

SANCHAR NIGAM EXECUTIVES' ASSOCIATION

MAHARASHTRA CIRCLE



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Sub: Resolutions passed in Circle Executive Committee Meeting held on 13th & 14th October 2018 at Jalgaon.

The Circle Executive Committee Meeting of SNEA Maharashtra was held for two days at Hotel Kamal Paradise, Jalgaon on 13th & 14th October 2018. All 35 District Secretaries of SNEA MH have presented their reports directly or through the representatives during the two days discussions in the CEC Jalgaon and raised development as well as HR issues of their districts. The CEC Meeting was attended by Com. A. A. Khan, President SNEA CHQ and Com. K. Sebastin GS SNEA CHQ. On the conclusion of the CEC meeting, the house has passed the following resolutions as direction for SNEA MH for persuasion and settlement of HR as well as Development Issues in BSNL Maharashtra. The details are as follows.

A. Development & Maintenance issues :

- 1. Equal Distribution of CAF works at TERM Cell Pune & Nagpur:** House again discussed this issue, expressed displeasure on non-settlement of this long pending issue, and stressed for more efforts on the platform of SNEA CHQ. After detailed discussions house resolved that SNEA should strongly take up this issue with DoT for rearrangements of the present setup of TERM Cell Nagpur & Pune and works should be equally distributed between both the units and minimum distance from Pune or Nagpur to the respective SSA should be the criteria to fix TERM Cell unit for any particular SSA.
- 2. Revision of procedure Calling & Sending different Reports:** It was reported by many of DS that nowadays major time of field officers is being wasted in preparing, consolidating & sending reports which are neither properly analyzed nor the actions are taken on the reports. In era of Digital India, there is no need of such reports from field units and all reports if required should be generated from the CDR/ERP. The present procedure for sending reports by hard copy should also be stopped and all reports should be either uploaded on website or should be sent by email. As such, house resolved that SNEA should

take up matter with competent authority so that no reports are called from field units. If any specific report is required from filed units, then it should be called & sent by uploading it on the intranet or through email only.

3. **Transfers of Land from DoT to BSNL:** Some of DS have pointed out that till the changing name from DoT on different land/properties to BSNL is not completed and it may have adverse, and in majority of cases, the land is still on name of DoT. House resolved to take up matter with administration and also to take special steps required for transferring land on name of DOT to BSNL and COBs & DS concerned should get involved in changing property cards from DoT to BSNL in all cases of their SSA.
4. **Generation of Revenue for BSNL:** The house discussed the present financial condition of BSNL and how field units are facing heat of financial crunch, as they are not able to manage electricity payments, day-to-day expenses, bills of vendors even after months of completion of works etc. House resolved that there is need of generation of more revenue for BSNL and all SNEA comrades will take special efforts for generation of more and more revenue for BSNL by adding new FTTH Connections, TIP Business, Lease Circuits, Enterprise Business and so on in focused approach.
5. **Closure of loss making Units/Exchanges:** The house discussed the losses made by BSNL in providing different services by BSNL without assessment of loss or profit and then pressurize the management for stopping losses. House resolved that immediate steps should be taken for stopping /shifting loss making units and utilization of infra of BSNL at the locations where BSNL gets the justified revenue and returns on the investments against infrastructure and all SNEA comrades should take lead in it at respective level.
6. **Arrangement of substitute as replacement of the long standing technically expert officers:** Some of DS have pointed out that management has retained some of longest stayed officers who are either technically expert or administratively required by the management and the officers junior in stay are transferred on name of long stay. This has caused unrest among the officers as some officers are not shifted for years together and no substitute arrangements are made for same. House resolved that SNEA MH should once again take up matter with management for issuing transfer orders equally for all including the officers expert technically or required by administration and their substitute should be arranged in period of three months from such

orders and concerned officers should be relived. It was also resolved that such cases retention of technical expertise and administrative requirement should not exceed 1% of total executives under transfer from these SSAs/Units. Further it was resolved that HR unit should call for list of such technically/administratively required officers in long stay list well in advance and efforts should be made to post suitable officers by calling for options/willingness and prior substitute arrangement needs to be done but long stay list should be implemented equally for all and present practice adopted by Circle management for pick and choose retention causing feeling of biased treatment among the executives should be stopped.

7. **Shortage of Material for maintenance works:** House expressed serious concern on acute shortage of different store items/materials for attending routine faults and discussed how stores is visible in ERP but practically not available in field units. It was resolved that SNEA should take up matter for timely and minimum required stores for maintenance works so that no fault is pending for want of stores and see that at least minimum required stores is made available to field units.
8. **Uniform & reasonable Reinstatement charges:** It was pointed out by DS Pune, that the reinstatement charges applied by PCMC Pune are much higher than the charges applied by all other corporations in MH Circle. Also there is huge difference in reinstatement charges being applied by different Municipal Corporations, Council and state Government and BSNL has to pay heavy reinstatement charges as compared to reinstatement charges paid by other private operators and hence there is need to take up matter with central Govt for uniform application of reinstatement charges throughout the country & SNEA should take leading role to resolve this issue.
9. **ROW Charges:** DS SNEA Amravati has pointed out issues related to ROW (Right of Way) & Railway Crossings faced by BSNL. He gave brief idea to house about the problems faced by the field units in maintaining and expanding the Cable network due to these issues. After elaborate discussions it was resolved that issue of ROW should be pursued by SNEA MH seriously for getting proper and reasonable solutions from Government and all DS will give detail feedback on ROW issues faced in their Districts.
10. **Stop Hungama services, save BSNL:** All the District Secretaries have raised the concern about loot of BSNL by M/S Hungama and stressed that such loot

by Hungama is one of the reason for reduction of landline and Broadband customers of BSNL. House unanimously resolved that immediate action should be taken for stopping the services of M/S Hungama all over India. If for any reason, it is not possible for stopping Hungama services throughout India then same should be at least stopped in Maharashtra Circle without any further delay. It was also resolved that if management do not take necessary steps to stop Hungama services, association should take up matter with CVO, CVC or CBI to stop day light loot of BSNL by M/S Hungama.

