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SANCHAR NIGAM EXECUTIVES ASSOCIATION
CIRCLE OFFICE, MUMBAI.

Com. Anil Dubey,
District Secretary
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To,
Shri. R.C.Chavan,
Deputy General Manager (Admn)
% CGMT MH Circle,
3rd Floor, B wing, Administrative Building,
BSNL Complex, Juhu Road,
Santacruz (W) Mumbai 400054.

Letter No. No: SNEA /CO Mumbai/ 10 Dated at Mumbai the /10/2018.
Sub: BSNL Formations day and Vishist Sanchar Seva Padak Award Distribution Function on 1/10/18
Ref:. CGMT/MH/Admin-I/ Conduct Rules/2018/6 Dated 1/10/2018

R/Sir,

With reference to above subject and letter, I am surprised to see your letter and calling for reply on your allegations of so called adamant, arrogant and uncalled behavior during discussions with GM HR/Admn Mumbai.

Your good self is well aware about what happened in these meetings and who is right or wrong and you would have issued letter accordingly which is not seen here.

You have mentioned that on perusal of letter dated 28/09/2018, given by District Secretaries of BSNLEU, NFTE, SNEA and AIBSNLEA, the management felt that such letter is totally untoward and unwanted on auspicious day of BSNL Formation day as it is far away from the fact and hence management felt it appropriate to clarify on the in person by clarifying the signatories of the said letter.

But in overall letter under reference, you have made attempt to hide the entire episode and only focus has been kept on three to four minutes discussions in the chamber of GM HR Admn Mumbai.

It seems that you have forgotten the discussions happened in the meeting with GM HR Admn Mumbai and hence you have mentioned in the letter that GM HR Admn Mumbai has started to explain fact related to said letter, and I have straight away raised objection regarding the arrangements and modality of proposed BSNL day & Vishist Sanchar Sewa Padak award distribution function on the issues of the expenditure of lakhs of rupees also I have raised objection on involving TWWO in said function.

*Ram
Pals
5/10/18
at 18 hrs*

You further state that 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. You have written in this letter that further regarding objection for the alleged function of TWWO, it was clarified by GM HR Admn that proposed function involves calling various awardees which included Vishisth Sanchar Sewa Padak, award for outstanding performance in vertical heads of Maharashtra Circle office and award for welfare contribution of in various Welfare Association including SWEA, Sports and cultural Board and Welfare association, Telecom Women Welfare Organization and Award for maintaining cleanliness on the pretext of Swach Hi Seva Pakhwada.

You have mentioned that further I out rightly 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 our stand remains the same as stated in the letter. It was informed that TWWO is recognized Organization under the Ministry of telecom and Woman Employees and spouse of other employees can be its members. You have bluntly added when GM HR/Admn tried to explain and convince me including other signatories present in the chamber , I have raised voice and was not agreed to listen to the request of GM HR/ADMN and went on raising my voice in your presence. You have also mentioned that under such circumstances, there was no option left out to request me to go out of the chamber as the other members were ready to listen the submissions of the management.

Sir, you may recall the entire episode and it would have been better if your good self have given the all details and also the information which is correct.

From your letter it seems that efforts are being made to create hypothetical picture that GM HR Admn Mumbai was very polite , trying to convince me in very polite and pleading manner and was explained the details as mentioned above. But Sir, you are kind aware that none of the point noted above was discussed and if I am not wrong our discussions were as follows.

If your good self rightly remember that before meeting with GM HR Admn Mumbai your good self has called all of us and conducted meeting in your chamber where in all four DS were present. Please remember what you have discussed with us. Here, I will reproduce it for your ready reference please.

At about 1020 AM, I was in PGM CM Chamber and was preparing for Video Conference presentation for the SSA Head meeting with CGMT to be held at 11.20 for CM Vertical and I received call from Shri Samson David AD Admin that DGM Admin has called meeting of all DS immediately to discuss the letter you people has given. I showed in ability to attend the meeting but he told it will be

very short meeting to inform you some decisions and hardly it will take 10 minutes then I came to your cabin wherein all DS were present.

You have started telling about our letter, then I asked him that we have given letter to GM HR, then GM HR should called us directly and discuss the same if it was required. Then you have told us that he is busy and told me to discuss and take decision on the subject.

