

SANCHAR NIGAM EXECUTIVES' ASSOCIATION [INDIA] MAHARASHTRA CIRCLE



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**No. SNEA (I)/MH/Cir Corr/2013-2015/75
Dated 19th August 2015.**

Sub: Resolutions passed in Circle Executive Committee Meeting held on 8th & 9th August 2015 at Solapur.

The Circle Executive Committee Meeting of SNEA (I) Maharashtra was held for two days at Conference Hall, Dr. Nirmal Kumar Phadkule Pratistan Near Siddheswar Temple Solapur on 8th & 9th August 2015. All 34 District Secretaries of SNEA (I) MH have presented their reports in these two days discussions and raised issues from their district on development as well as HR matters. On the conclusion of the CEC meeting, the house has passed the following resolutions as direction for SNEA (I) MH for persuasion and settlement of HR as well as Development Issues in BSNL Maharashtra. The details are as follows.

A. Development & Maintenance issues :

- a. **Equal Distribution of CAF works at TERM Cell Pune & Nagpur:** House again discussed this issue and expressed displeasure on non settlement of this long pending issue and stressed for more efforts on platform of SNEA (I) CHQ. After detail discussions house resolved that SNEA (I) should take up this issue with DoT for rearrangements of the present setup of TERM Cell Nagpur & Pune and works should be equally distributed between TERM Cell Nagpur & Pune and minimum distance from Pune or Nagpur to the respective SSA should be criteria to be fixed for TERM Cell unit for that SSA.
- b. **Immediate expansion of GSM services and provision of BTS at prominent areas:** House discussed the present scarcity of GSM equipments and deterioration of GSM services due non expansion of GSM network and resolved to pursue for the 9 lakh Line expansion of GSM Network throughout Maharashtra Circle with new BTS at prominent areas to generate more revenue.
- c. **Revision of procedure Calling & Sending different Reports:** It was reported by many of DS that now days 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. After implementation of ERP & CDR, there is no need of such reports from filed units and all reports if required should be generated from the CDR/ERP. The present procedure for sending reports by hard copy also should be stopped and all reports should be either uploaded on website or should be sent by website. **As such house resolved that SNEA (I) should take up matter with competent authority so that no reports be called from field units and if any specific report is required from filed units, then it should be called & sent by uploading it on intranet or by email only & not by hard copy.**

- d. **Transfers of Land from DoT to BSNL:** Some of DS have pointed out that till there are no serious efforts for changing name from DoT on different land/properties to BSNL, and in majority of cases the land is still on name of DoT. House resolved to take up special steps 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.
- e. **Generation of Revenue for BSNL:** It was reported by about all DS that due to shortage of stores and due to administrative delays in processing files at different levels and delay in taking final decision by competent authority BSNL MH Circle is losing good amount of revenue from Lease Circuits plus Data network & FTTH connections. After thorough discussions It was resolved by house that SNEA (I) MH will focus & will take up special efforts at SSA/Circle as well as CHQ level for clearing present waiting list of lease Circuits plus data network and for provision of maximum FTTH Connections throughout Maharashtra Circle. **Com. R. S. Kolapkar**, CWC Member, is nominated Co-coordinator for issues related to Lease Circuits plus Data Network & **Com. M.P. Pandhare** CWC Member, is nominated as Co-coordinator for issues related to FTTH
- f. **Provision of Wi-Fi services to rural Customers through funds of Hon. MPs & Generation of revenue:** As explained by Com. T.B.Wankhade, DS SNEA (I) Nagpur, there is much scope for generation of revenue and for provision of Wi-Fi services to esteemed customers in different villages through funds allotted to Hon. MPs. Hence house appreciated special efforts taken by Nagpur SSA & also resolved that similar efforts will be done by all Districts by approaching to Hon. MPs throughout Maharashtra Circle and as special case, SNEA(I) will take leading role in

approaching Hon MPs and in resolving all the difficulties faced in finalization of this proposal.