- 11. Introduction of Prepaid landline:** It was brought to notice of house that there is demand of prepaid Landline connection in BSNL but there is no provision for same. If prepaid landline concept is introduced which is quiet possible with existing technology, same will attract more customers to BSNL. It was resolved that SNEA should pursue for introduction of concept of prepaid landline connection as early as possible.
- 12. Procurement of Armored OF cable:** After elaborate discussions and demand by all DSs for procurement of Armored OF cables for easy maintenance of OFC routes and better security of OFC, it was resolved by the house that association should pursue for procurement of only Armored OFC with immediate effect.
- 13. Outsourcing of O&M Services of Towers:** House discussed the recent decision of the BSNL management to outsource the BSNL Tower mtce services to companies like ITI in Year 2018 on basis of data of Year 2014. It was also expressed that concern of revenue of BSNL and AMC charges have no relation in this MoU and the present AMC of Tower Mtce in Maharashtra Circle is also not implemented fully. In view of above house registered strong protest against such untimely decision of BSNL management to outsource Tower Mtce to the companies like M/S ITI which has failed in meeting earlier contracts with BSNL. The house further resolved that outsourcing of O& M services of Towers should continue to be at Circle level and it should be done on the economic conditions of sharing of revenue generated from that tower and BTS on share 60:40 i.e. 60% of revenue earned will be with BSNL and 40% of revenue earned from that BTS/Tower will that of vendor. The present agreement for outsourcing without any condition of minimum required revenue for BSNL and on the lump sum charges as being done now by paying lakhs of rupees of BSNL should be immediately reviewed.

14. **Back Haul up gradation on priority and need of supply of necessary Transmission Equipment's in adequate quantity::** It was discussed and resolved that there is need of immediate action on part of BSNL management to upgrade Back Haul of BSNL backbone network and Association should take up this matter at District as well as Circle level so that the BSNL customers gets minimum 10 mbps speed as defined by BSNL CO. The Association should also pursue for availability of adequate transmission equipment for up gradation of the Back Haul transmission network.
15. **Priority Restoration Lossy fibers:** Many of the DS have reported issues related to lossy fibers and careless approach in restoration of lossy fibers. It was resolved to bring awareness among the officers to take sincere efforts to restore lossy fibers and see that maximum fibers are available in BSNL network by taking immediate and priority steps in this directions by all SSAs. All existing OFC rings may be restored as soon as possible and keeping in mind the requirements of gigabit bandwidths for new services like FTTH, Wi-Fi, mobile internet services, new OFC rings may be proposed and worked out on priority.
16. **Ascertaining Interest of BSNL in Tenders:** Many of the DS have pointed out that while floating different tenders the interest of vendors is given priority and the interest of BSNL is neglected thereby causing heavy losses to BSNL. In OFC Mtce tender or BTS, outsourcing tender revenue generated or availability of network needs to be given priority and analysis needs to be done about profit and loss to BSNL from such tenders. It was resolved that SNEA should proactively pursue matter at respective level for protecting interest of BSNL in all such tenders.
17. **Assessment of losses in Wi-Fi Hotspot Project:** About all DS have expressed their views on affordability of the Wi-Fi Hotspot project and have updated house about losses to BSNL due to this project. It was pointed out that the locations of Wi-Fi hot spots are defined at BTS sites without giving any consideration of public demand and range of these Hotspots is less than 150 mtrs and there are no chances of the adding customers to BSNL but chances that vendor is taking its money and making loss to BSNL are more. As such, it was resolved by house that immediate action should be taken for increasing the range of Wi-Fi Hotspots proposed or installed at sites. The location of Wi-Fi should be fixed on basis of public demand and not as per the availability of

space. The analysis of subsidy claims and revenue from Wi-Fi Hotspots needs to be done and BSNL should go ahead with this project if it is found that this project is not loss making to BSNL and SNEA should take up issue at appropriate levels.

18. **Timely printing and Distribution of BSNL Calendar 2019:** The house discussed the delay on part of management in printing of Calendar 2018 and its distribution up to March 2018. It was also discussed that how delayed supply and distribution has caused negative impact on customers degrading the image of BSNL. After detail discussions it was decided that let it be decision of BSNL management to print calendar 2019 or not, but SNEA MH should pursue with management for making available the calendars by end of December 2018. If it is seen that it is not possible to supply calendars by Jan 2019, then no orders for calendars should not be places/cancelled. In no case, BSNL Calendar should be distributed after January 2019 causing negative impact on image of BSNL.
19. **Timely payments of Temporary Advances:** About all DS have expressed concern about undue delay in sanction of temporary advances causing adverse effect on day to day functioning of different offices and demanded for timely sanction and payments of Temporary advances to all field officers. It was resolved that Association should take up this matter with Circle Management for timely payments of Temporary advances as per the request of concerned officers and recommendations by competent authority.
20. **Review of stand of BSNL on recruitment of GATE qualified JTOs:** Many of DS have expressed concern on joining of newly recruited JTOs in other organization by leaving BSNL for better opportunity. Many have shared that it is need on part of BSNL to analyse where BSNL is in need of GATE qualified JTOs who had been leaving BSNL as they have better options in market. Further, it is need of hour to confirm whether there is requirement of highly qualified GATE JTOs in BSNL to meet today's technical works or BSNL is better managed with Engineering Graduates. After elaborate discussions it was resolved that BSNL has to review its stand of recruitment of GATE qualified JTOs and JTOs should be recruited through Open Market competitive examinations as was being done earlier. This will stop brain drain from BSNL and BSNL we will get sufficient and efficient manpower, which will faithfully work with BSNL.