You have further stated that it is your personal opinion that such big program should not be there, we can celebrate in our Conf hall but as per the order you have to follow it. Then I quoted the letter from BSNL CO, about in expensive manner word then you told I am well aware of this. Then you told us that Administration has considered your collective suggestions and decided to withdraw the lunch program. You then ask about TWWO certificate distribution program issue. We informed that last time our BSNL Day program was high jacked by TWWO program, hence please give them separate time and suggested that BSNL day program will be completed before lunch hour and after that they can start their program. You also added that with this, one of two issues raised in letter is taken care to certain extent. Regarding second point of mixing of TWWO function in BSNL Award function your good self has requested to let the function go as it is as it is desire of CGMT MH and we should not oppose it. We have made it clear that we are not opposing any function by TWWO, but we have written about mixing BSNL day function and TWWO function. Then your good self has informed that the TWWO function will be held separately after the BSNL day function in the same hall and with same arrangements and asked for any objection form any of us on it. We all have informed that this is best option and we do not have any issue on it. After such discussions and decision declared by your good self to save expenditure on food arrangement and to conduct TWWO function after BSNL day function in same hall with same arranged by BSNL, the meeting was peacefully concluded and your good self-will agree that there was no single line cross talk or hot discussions by anyone on any point during discussions continued for about seven to eight minutes in your chamber. But in this letter served to me by your good self has not even made reference of such peaceful and harmonious meeting among all DS and with you as DGM Admn Mumbai.

As per the schedule, I reached Conference hall at 6th floor to attend the VC at 11 Hrs. At around 11.10, I received call from Com Kekare DS BSNLEU that GM HR is calling us again to discuss the same issue. Then I told him that VC started and CGM sir is chairing the meeting how can I leave, please ask him to postpone it for 40 mins as our slot is for 20 min from 11.20 to 11.40. After 5-10 min our PGM Shri Sunil Kumar Sir who is sitting next to CGM sir called me and told me that GM HR is calling you for meeting and directed me to go there. Then I left VC venue and reached 4th floor GM HR Admn Chamber.

calling you for meeting and directed me to go there. Then I left VC venue and reached 4th floor GM HR Admn Chamber.

When I was entering the office of GM HR Admn Mumbai, Com Anil Sawant NFTE Member along with two more people was coming out from GM HR Chamber, and then I stopped and asked what happened why they are coming out from meeting. Then Com Anil Sawant told me that GM HR is shouting on everyone and told only those whose signature is here in letter should stay here and all other get out from my chamber that's why they all have come out of cabin. Then I knocked the door of GM HR Admin and taken his permission to enter his cabin, he allowed me and I went and occupied one vacant chair as per his directions. In my left side, your good self was there and in right side Com Ingle DS NFTE, after that Com Kekare DS BSNLEU and right most side Com Ranjit Manjilkar Member AIBSNLEA was seated.

Sir, you may remember that when I entered GM HR Admn was working on computer and there was pin drop silence in cabin. After some time he turned from Computer and changed direction of his chair and looking at me he said in somewhat upper tone "बोलो". But as I was not aware of any discussions held there, I kept salient and tried to understand what would have been issue discussed before me and what should I answer as no one including me responded to GMs "बोलो". After sometime GM HR again said but with louder voice now looking at me "बोलो भाई". Then I told him that Sir, we have given letter which is in front of you and same has already been discussed with DGM Admin our discussions has been concluded fruitfully. Then GM HR Admn told us in higher voice, "इसमें कोइ चेंज नहीं हो सकता है". Then my response was "सर जब आपने माइंड सेट बना के रखा है तो फिर मीटिंग बुलाने की जरूरत क्या है? Then GM HR Admn asked "26 जानेवारी को क्या होता है आपको मालुम है क्या? We all have kept silent. He told on 26 January so many awards and certificates are being given by different department by President of India. We agreed and told him that yes sir we want that only, please allow others welfare organisations in it also but please keep time slot different don't mix it in BSNL day celebrations. Then GM HR Admn told us that he has just asked SEWA to give nominations for this program. He then asked us you people has written in expensive manner you people know what is this? Then he asked me again in raised voice you know what is in- expensive manner? You know how much BSNL has allotted for BSNL day celebration? This BSNL letter you all have quoted is wrong! This letter is for Sachar Seva padak not for BSNL Day. Then he said you people are Fool and writing foolish letter to Admn. Then I asked GM HR not to insult us more by such words and told him that we don't know how much fund allotted for BSNL Day, and also don't know what is meaning of In Expensive manner, thats why we asked to you by giving this letter,

that yes he don't want to discuss with me, and in very loud voice said get out from his cabin. In response I obeyed his order and left the cabin I then told other DS present there I am going, and left the cabin in very polite manner. After that what were discussed I was not there. I was in GM HR Cabin for about 5-7 minutes only and during these time GM HR Admn Mumbai has never elaborated me any facts about TWWO organisation, its working, list of awards being distributed as quoted, GM HR/Admn tried to explain and convince me including other signatories present in the chamber and other facts you have quoted above in this letter as part of discussions with GM HR Admn Mumbai.