- g. **Gadchiroli additional GSM BTS proposal & such proposals from State Govt:** Com. K.P.Kapgate, DS Gadchiroli explained the benefits for BSNL as per the proposal submitted by State Govt for additional BTS services in Tribal area Gadchiroli District by advance payment of Rs Five Crores to BSNL and expressed fear of losing good amount of revenue in days to come as the proposal is abnormally delayed at BSNL CO. It was also added by some other DS like Ahmednagar, Dhule, Kalyan, Nashik & Nanded that on approval of Gadchiroli proposal, similar proposal will be processed by these SSAs. House unanimously resolved that SNEA (I) CHQ should take immediate & special efforts with strong persuasion at BSNL CO for finalization of proposal submitted By Gadchiroli SSA for additional BTS from State Govt Funds, and thereafter efforts will be taken by all other districts covering tribal area for similar proposal.
- h. **3G GSM Services at all taluka HQ:** Many of DS complained that till major Taluka HQs are not having 3G GSM BTS and thus BSNL is losing good amount of revenue. It was resolved that SNEA (I) MH should take up matter with competent authority for installation of at least one 3G BTS at every Taluka HQ throughout Maharashtra Circle.
- i. **Generation of BTS Failure reports with actual timing:** It was complained by some DS that the BTS failure report generated through BSCs is showing wrong timings and in many cases the BTS are shown restored even practically it is not restored. Hence House resolved to take up matter with concerned authorities to have proper & correct BTS failure reports that to be with correct timing of failure.
- j. **Quality of EPBT & Modem supplied by BSNL:** In the house concerned was raised for poor quality of EPBT & Broadband Modems being supplied by BSNL and how this happens due to centralized procurement at BSNL CO and malpractices thereof. House resolved that association should take up matter with BSNL CO for procurement of good Quality of EPBT; Broadband Modem with decentralization of powers at least to circles and as far as possible customers should be given freedom to purchase it locally.
- k. **Requirement of Cable fault Locator:** About each and every DS informed that there is scarcity of Cable fault Locator & Cable route tracers in every

SSA and field units are facing problems in tracing cable faults. It was resolved that matter should be taken with Circle Management for procurement of minimum required cable fault locators & Cable Route Tracers centrally and if procurement at Circle level is not possible then matter should be taken up for authorizing SSAs for procurement as per their requirement.

1. **Phase manner Rotation of staff & officers on Deputation to Term Cell:** House discussed the difficulties faced due to heavy penalties being imposed on BSNL By TERM Cell and detachment of some of BSNL staff/Officers from BSNL due to prolonged deputation to TERM Cell. To overcome these problems house resolved that the staff & officers on deputation to TERM Cell should be shifted by BSNL on completion of four years deputation to TERM Cell and such rotation should be done in phase manner by replacing 25 % staff/officers every year so that works of TERM Cell also do not suffer.
- m. **Supply of Diary by BSNL & its Printing by SNEA (I) MH:** House unanimously appreciated the quality & content of Executive & Non Executive Diary 2015 printed by SNEA (I) MH and congratulated the Diary Printing Team. After detail discuss on requirement of Diary, it was resolved that in this digital era Diary is becoming obsolete & there is no need of Diary for every Executive & Staff. It will be better if BSNL stop supply of Diary to all executives & staff centrally from Corporate Office which will save good amount of BSNL as in many of SSAs Diary is not supplied and amount in cash is being distributed thereby defeating purpose of supplying Diary. It was further resolved that SNEA(I) MH should continue Diary for its members and if BSNL continues supply of Diary then it will be supplied through BSNL and if it is not supplied by BSNL then also same will be supplied through SNEA(I) with minimum cost. It was also resolved by house that the size of Executive Diary being printed by SNEA (I) MH is to be reduced at par with size of Non Executive Diary 2015 printed by SNEA (I) MH.
- n. **Night Calling/ Free National Roaming:** The House appreciated the efforts taken by BSNL management by launching both these schemes for increase in subscriber base of BSNL and resolved that SNEA(I) comrades should take active part is making both the special schemes successful. House also resolved to take up matter with Circle/Corporate Office for

supply of timely & minimum required stores to field units. It was further resolved that henceforth specific requirement of stores should be given with details of probable increase in subscriber base and generation of revenue and such specific requirement of stores should be pursued by SNEA(I) on Top Priority.