21. **Shortage of JTOs in Civil/Electrical wing:** House discussed the acute shortage of JTOs in Civil & Electrical wing and problems faced by other executives due to overload and other related issues. Accordingly house passed resolution that SNEA should pursue for fresh recruitment of new JTOs/JEs for Civil & Electrical wing to meet present acute shortage at least to some extent.
22. **Review of EOIs and SGs by defining norms as per assets and available manpower:** House had detail discussions on arbitrary reduction of Security Guards and EOIs deployed in different SSA and pressure tactics being used by Circle management for same. It was elaborately discussed by many of the DS that 170% reduction of Security Guards and EOIs has affected the works in many of the SSAs and there is need of its immediate review. Accordingly it was resolved that the reduction of Security Guards and EOIs needs to be reviewed immediately for all SSAs on the basis of the available infrastructure and BSNL manpower available in the SSA for similar works.
23. **Posting of regular SSA/BA Head Kalyan, Sindhudurg & Aurangabad SSA:** DS Kalyan, Sindhudurg, and Aurangabad have expressed concern over the vacant post of SSA/BA Heads for prolonged time and its impact on overall working of SSA. It was also pointed out that ample number of DGM/GM Level officers are posted in Pune, Nagpur, and Mumbai and no one is being posted to these SSAs/BAs. It was resolved that SNEA should vigorously pursue further for posting of SSA/BA Heads at Kalyan, Sindhudurg & Aurangabad.
24. **Reachability issues in C-PAN equipments:** Majority of the DS have expressed their concern on the SFPs supplied with the CPAN equipments and the distance constraints that are observed with these equipments. Majority of the district secretaries demanded for the supply of long haul GE SFPs which may cover distances of up to 40Kms or more and also the increased number of ports with CPAN equipment's. Accordingly, it was resolved that SNEA should take up matter at all level for increasing bandwidth of C-PAN equipment.
25. **Unfair competition by RJIO and fight with unity:** The house has elaborate discussions on the unfair practices adopted by M/s RJIO in Telecom market and its indirect support by the Govt of India. It was also pointed out that privatization was introduced in telecom sector to have fair competition, but now it has reached to unfair competition causing threat to existence of telecom sector and different telecom companies thereof. About all DS have

expressed concern about the unfair completion tactics adopted and how it is affecting BSNL as well as Telecom sector. It was resolved by the house that SNEA CHQ should take up this matter with Government of India and oppose the unfair practices adopted by M/s RJIO and go ahead with concept promulgated by CMD BSNL 'Jio aur Jine do'. It was also resolved by the house to take all out efforts for meeting the completion created by RJIO and to maintain the position of BSNL in Telecom market.

26. Procurement of Laptops in place of Desktops: The utility of Desktops and laptops was discussed in the house by some of DS. After detail discussions it was unanimously resolved that due to changes in technology, the utility of Desktops has been drastically reduced and on many of the tables, it is just showpiece. It was also discussed that the utility of laptops has increased in multifold as same is required by many of the officers while dealing with different customers like EB, FTTH, TIPS, presentations thereof. Thus, house resolved that SNEA should take up matter to stop procurement of Desktops and it should go for procurement of only laptops for all office uses, which will increase utility of machines, efficiency of manpower and will also save money of the BSNL.

27. On line IQ Booking: Many of the DS have raised concern over the denial of IQs for officers and staff on duty and reserving it for family members of certain officers. It was also pointed out that there is need of much transparency in IQ booking as the IQ booking is accepted before months together but confirmation of same is being given just before 4-5 days of the actual need of IQs. All this causes hardship to the concerned officers as many time at last moment the IQ booking is cancelled. It was also pointed out that in ERP provision has been already made for online IQ Booking and same is possible all over India. To have transparency and fair practices thereof, it was resolved by house that BSNL should immediately start on line booking of IQs, which bring in transparency and will reduce hardship caused by the officers and staff and the utilization of IQs will be optimum.

28. Upgradation of BSNL IQs and its Commercial utilization at popular places with high demand of IQs: Many of DS have expressed their feeling about poor conditions of BSNL IQs at many of popular places for want of funds. Also in Mumbai, many of the BSNL officers/Staff from all over India are visiting for cancer treatment in Tata Hospital Mumbai and there is need of additional IQs

especially for medical treatment of such affected Officers, Staff and their family members. Also it is quite possible for utilization of BSNL IQs commercially as at many popular stations like Goa, Mahabaleshwar, Shridi, Nashik, Aurangabad, Nagpur, Mumbai where BSNL officials and officers from all over India visits frequently and hence it is quest possible to earn revenue for BSNL from these IQs by allotting it to BSNL workforce and also to general public at some cost less than the market rate.

29. Caveats by Circle management: House expressed serious concern on the deliberate wastage of BSNL Money by CGMT MH by filing caveat in each and every action by his office under fear that his such legal/illegal action will cause court case. Under such unwanted fear in each case of action about six caveats are being filed in CAT Mumbai, High Court Mumbai, CAT Aurangabad, High Court Aurangabad, CAT Nagpur and High Court Aurangabad and till today about 300 caveats have been filed in different courts on different cases and each caveat is costing Rs 7000 to Rs. 10000 to BSNL. Majority of the Caveats are filed against own officers and employees of BSNL who are under transfer. It was also discussed that in none of case as feared by CGMT MH, no one has approached court of law and money of BSNL is being wasted in such unwanted caveats just to create fear in minds of the officers. Some of advocates have commented that where BSNL has any other work than the filing caveat in such silly cases and it is damaging image of BSNL. Accordingly it was resolved that CGMT MH should stop filing caveat in any court and stop wastage of BSNL Money, manpower and time and stop further damage to image of BSNL.

30. Protection of executives working in Field units: It was brought to the notice of house that due to non availability of funds, reduction of EOIs, prolonged breakdown of services due to OFC cut in road widening activities, non availability of stores for restoration of services, non availability of minimum required support from vendors it is difficult to meet expectations of the customers. Such repeated incidents have created threat to the life of the executives and staff working in the field units. After removal of security guards, many of the exchanges and offices are open for public and it is causing on day-to-day works. Finally it was resolved that there is need of protection of the officers working in such public sensitive areas facing frequent media failures and SNEA should take up matter with BSNL

management for protection of officers/staff working in such area and also permanent solutions may be given to stop frequent failures of OFC media.