After some time all other DS also came out of GM HR Admn office, met me in my office, and told that GM HR has agreed to cancel lunch and the timing of TWWO function will be from 1PM after completion of our BSNL DAY and Award function. They have also added that GM HR Admn Mumbai has asked us to give again letter to GM HR that as discussed with GM HR, on our request lunch has withdrawn and TWWO function will be held after BSNL Award will over. They also added that they have told him that all signatory DS will discuss outside, as one of the DS is not here after that we will inform our decision on giving letter to DGM Admn after lunch hours.

Thereafter we had our internal discussion wherein it was decided that we have already given letter and matter has been officially discussed with DGM Admn, GM HR Admn Mumbai and issues are discussed conclusively and it will not fare to give letter again, as we have already given letter, let Admin act or not to act it is up to Admin whatever we wanted to convey, we already conveyed. At 0300 PM we have met your good self in your cabin, as I was not in the conclusive meeting with GM HR Admn Mumbai, I have kept Mum, Com Ingle DS NFTE and Com Kekare DS BSNLEU informed your good self that our decision not to give letter again it is left to Administration to change plan or not. We also have made it clear that if administration think our representation is wrong then no need to change anything and if administration find that there is truth in our say then what ever they want they can do. After that your good self has told us that you will discuss with GM HR and take decision accordingly. In the evening you have posted Corrigendum to SNEA Mumbai group about lunch withdrawal. Later on Sunday, Com Hanchate has posted in SNEA WA group that Venue of the Function is changed from Sangam Hall to Conference Hall. On Monday we all have attended function and it was nice function well attended and addressed by all and all the decisions were taken by the management about conduction of programme and we were not updated by anyone on any issue/stand taken by Administration.

I am sorry to say but, in this letter, your good self has exaggerated facts thereby creating picture that GM HR Admn was talking in very low voice and in very polite manner and I was taking in loud voice and arrogantly. I am sure, your mind with such vast experience will not have allowed you

to write /sign such letter, but we are sure pressure from higher ups have compelled you to do so. You must have understood and practically analysed being present there in meeting of 5-7 minutes which has been quoted projecting me as arrogant leader that who was arrogant. Were GM HR Admn Mumbai who loudly said get out to me even though he has invited for discussions or me? and I have not case at my own, or I was arrogant who has immediately followed order of GM HR Admn to get out of his cabin and left the cabin in no time. If I was arrogant and was shouting in loud voice as alleged by you, I would not have left chamber of GM HR Admn and would have and would have protested in his chamber only. I am sorry to say but even though you have witnessed every act and agreed with us in later meeting at 0300 PM that mood of GM HR Admn Mumbai was off since itself and he was firing everybody and he was shouting at all even for small or no reasons. Sir, whatever I have written is as per what actually happened and I am sorry to say whatever you have written in letter for creating my image as arrogant leader is nothing but story cooked by someone else and signed by you.

In your letter you have made blind attempt to safe guard GM HR Admn and satisfy his ego and I am sorry that you have done attempt to hide blunder done by GM HR Admn in spoiling entire discussions with his hot temper. Rather you have agreed in our last discussions with all DS in your chamber, that if this matter was handled by any other GM, matter would not been given any such colors of disputes. Rather you better know that GM HR Admn Mumbai also was against such lavish arrangements for BSNL day function and has shared with some other leaders that he personally do not want such expenses in critical condition of BSNL and do like pressure from TWWO through CGMT MH for making BSNL expenses on name of TWWO, but under compulsions he is doing it, but he has always tried his level best to keep expenditure minimum. If I am not wrong your views are same as that of GM HR Admn Mumbai but now you both have taken totally opposite stand and both of you who were indirectly opposing such unwanted expenditure and were provoking us for taking such issues in the interest of BSNL, have now changed stand and justifying the expenses which has been saved may be due to positive response from CGMT MH. I personally is unable to understand where the image created by you both the officers about CGMT MH is true or what we find the image of CGMT in result of decisions by CGMT MH are true.

