janpath, New Delhi - 110001

Corporate Identity Number (CIN) : U74899DL2000G01107739

Website : www.bsnl.co.in

पंजीकृत कार्यालय : भारत संचार भवन, हरिशचंद्र माथुर लेन, जनपद नई दिल्ली - 110 011 CIN No.: U74899DL2000GOI107739

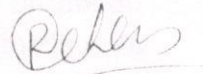
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- 2 -

clarified by GM (HR/Admn) that the proposed function involves calling various awardees which included Vishist Sanchar Seva Padak, award for outstanding performance in vertical heads of Maharashtra Circle Office and award for outstanding contribution in various Welfare Association including SEWA, Sports and Cultural Board and Welfare Association, Telecom Women Welfare Organisation and Award for maintaining cleanliness on the pretext of Swach Hi Seva Pakhwada.

Further, you outrightly rejected the format of the proposed function and raised objection in the involvement of TWWO in any manner and adamantly stated that "Management can go ahead the way it wants but his stand remains the same" as stated in the said letter. It was informed that TWWO is recognised Organisation under Ministry of telecom and women employees and spouse of other BSNL employees can be its members. When GM(HR/Admn) tried to explain and convince you including other signatories present in the chamber, you raised your voice and did not agree to listen to the words of GM (HR/Admn) and behaved adamantly and arrogantly. Even on the request of the other Unions Associations signatories, you did not listen to the request of GM (HR/Admn) and went on raising your voice in presence of undersigned. Under such circumstances, there was no option left but to request you to go out of the chamber as the other members were ready to listen to the submissions of the Management.

Your this adamant, arrognat and uncalled behaviour with Senior Management is subversive of discipline and unbecoming of an officer. You are directed to furnish to this office your reply within 5 days of receipt of this letter failing which action as per the provisions of BSNL CDA Rules 2006 will be taken.



(R.C.Chavan)

Dy. General Manager (Admn)