- 31. Problems in getting FTTH Business in Pune TD:** DS SNEA Pune has specially mentioned that Pune has highest potential of giving about one lakh FTTH connection in Pune SSA, but the related issues are not resolved. Same has been brought to notice of concerned officers, but till no concrete action has been taken in resolving issues. He stressed that provision of FTTH connections at Pune should be treated as separate Project with special powers to deal with the issues and house unanimously supported the resolution that will add major revenue to BSNL.
- 32. Unwanted Transportation Charges and wastage of BSNL Money:** Some of DSs have pointed out how money of BSNL is being wasted in transportation of stores from one point to different points and by repeated transportation. It was also brought to notice of the house how BSNL vehicles are run just for small store items and sometime store items of vendors. After elaborate discussions house resolved that BSNL management should taken up immediate review of the expenditure being made on transportation of stores among different stores and field units. Also, action should be taken to reduce such unwanted expenses and waste of manpower in shifting/transportation of stores. SNEA MH should pursue this issue with circle management till such permanent cost saving arrangements are made for it.
- 33. Stop expenditure on DG Sets and its atomization:** The house discussed the issue of procurement of new DG sets of Crores of rupees by Maharashtra Circle when hundreds of DG sets are lying unutilized for years together. This is also one of reason for shortage of funds as good amount has been used for procurement of new DG sets. This happened when BSNL CO has issued clear-cut guidelines for stop procurement of DG sets and expenses thereof. After elaborate discussions and feedback from all it was resolved that SNEA should immediately take up matter to stop unwanted procurement of DG sets, proper utilization of existing DG sets, stop the AMF Automation and expenses thereof as per guidelines issued by BSNL Corporate office and take up matter of unwanted procurement of DG sets and wastage of BSNL money at appropriate level.
- 34. Transfer of longest stayed GMT Mrs Tiwari:** DS SNEA Nagpur has appreciated efforts taken by SNEA MH for persuasion of demand of transfer of

Mrs. Namrata Tiwari GMT Nagpur who has completed 24 years of stay at Nagpur and has created certain issues for Nagpur Comrades. He also taken that there is need of serious efforts at Circle as well as CHQ for settlement of this demand by Nagpur Comrades. After to depth discussion on the issue, house resolved that either the transfer of Mrs. Namrata Tiwari should be effected on basis of long stay of 25 years or till then no other officers from Nagpur should be transferred out of Nagpur SSA and Maharashtra Circle on the long stay basis.

B. **HR Issues:** House discussed all HR issues in detail and resolved to pursue following important HR issues as priority issues.

1. **Undue delay Issuing Tenure transfer orders:** DS from different tenure stations have raised the issue of not issuing tenure transfers due in Sept 2018 and have condemned decision of CGMT MH to keep on hold the Tenure transfers till March 2019. It was resolved by house that SNEA MH should again take up matter with CGMT MH for issuing Tenure transfer orders without any further delay.
2. **Charge sheet on name of not following transfers in time and stand of SNEA MH:** The issue of attempt by Circle Management to issue charge sheet to eight officers in the name of not following transfer orders was discussed in depth. The house condemned the action of Circle management to keep on hold the salary of officers who have performed duties during intervening period, action for issuing charge sheet to eight officers, and reversion in LA arrangements due to such unwanted charge sheet and overall attempt of Circle management in dealing this issue with pressure tactics. The house appreciated efforts taken by SNEA MH in minimizing zone of such action of different officers with keen persuasion. It was further resolved by house that SNEA MH should take up matter with Circle Management so that appeals against censure punishment by the concerned officers are given due consideration and the salary of these officers illegally kept on hold by Circle Administration is released without further delay.
3. **Denial of Regular promotions by issuing charge sheet for not accepting LA Arrangements:** House condemned the action of management to issue charge sheet for denial of LA arrangements and action on the officers on name of such fake charge sheet and denying the regular promotions of certain officers. It was resolved by house that SNEA MH should take up all such cases and concerned

officers should be given the Regular promotions as per the orders issued by Corporate Office by withdrawing all such charge sheets.

4. **Pending Tenure transfer of Electrical wing due adamant stand taken by CEE Mumbai:** The issue of pick and choose transfers by CEE Mumbai was discussed in the house and house condemned deliberate actions by CEE Mumbai by issuing pick and choose transfers and not accepting refusal in LA arrangements. While appreciating efforts taken by SNEA MH for continuous follow up with CEE Mumbai on these issues, house resolved that matter should be taken at higher level for resolution of the long pending issues created by CEE Mumbai.
5. **Acceptance of Refusal in LA:** House registered protest against the stand of Circle management not to accept the refusals in LA arrangement even after clear-cut guidelines on the subject and it was resolved that matter should be taken as fresh at all levels for acceptance of refusals in LA arrangements.
6. **Settlement of leave cases of executives pending in mass:** It has been reported by some of DS, that leave cases of Intervening period are illegally kept on hold by Circle Management by calling all such cases to Circle Office. Sanctioning of leave of the officers is right of the controlling officers and it can be finally decided by Heads of SSAs/BA and not by Circle management as being done now. House resolved that SNEA MH should take up all such cases and pursue it for settlement of all such leaves without any further delay.
7. **Transfers without assigning reasons:** The matter of issuing pick and choose transfers by CGMT MH without assigning any reason and with direct threatening to sign the files or be ready for transfers at unwanted and remote location without assigning any reason was discussed in the house. The house condemned such pick and choose of transfers and gave directions to SNEA MH to oppose all such transfers and management cannot give any such punishment before any preliminary inquiry on such baseless allegations and cannot keep the executives under such pressure.
8. **Transfer on name of Non Performer:** Many of the DS have raised concern about earlier action and threatening by Circle management for issuing transfers as odd places on name of non-performer just for not following will and wish of the controlling officers, SSA/Unit Heads. House discussed this issue and appreciated that in recent past such non-performer transfers are not issued by Circle Management or any SSA Heads. It was also resolved that

any such transfer should be opposed by SNEA with full strength as management cannot punish anybody without assigning any reason and untimely transfer is nothing but punishment to concerned officer as well as his/her family members.