I put on record which your good self also have agreed with us that if this issue was handled by any other GM HR Admn there would not have been any such conflict and dispute. Unfortunately, I find and you also will agree with me that present GM HR Admn want to create picture in eyes of CGMT MH that he is blind follower of CGMT MH and at the same time he want to create picture in eyes of we leaders that CGMT MH is taking wrong decisions against his will and wish rather he is

opposing wrong decisions of CGMT MH time to time. It is fact that in front of CGMT, GM HR follows whatever CGMT says and in absence of CGMT MH, he acts totally opposite and tries to create his image that he is Mr. Clean and want to keep himself away from the decisions of CGMT MH & he is not involved in any of the decisions of CGMT MH. Due to his such double stand entire episode is given shape that CGMT MH is making expenses of lakhs of against will and wish of GM HR Admn and DS of all Unions & Associations in Mumbai are opposing CGMT MH and we are not GM HR Admn Mumbai as if he has no role in such decisions and only CGMT is responsible for such expenses and mixing of TWWO function in BSNL Day and Sanchar Award function.

I am sorry to say, even after knowing everything; you have written such letter thereby justifying the anger, unwanted hot temperament of GM HR as he may be annoyed due to fact that as DGM HR Admn Mumbai, you have decided to cancel lunch arrangements for BSNL Day celebrations and have successfully completed discussions in peaceful and conclusive manner and you have not consulted him.

It is also seen that GM HR Admn Mumbai was in mood of firing all leaders and was of the opinion that with his firing all DS will withdraw this letter and he will show CGMT MH that he has fired all DS, taken them to the task and he is supporting CGMT MH and not leaders of unions and associations. But his attempts to keep the leaders on Toes to say whatever he wants were failed as we have not taken any stand as per his say and we have not changed our stand on his such firing and even after using words as **“you Fool People writing such foolish letter”** as we all DS till believe that whatever we have raised is about concern of BSNL and its our duty as leaders to protect interest of BSNL. GM HR has not taken this meeting as meeting between leaders of all Unions and Associations, but he was thinking it was meeting of GM HR Admn Mumbai and his subordinate SDE or Clerical staff and such poor approach in dealing such critical issues and resolution of issues is the only reason that matter has been spoiled. If GM HR Admn would have just tried and used words as quoted in your letter in mood to convince us about the activities of TWWO, arrangements of BSNL day function then just tell me how can I react in such loud manner. Do you mean to project that GM HR Admn Mumbai was talking in normal voice, even the words of Get out form my chamber also he said very politely, and I was so arrogant that I have entered his cabin without his permission and just started talking in loud voice?. I have entered his cabin by asking his permission which arrogant officer need not take, I maintained silence till GM HR was working on Computer, I maintained silence when GM asked “बोलो” without any brief on subject which is formality of any meeting for discussions, When he again asked by pointing at me “बोलोभाईSSSS”, then also I responded that whatever we want to say sir, we have written in letter, you will definitely remember it was not my louder voice even you have alleged , and

you must agree that it was GM HR Admn who was in firing mood started in louder voice and may be as reaction, my voice would have been reciprocating to it may be due to use of words like fool and foolish to leaders attending meeting, Thus though there was no reason on part of GM HR Admn to shout , he shouted after using words fool and foolish and still we had made environment cool. Sir please recall , we had meeting with you just before half an hour on same subject and same matter and with same leaders in your cabin, but entire discussions were peaceful and conclusive because you as authority conducting meeting was calm and quiet and there was no attempt on your part to prove loyalty with GM HR Admn or CGMT MH, but here you have blamed that discussions held by same leaders on same subject in chamber of GM HR Admn within half an hour were hot only on my side and nothing on management side is totally baseless and away from the facts. If GM HR Admn Mumbai would have made attempts to resolve the issue as done by you before half an hour, it would have been resolved, but his attempt was not resolution of issue and he was in dual mind of maintaining his image in eyes of CGMT and also want to maintain his image in eyes of us as Mr. Clean not supporting CGMT MH on lavish expenditure and under such dual mind he has started discussions in hot temperament. You will agree that arrogant person is always arrogant and he will not be arrogant only in five minutes meeting with senior officer like GM HR Admn and he is not seen arrogant during similar discussions with DGM Admn and here lie the truth of your allegations and no need of further elaboration of facts.