- o. **Shortage of Material for maintenance works:** House expressed serious concern on acute shortage of different store items/material for attending routine faults and discussed how stores is visible in ERP but how it is practically not available in field units. It was resolved that SNEA (I) should take up matter for timely and minimum required stores for maintenance works so that no fault is pending for want of stores.
- p. **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 large 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 country & SNEA (I) should take leading role to resolve this issue.

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

- a. **Online collection of VCs/APRs for DPCs:** After discussing the present issuing & prolonged procedure of collecting VCs & APRs by physical mode & expenditure thereof House resolved that BSNL should take immediate step for collection of VCs by Online method and such arrangements should be made in ERP and if required suitable software should be developed through ITPC for same. The present method of calling APRs of all executives at BSNL CO physically should be stopped & only soft copies should be called by BSNL CO and data of assessment of entire APRs in respect of all executives should be kept ready in ERP for all years and VCs should be called by online method.
- b. **Promotions subject to VCs:** By ascertaining present difficulties faced from District to BSNL CO in collecting repeated VCs for same promotion and wastage of time & manpower in repeated collections of VCs, it was

resolved by house that all promotions should be issued subject to VCs and in no case promotions should be delayed for want of VCs as same is normally confirmed by field units while practically issuing promotion orders by Circle/SSA/Controlling officers.

- c. **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 SNEA (I) should pursue the matter to stop External MTs and should pursue only for Internal MTs that to be without any Bar of qualification & Age and all executives should be given equal opportunity to appear the examination. It was also resolved that SNEA (I) should take up matter for removal of fees applied for Internal MT examination.
- d. **Scrapping LA arrangements & Persuasion for early Regular promotions:** About all DS expressed the serious issues with present looking After Arrangements in different disciplines and how this temporary & stop gap arrangement is now continued as permanent arrangement in BSNL on name of court cases. After details discussions, it was resolved that SNEA(I) comrades should refuse all looking After arrangement in mass and pressure should be created on BSNL management to fill up all the vacant posts with permanent /Regular arrangements.
- e. **Medical Facilities to employees through Mediclaim Insurances:** The house discussed the difficulties faced by executives and non executives in getting medical treatment under present BSNL MRS and huge expenditure thereof and resolved that SNEA(I) should take up matter for fixed insurance amount per employee/family member per year for mediclaim policies and employees may be given choice to choose the best mediclaim policy which he/she thinks best and present process of empanelment of hospitals and huge expenditure thereof should be stopped.
- f. **Increase in Amount of Group Insurance Scheme:** House resolved that present amount of reimbursement from GIS has become negligible as compared to market and the matter should be taken for increase in GIS subscription so as to get GIS benefits of minimum Rs. Ten lakhs to each executives and GIS subscription may be increased accordingly.
- g. **SDE Regular Promotions under 67% SCF quota:** Each and every DS expressed dissatisfaction on overall progress of the SDE Regular

promotion of JTOs and put on records the unrest among the SNEA (I) comrades due to non finalization of the different court cases. The house resolved that though steps are being taken by SNEA (I) CHQ in vacating stay, no fruitful results are seen and there is need to adopt different strategies in getting rid of Bottleneck in issuing final promotion orders and pressure needs to be created on BSNL management for issuing early promotion orders.