9. **Hard Tenure for Gadchiroli:** House discussed this issue and specific problems of Gadchiroli SSA and progress on this subject. After discussions, it was resolved that SNEA should continue to pursue for hard Tenure station for Gadchiroli SSA and firm action required by SNEA CHQ for getting this issue which is pending for last four years even after firm assurances given by GS and then CHQ President.
10. **Shortage of executives in Account Section and unequal distribution of executives in accounts wing:** House reviewed this issue already discussed about the acute shortage of Executive in Account wing in some of SSAs and during discussions some of DS have brought to notice of house that in some of SSAs/Circles, the Account Officers are excess in total strength, and in some of SSAs there is shortage of executives of account wing causing hardship to other account wing officers by overloaded works. House appreciated efforts taken by SNEA MH in meeting shortage of executives in Account wing , but it was resolved that more efforts are required by SNEA MH in this directions till the shortage of executives in all SSAs is fulfilled by posting suitable officers from account wing
11. **Unequal distribution of Executives in PA/PS Cadre:** It was brought to notice of some of DS that there is no single PA/PS cadre executive working in entire SSA and some of telecom wing or clerical staff are being utilized PA/PS. At the same time, excess executives in PA/PS cadre are available in some other SSA and they are practically without justified works. Though certain efforts are being done in equalization of shortage in some of SSAs, no sincere efforts are made by Circle Management and matter requires more persuasion from SNEA MH. After detail discussions, house resolved to pursue for proper distribution of executives in PA/PS cadre to have justified work starting from offices/officers having more than one PA/Ps and utilize it to fill up vacant posts at different offices/units.
12. **Separate Tenure for different wings:** House discussed the issue of having different tenures stations for different disciplines /wings as per the shortage of executives in that discipline/wing and requirement of manpower in particular

SSA. It was resolved that SNEA MH should pursue with management to have Tenure stations as per the requirement of executives in that particular SSA and in particular wing and not equally for all executives regardless of shortage of executives defeating very purpose of the Tenure stations.

13. **Stop posting on name of Task Force:** The house discussed the action of Circle Management to create new post of TASKFORCE and keep the executives without assigning any work and responsibilities. The house resolved that SNEA MH should take up matter with Circle Management to stop posting on name of Taskforce and some minimum required work, responsibility and designation should be given for each and every officer by stopping present trend of creating new post on name Taskforce meaning no work.
14. **All India Soft tenure for Ratnagiri, Dhule & Yavatmal SSA:** House discussed the proposal received from Ratnagiri, Dhule & Yavatmal SSA for all India Soft tenure stations and it was resolved that SNEA MH should pursue for grant of all India Soft Tenure station status to Ratnagiri, Dhule & Yavatmal SSA.
15. **Circle tenure for Dhule, Buldhana, Osmanabad & Vashim revenue District of Akola SSA:** House discussed the proposal received from DS Dhule, Buldhana, Osmanabad & Akola for Circle tenure stations. It was resolved that SNEA MH should pursue for grant of Circle Tenure station status to Ratnagiri, Dhule & Yavatmal SSA Dhule, Buldhana, Osmanabad & Washim revenue District of Akola SSA after assessment of its feasibility including declaration as of non popular stations.
16. **No Transfers to tenure stations from Non Popular stations:** It was discussed about the shortage of executives in Non Popular stations and transfers from these non-popular SSAs. It was resolved that the executives working at such unpopular stations having shortage of executives more than 50 % should be excluded from long stay transfers to tenure stations till the percentage of executives posted do not cross to 80% or more than the justified strength.
17. **Consideration of Genuine requests on medical ground and Educational ground:** It was reported by some of DS that genuine medical ground requests for transfers supported by required medical certificates are not given consideration even though same were continuously pursued by SNEA MH and positive assurances were given by GM HR Admn Mumbai. The house resolved

that SNEA should once again draw attention of the CGMT MH towards such medical ground cases fit as per transfer policy and continue its persuasion till these cases are given consideration by CGMT MH. **Gradation for all JTOs/JAOs working in MH Circle:** Many of DS have raised concern over the undue delay in preparation of Gradation list of JTOs/JAOs in Maharashtra Circle. It was reported that hundreds of JTOs/JAOs are joining BSNL Maharashtra Circle, but no action has been taken to prepare Circle Gradation list of the JTOs/JAOs in Maharashtra Circle. It was resolved by house that SNEA MH should take up matter immediately to have permanent arrangement for preparation of Circle gradation list as per joining of new JTOs/JAOs and it should be displaced at regular interval for confirmation form concerned JTOs/JAOs.

18. **Regular arrangements for Confirmation JTOs/ JAOs working in MH Circle:** It was reported by about all DS about undue delay in issuing confirmation order of JTOs/JAOs after completion of two years' probation period. It was also reported that the confirmation of JAOs is being done after reasonable time but the confirmation of JAOs is delayed even after repeated reminders. After elaborate discussions it was resolved that SNEA MH should take up matter with circle management to have permanent arrangement for confirmation of JTOs/JTOs immediately on completion of two years' probation period and this process should be initiated at least three months before completion of probation period of concerned JAOs/JTOs
19. **Procedure for on line Vigilance Clearance:** The house appreciated the efforts taken by Circle management in introduction of online Vigilance Clearance for all DPCs and its persuasion by SNEA MH for all promotions and saving lakhs of rupees and manpower wasted in such routine process. However, till some of offices and units calling for hard copies of Vigilance Clearance which is not correct. House resolved that SNEA MH should take up matter for getting all VCs only through online manner and no hardcopy should be required at any stage by any office.
20. **Enhancement of Mobile handset cash Reimbursement Amount:** House discussed the issue of reimbursement of Mobile handset amount and need of the high technology mobile with all executives starting from JTOs. Accordingly, it was resolved to demand increase in reimbursement of Mobile

handset keeping minimum Rs. 5000 starting from JTOs and suitable addition thereafter.

- 21. Benevolent fund:** The house appreciated the efforts taken by SNEA MH on getting approval for benevolent fund and its support by Circle Management but expressed concerned over undue time of ten months taken by Circle Management in settlement of this genuine issue raised by SNEA MH. It was resolved that SNEA MH should take up matter with CGMT MH in time bound manner and see that Benevolent fund starts its operation at least from start of Year 2019.
- 22. GTI Scheme for executives in BSNL:** House appreciated efforts taken by SNEA CHQ and SNEA MH in directions of GTI (Group Term Insurance Scheme) for executives in BSNL and resolved that efforts should be taken for early approval of the scheme so that executives gets relief in case of any unwanted incident. Further it was resolved that the amount of GTI should kept optional to concerned executive as Rs 50 lakhs or Rs. One Crore and the premium should be charged accordingly as per the option of the executive concerned.
- 23. Recruitment of Management Trainee (MTs):** About all DS expressed their stand on the recruitment of MTs in BSNL and it was finally resolved by House that CHQ should pursue the matter to stop MTs recruitment totally. BSNL should go ahead only with fast track promotions to internal candidates may through MTs that to be without any limit of qualification & Age. All executives should be given equal opportunity to appear such examination for fast track promotions. It was also resolved that SNEA should take up matter for removal of fees applied for Internal MT examination and also review of the syllabus as per the work culture and requirement of BSNL and not only for academic records
- 24. JTO to SDE Regular Promotions:** About all DS have expressed displeasure about not filling all vacant post of SDEs and partial promotions from JTO to SDE which has caused mass unrest among BSNL recruited JTOs. After elaborate discussions on the issue, the house unanimously demanded for immediate action on part of BSNL management as well as SNEA CHQ for consideration of demand of parity in promotions. All the JTOs eligible for SDE promotions should be promoted by filling all vacant post of SDEs and if

required by up gradation/creation of new post of SDEs to cover all eligible JTOs for SDE promotions.