I am sure as Human being if you just remember the intensity and way GM HR Admn has started meeting in his chamber with words "बोलो" and "बोलोभाईSSSS" after gap of few seconds, your mind will not allow you to blame me for any such arrogance. You also remind yourself how you have started discussions and lead it to conclusion and how GM HR Admn started discussions in hot temperament and he given shape as failed discussions and now blaming me for arrogance. With such analysis of the happenings in both the meetings within gap of 20 minutes by same leaders except one addition of GM HR Admn in next meeting who was responsible to discuss the issues and take to conclusion as expressed in the letter, I am sure, you will find that there was no need of any such letter at this stage that to be when episode has been closed by holding function of BSNL day Celebrations, Award Distribution on 01/10/2018 and issuing me such letter on 03/10/2018. But I can understand your difficulties as you are bound by pressure of your immediate boss and you have written such baseless letter safeguarding GM HR Admn Mumbai by quoting actions of good behavior which he has not shown in the meeting and blaming me for loud voice and arrogance thereof even though I was silent and peaceful even though GM HR used words like Fool and Foolish for all the leaders and loud voice was not one sided and if it was there in the meeting then it was from both the

side from GM HR Admn and from my side also and similar actions required on GM HR Admn also. Rather action required on GM HR Admn is fully justified as it was his responsibility to settle the issue, but due to his poor approach of resolving issue by pressurizing leaders, he failed and now you are covering his failures by writing such letter to me and other DS who have attended the meeting. You have informed us that as per directions of GM HR Admn Mumbai similar letters are being issued to other DS also, but may be part of so-called intelligent game plan of GM HR Admn until today letters are issued only to leaders of Associations i.e. DS SNEA and DS AIBSNLEU and Shri. Majalkar who represented DS AIBSNLEA in his absence and put forth views of the AIBSNLEA on subject and no letter has been issued to DS of Unions i.e. DS BSNLEU & DS NFTE. You have already played first step of intelligent game of divide and rule by giving SEWA certificates to two female members of SEWA BSNL and we can understand the efforts being made to further divide leaders of Unions and Associations so that we all leaders will be set right and we will follow whatever GM HR Admn Mumbai will say and we will forget to raise voice against any wrong doing of the management with such divide and rule practices.

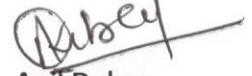
With all above facts, it is crystal clear that the allegation made by your good self in this letter that my so called adamant, arrogant and behavior with senior management is far away from facts, baseless and I deny same in total. Rather I will request your good self that there is need of advice from your good self to so called senior management to learn how to deal the meetings with leaders of Associations & Unions and how it is important not to lose control in such meetings and how to give conclusive shape to the issues raised by associations & unions. Mainly you have to give guidance for acting in role of Senior Management and not working as erstwhile field level officer dealing with laymen by adopting technique of firing and keeping them at Toes to blindly follow them. If you say that leaders have to be pleading and begging mood even after GM HR Admn uses words like fool & foolish, then I am sorry, this is not possible for me, as I believe in dignity and respect of each other.

In view of above, I request to take review of the happenings in both the meeting, find out who was arrogant, adamant and stop the exaggeration of facts just to keep your image in mind of CGMT MH that you both, you & GM HR Admn have not supported stand of Unions & Association leaders and stop this matter at this stage by withdrawing this unwanted and uncalled for letter of hypothetical arrogance and adamancy.

I am confident that by now CGMT MH will have understood your game plan of maintain dual stand in eyes of CGMT as well as in eyes of other officers in BSNL and such further attempts on your part will be of no use but it will further spoiling of Staff relations which is one of the responsibility of HR Admn unit of which you are part.

Please understand BSNL is going through very critical financial conditions and we all together i.e. Employees, officers and management has to move ahead with strongest unity as appealed by CGMT MH on BSNL Day celebrations to that BSNL survives in Telecom Sector and this is possible if we come out by forgetting such unwanted issues due to such egoistic behavior or thinking.

With Warm Regards,


Anil Dubey
District Secretary
SNEA CO Mumbai.

Copy to:

1. CS SNEA Maharashtra for kind information please.
2. Com. Hrushikesh Walavalkar DS AIBSNLEA Circle Office Mumbai for kind information please
3. Com. Yeswant Kekare DS BSNLEU Circle Office Mumbai for kind information please.
4. Com. Milind Ingle DS BSNLEU Circle Office Mumbai for kind information please.
5. Com Detha DS SEWA BSNL Circle Office Mumbai for kind information please.
6. All DOBs of SNEA Circle Office Mumbai for kind information please.
7. All Members of SNEA Circle Office Mumbai for kind information please.