25. **SDE to DE Promotion of SDEs in List no 8 & 9:** About all DS have expressed serious concern on unrest among the SDEs in Seniority list no 8 & 9 and how there is feeling of cheating among them about denial of their promotions even after their juniors are promoted. Many of the DS have expressed that everything is ready for DE promotion of SDE in list no 8 and SNEA CHQ is not pursuing it seriously. It was also added that even basic work of calling APRs and VCs has not been started for list no 9, which is also routine process. After through discussions on this subject, the house resolved that SNEA CHQ should take up matter immediately for promotion of all SDEs in list no 8 as DE at par with their juniors promoted as DE in the last DE promotion orders. House also resolved that SNEA should immediately take up matter with BSNL CO by initiating process of DPC by calling APRs and VCs of SDEs in list no 9. This data should be kept ready for promotions and promotion orders of SDEs in list no 9 may be issued along with list no 8 or after list no. 8, but the right of these SDEs to become DE should not be directly denied as being done now.
26. **AO to CAO Promotions:** House discussed the acute shortage of CAOs in all SSAs in Maharashtra Circle and resolved that BSNL management as well as SNEA CHQ should pursue for AO to CAO regular promotions to fill up all vacant posts. House also resolved that efforts also should be done even by up gradation of CAO post as done for other cadres but post of CAOs in all SSAs/Units should be equally filled in by posting of Regular CAOs.
27. **Filling up vacancies of all discipline before implementation of CPSUCH:** House discussed the partial promotions being issued by BSNL CO in all cadres and resolved that BSNL management should take immediate steps for filling up all vacant post of executives in all disciplines and cadres before implementation of CPSUCCH.
28. **Implementation of CPSU Cadre Hierarchy:** House appreciated efforts taken by SNEA CHQ for implementation of CPSUCH for all executives in BSNL and resolved that more and sincere efforts are required for implementation of CPSUCH at least w.e.f January 2019. House also resolved that SNEA CHQ should pursue for changes required in removal of stringent condition put in present CPSUCH restricting promotions to different executives and it should

be uniform to all at par with TBP depending on completion of fixed four/five year of services equally for all cadres/wings.

29. **Stand of SNEA on LDCE comrades & revision of their seniority:** House discussed the present action of BSNL management for reversion of LDCE passed DGMs directly to SDEs and humiliation treatment thereof. When these officers are reverted from DGM to SDE and are directly punished by reversion on name of court case, no responsibility has been fixed against the officers in management who have given such out of turn promotion calling for directives from Hon Court. The house resolved that instead of punishing the officers promoted, the officers responsible for such wrong promotions should be punished by fixing responsibility so that no one dares to play with rules of BSNL and sentiments of the BSNL officers.
30. **First TBP Promotions in 4 years:** The pendency of long pending demand for TBP in four years was raised by many of the DS and have raised concern that this issue is not pursued seriously by SNEA CHQ. It was resolved by house that TBP in four years equally to all executives is justified demand and it needs serious persuasion by SNEA CHQ for its early resolution and giving justice to all affected comrades.
31. **Standard pay scales for all executive in BSNL:** House reviewed present status of this demand & steps taken by SNEA CHQ in resolution of this issue and resolved that SNEA should take up strong steps for Standard Pay Scales for all executives in BSNL and resolve it at the earliest by settlement of left out issues.
32. **Pay scales @ 22820 basic for BSNL Recruited JTOs/JAOs:** The concern of many of newly recruited JTOs was expressed by different DS/Delegates and it was brought to notice of the house that even after approval of five increments or approval of standard pay scales the grievances of newly recruited JTOs will not be resolved and there is need of settlement of pay 22820 for all affected JTOs/JAOs. House resolved that SNEA CHQ should take up this issue with management and continue to pursue it till its implementation even after approval & implementation of standard pay scales.
33. **Five increments to BSNL recruited JTOs/JAOs:** Some of DS have expressed concern over the non-grant of five increment to JTOs/JAOs recruited after 2010 and there is mass unrest among these JTOs/JAOs. It was informed them that with grant of standard pay scales there grievances will be reduced,

but till today standard pay scales also have not been granted and all the officers are facing huge losses for years together. House resolved that SNEA should strongly take up matter for grant of five increments to all JTOs/JAOs at par with other JTOs/JAOs and their grievances should be settled.

- 34. Notional Pay Fixation of ACE Executives:** House discussed the long pending issue of notional pay fixation of Civil, Electrical, and Architecture wing executives at par with all other executives absorbed in BSNL. It was resolved by house for persuasion of notional pay fixation of Civil, Electrical, and Architecture wing w.e.f. 1.10.2000 at par with Telecom and Accounts wing Executives.
- 35. 30% Superannuation benefits for BSNL recruited executives:** This issue was again discussed in house along with present progress. It was resolved that SNEA should take up this issue of 30% superannuation benefits for all BSNL recruited Staff and executives and resolve it in fixed time frame and any proposal for less than 30% SAB should not be accepted by SNEA CHQ.
- 36. Recruitment of TTAs for filling vacant post in Maharashtra Circle:** With detail discussions on acute shortage of TTAs in field units, it was resolved that SNEA should pursue for further recruitment of TTAs for filling all vacant post of TTAs in Maharashtra Circle.
- 37. Caste validity in BSNL:** Some of DS have raised the concern over the pressure tactics being adopted by BSNL and specifically by Maharashtra Circle. They shared with the house how only executives of reserved category in Maharashtra Circle are being harassed on name of caste validity and how the options rightly available on confirmation of caste validity of the concerned officers are kept aside and everybody is compelled for obtaining caste validity for scrutiny committee. House also condemned the action of BSNL management to give name as "Fake/Bogus" caste before the matter has been decided finally. After elaborate discussions from different angles, it was resolved by house that SNEA should stand behind all such officers who have genuine documents confirming his posting under reserved category. BSNL should take lenient view against officer who have certain documents clearing his/her position in caste validity and these comrades should be given opportunity to put his/her side. It was also resolved that BSNL should stop writing "Fake/Bogus" Caste against names of these officers till the process validity of their caste is not completed. It was also resolved that SNEA will not

support any officer who is not having valid documents confirming has caste validity and action against all such officers not having even preliminary documents proving his/her caste validity should be taken as desired by management. But innocent officers should not be made to suffer due to negligence on part of BSNL management in confirmation of caste validity for years together and SNEA should stand behind all such genuine officers.

38. **Restoration of All India Soft Tenure facilities:** DS Sindhudurg and DS Gadchiroli has raised concern on over delay in restoration of All India Soft tenure facilities which were arbitrarily withdrawn by the management and are not being restored even after firm assurances by Director HR BSNL. House resolved that SNEA CHQ should immediately take up matter and get orders issued for restoration all facilities of All India Soft Tenure Stations.

39. **Space for SNEA website on MH and BSNL Intranet portal:** House discussed the importance of the link on intranet portal to website of recognized Association of BSNL as being provided by some of other associations and it was decided to demand for space on MH Intranet Portal to the website of SNEA MH Circle website and pursue as one of the facility granted to recognized association.

C. **Organizational Issues:** House discussed all Organizational issues in detail and resolved to pursue following important Organizational issues as priority issues.

1. **Printing of Table Calendar 2019 by SNEA MH:** It was resolved by house that SNEA MH should print Single Page Table calendar and Distribute to all the Districts but these calendars should be readily available with concerned District for distribution by end of December 2019.

2. **Printing of “Diary 2019” by SNEA MH:** House unanimously appreciated the quality & content of Executive & Non Executive Diary 2015 printed by SNEA MH and congratulated the Diary Printing Team and its leader Com. Vijay V. Pimparkar, DS SNEA Ahmednagar. After detail discussions on requirement of Diary, it was resolved that SNEA MH should print Diary 2019 and it should be made available by end of December 2018 to all Districts. It was also resolved that DS SNEA Ahmednagar and DS SNEA Pune will take lead in printing of Diary 2019 and economical officer will be finalized so as to have availability of Diary 2019 by end of Dec 2018.

3. **Unwanted interference of management in internal activities of SNEA:** The house discussed the unwanted and deliberate interference of BSNL

management at Corporate Office, Circle and District levels in the internal activities of SNEA and condemned the such actions with intention to destabilize the recognized association. It was resolved that SNEA should take up matter with respective level for stopping unwanted interference by the management in internal activities of SNEA, the only recognized association of BSNL and it should be strongly protested by SNEA by all means.

4. **Baseless allegations by CS BEA MH and unethical interference by CS BEA in internal activities of SNEA MH:** House discussed the baseless complaint made by CS BEA MH about internal activities of SNEA MH and condemned interference of CS BEA in internal activities of SNEA by joining hands with Circle management. It was resolved that SNEA MH should take up this matter with CS SNEA MH and register protest against his such intervention and joining hands with Management just to destabilize activities of SNEA MH against ethics of associations.
5. **Baseless allegations against leaders of SNEA MH by some of members, Non-members of SNEA MH and confirmation of Faith of house on SNEA MH Circle Body:** House discussed the baseless allegations made by some members, non-members of SNEA MH and CS BEA MH against leaders of SNEA MH & some of District Secretaries. All the queries and doubts raised by some of delegates were satisfactorily replied by dais. After elaborate discussions on this issue, house passed unanimous resolution that all these allegations are baseless and far away from the facts. It is part of game plan against SNEA MH and it's certain units and house condemned such unethical action by some members and non-members directly to GS without any consultation to DS concerned or CEC/COBs of MH Circle. In conclusion, the house firmly resolved that it has full faith on present Circle Body of SNEA MH and this Circle Body will continue and complete its tenure of two years.
6. **De-recognition of CHQ Body and Faith on SNEA CHQ Body by SNEA MH comrades:** The house discussed the unethical action by BSNL management to de recognize the CHQ Body of SNEA CHQ and condemned such biased act with duly recognized association having more than 25000 membership all over India. The house unanimously resolved for having full faith and confidence on present CHQ Body of SNEA and SNEA MH stands behind CHQ Body with full unity by extending full support to this CHQ Body in is functioning in routine manner.

7. **Approval of extended period of some of District Bodies:** The house discussed the issue of delay in holding of District Conferences by some of District Bodies for want of funds/District Quta, which was not received from CHQ for last 18 months. After listening views of concerned DS and with analysis of the financial condition of Districts, house resolved that henceforth all DS should ensure that District Conferences are hold well with in the period of two years. The house approved the extension of all the District Bodies of SNEA MH who could not complete the District Conference in time period of two years for any reason with directives to concerned DS to issue notification of District Conference immediately and hold District Conference within period of one month.
8. **Vindictive actions by GMT Nanded by de -recognition of District Body of SNEA Nanded:** The house condemned one-sided action by GMT Nanded for de-recognition of District Body of SNEA Nanded and its indirect support by Circle management by not taking any decision on this sensitive matter for last six months. House also discussed denial of immunity to Com. B.R. Kamble DS SNEA Nanded on name of some fake complaint and not taking decision on this matter for last four months. It was resolved by house to again take up matter with Circle or BSNL Management for withdrawal of vindictive action by GMT Nanded and for granting immunity to Com. B R Kamble as DS SNEA Nanded.
9. **Vindictive action against DS SNEA Mumbai by Circle Management:** The matter of vindictive actions by CGMT MH on DS SNEA Mumbai by issuing fabricated charge sheet and transferring him to Bhandara SSA on pick and choose basis was discussed in house in detail. All DS have expressed views on this matter in their report and have strongly condemned the deliberate action of Circle management against DS SNEA Mumbai. The house appreciated the stand of SNEA MH to continue its protest in writing and dealing this matter with patience and also stressed that there is need of agitational programe if management do not respond in positive manner. House appreciated the stand taken by Circle Management to review actions against DS SNEA Mumbai but it was also cautioned that in case management do not keep words SNEA to review vindictive actions , SNEA should not keep quiet and strong protest needs to be registered against this illegal and biased action by CGMT MH. Finally it was resolved that SNEA MH should stand behind DS SNEA Mumbai strongly and unitedly and matter should be pursued more vigorously for immediate withdrawal of all vindictive actions against DS SNEA Mumbai. If

management does not keep word then SNEA MH should ascertain all possible steps including legal action, agitational programme etc and it should continue till the vindictive actions against DS SNEA Mumbai are not totally withdrawn.

10. **Stopping Printing of TESA FLASH and publishing e-TESA FLASH:** Though it has been resolved by SNEA MH Circle there is no need of hard copies of TESA Flash, a monthly journal of SNEA and if required same may be please release it in soft copy by e-mail or WA. The house resolved that in this digital era, the printing of Hard copy of TESA Flash should be stopped and its soft copy should be circulated among the members by sending it through email, what's app and uploading it on CHQ website and expenses being made on printing of TESA Flash should be stopped immediately.
11. **Deduction of donations of Rs 200 from all members against AIC Expenses:** The house discussed the decision of deduction of Rs 200 from Salary of all members towards the AIC expenses in view of availability of AIC funds with CHQ. It was pointed out by some of DS that AIC expenses should be managed from the funds being collected from monthly subscription of CHQ and there is no need of any separate fund of Rs 200 per member as expenses of AIC. The house further resolved if after assessment of AIC expenditure, if it found that Rs 200 are required as AIC donations, then same will be decided and finalized in CEC of SNEA MH to be hold after AIC Ludhiana and if decided to pay donations the payments will be made to CHQ after collecting it from members.
12. **Increase in Association Subscription and direct Payment of Subscription of District/Circle Quota to Districts/Circles:** All DS have raised concern about non-receipt of District Quota for last 18 months and issues thereof. Some of DS have informed that though their entire outstanding quota has been paid long back and nothing is outstanding as CHQ/Circle quota, but till no money is paid to them due to centralize quota payments. After details discussions it was resolved that the monthly subscription should be raised from present Rs. 70 per month per member to Rs 100 per month per member. The amount of Rs 30 thus additionally collected should be distributed equally Rs 15 each to Circle & District Quota making it as Rs 30 District Quota, Rs 30 Circle Quota, and Rs 40 as CHQ. It was also resolved that SNEA CHQ should immediately take up matter with BSNL management to make up SNEA subscription quota payments of District, Circle and CHQ at respective level

and present practice of centralized payment of entire subscription to CHQ should be stopped immediately.

13. **Length of Executive Body at Circle & CHQ should be depending on its membership and not on posting of SSA Head:** Many of DS have shared their views about the length of Executive Body depending on the level of SSA Heads and problems thereof. It was elaborated to house that branches of some of associations even do not have 3-4 members also have same length of executive Body and the branches of association having more than 100 members also have same length of District/Circle Body. After elaborate discussions it was resolved that SNEA CHQ should take up matter with BSNL management to have length of District/Circle/CHQ Body depending on total number of members and not depending on the level of the officer heading SSA/Circle. The branch/ association having more members should have more Executive Body members in respective body and vice a versa.
14. **Amendment in constitution of SNEA for extension of Period of District Body of SNEA:** It was brought to notice of the house that the period of District Body is two years, but there is need of constitutional provision for extension of period of District Body in case the election could not be held for any justified reason. Accordingly, house resolved that provision should be made in relevant clauses of SNEA constitution for extension of period of District body for period six months by Circle Secretary/CEC on such written request from DS after discussing it in Executive Body Meeting of District.
15. **Office Accommodation for SNEA at all Circle and District levels:** Many of DS have expressed concerned over non-allotment of office accommodation of SNEA at District and Circle level. Though the office accommodation has been granted to SNEA CHQ, it is granted to all recognized unions and some unrecognized association, same is not being granted to recognized association at Circle and District level. House resolved that SNEA CHQ should strongly pursue for orders granting office accommodation to SNEA, the recognized association in BSNL at Circle as well as District level at par with others.
16. **Representation of SNEA MH in CHQ from AIC Ludhiana:** After detail discussions it was unanimously resolved by house that Com. M. S. Adasul, CS MH, who has successfully handled matters of SNEA MH for four terms as CS SNEA MH & given very strong & firm name & fame to SNEA MH should take active part in CHQ and explore his ability & knowledge for betterment of SNEA comrades throughout India for better performance/representation of SNEA

CHQ. As such, house unanimously resolved to nominate name of Com. M. S. Adasul for post of GS SNEA CHQ and entire Maharashtra will stand behind him unitedly. House further resolved that this time Com. Adasul should not withdraw his nomination from post of GS without consent of delegates of SNEA Maharashtra and it was also resolved to delegate the voting powers of entire Maharashtra Circle to CS SNEA MH.

17. Arrangements of CEC Meeting Jalgaon: House has unanimously appreciated the excellent & executive stay and food arrangements made by **team of SNEA Jalgaon** under able leadership of **Com. Hrushikesh Kesale, Joint Secretary AF SNEA MH Com. Amit Kulkarni, CWC Member SNEA MH & Com. L. U. Choudhary**, DS SNEA Jalgaon. House congratulated team SNEA Jalgaon for all out efforts with special supporting & motivating actions for grand success of CEC Jalgaon.

M. S. Adasul
Circle Secretary,
SNEA Maharashtra.

Copy to:

1. Com. A. A. Khan, President SNEA CHQ for kind information please.
2. Com. K. Sebastin, GS SNEA CHQ New Delhi for kind information, and n/a on pending issues at BSNL CO New Delhi for proper solutions.
3. All District Secretaries, Circle Office Bearers, CWC/CEC Members of SNEA Maharashtra Circle for kind information and with request to take initiatives on these important issues & be ready with additional and update feedback on all the development issues.