- h. **CPSU Cadre Hierarchy:** House resolved that to overcome different court cases on seniority and promotions thereof, SNEA (I) CHQ should pursue the matter for implementation of CPSU Cadre Hierarchy in BSNL after detail study of its impact on overall outcome after its implementation.
- i. **Stand of SNEA (I) on LDCE comrades & revision of their seniority:** House discussed that due to revision of seniority as per date of joining the very purpose of LDCE is defeated and such revision of seniority after 10-15 years is injustice to LDCE passed executives. Many of DS also pointed out that when BSNL is not in position to fix seniority as per date of joining then same should be represented to Hon Court in proper manner, but LDCE passed executives should be given seniority as per the year of notification of concerned LDCE and not as per date of joining as it was delay on part of BSNL. Many of the DS mentioned that SNEA(I) CHQ should take clear stand on this issue to resolve present dilemma and take steps to restore injustice to LDCE comrades by restoring the seniority lists. As such house resolved that injustice to LDCE passed executives should be important agenda to be discussed in AIC Jaipur and SNEA (I) should have firm and concrete stand on this issue to maintain the seniority procedure followed in BSNL.
- j. **Generalization of Notional Pay fixation:** House discussed the issues of LDCE passed executives and unrest due to non settlement of the issues including generalization of notional pay fixation orders issued by Hon Court. After detail discussions, it was resolved that SNEA(I) should pursue for the generalization of Notional Pay Fixation in respect of all LDCE passed SDEs regardless of the year of passing.
- k. **First TBP Promotions in 4 years:** In continuation to resolution passed in CC Goa, CEC Yavatmal house appreciated efforts taken by SNEA (I) CHQ, but resolved for need of more extensive action on settlement of this issue without any further delay.

1. **Standard pay scales for all executive in BSNL:** House reviewed present status of this demand & steps taken by SNEA(I) CHQ in resolution of this issue and resolved that SNEA (I) should take up strong steps for Standard Pay Scales for all executives in BSNL and resolve it at the earliest.
- m. **30% Superannuation benefits for BSNL recruited executives:** This issue was again discussed in house along with present progress it was resolved that SNEA(I) should take up this issue 30% superannuation benefits for all BSNL recruited Staff and executives and resolve it in fixed time frame.
- n. **Hard Tenure for Gadchiroli:** House discussed this issue and specific problems of Gadchiroli SSA and progress on this subject & resolved that SNEA (I) should continue to pursue for hard Tenure station for Gadchiroli SSA and firm action required by SNEA(I) CHQ for getting this issue settled in Time Bound Manner.
- o. **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 (I) should pursue for further recruitment of TTAs for filling all vacant post of TTAs in Maharashtra Circle.
- p. **Conduction of LICE for filling vacant post of JTOs under Dept quota:** House resolved for conduction of LICE for filling up all vacant post of JTOs in Maharashtra Circle without further delay and also resolved that LICE for filling up JTO post should be conducted every year.
- q. **Regularization of Offg JTOs:** The house appreciated efforts taken by SNEA(I) CHQ on this subject and resolved that SNEA (I) should take immediate steps for regularization of all Offg JTOs as one time major & get this issue settled once for all.
- r. **Mass Transfers in Finance wing:** House appreciated stand taken by SNEA (I) MH on mass transfers of finance wing officers & condemned intentional violation of transfer policy by GM Fin Mumbai with wastage of lakhs of rupees of BSNL on avoidable transfer transfers and even intentional negligence on consideration of own cost request transfers. It was resolved by house that SNEA (I) MH should continue persuasion of this issue with same intensity to restore the transfers as per transfer Policy guidelines of BSNL and matter may be taken up with higher officer at BSNL CO as CGMT MH has expressed his inability to intervene in this

issue on wrong feedback of GM Fin Mumbai & calls for intervention of GS SNEA (I) CHQ to take up matter with BSNL CO.

- s. **Shortage of executives in Account Section and unequal distribution of executives in accounts wing:** House reviewed this issue already discussed in last CEC Yavatmal about the acute shortage of Executive in Account wing in some of SSAs and in overall Maharashtra Circle. It was also brought to notice of house that in some of SSAs/ Circles Account Officers are excess in total strength, and in some of SSAs entire SSA is being run with single Account Officers causing hardship to such officers. After ERP implementation many of Account Officers are spared but same are not being utilized properly. BSNL CO also did not take note of acute shortage of Executives in Account wing throughout Maharashtra Circle and no proper steps are being taken even if some of Circles like TN Circle is having excess executives in Account wing. House resolved to take up matter for proper distribution of executives within Maharashtra Circle as well as for additional posting of Account wing executives in Maharashtra Circle to meet acute shortage and also to consider long pending request transfers in time bound manner.
- t. **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 and at the same time excess executives in PA/PS cadre are available in some other SSA and they are practically without justified works. It was also informed that in some of offices some PA/Ps are having more work and some PA/PS are getting salary without justified work. 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 post and also for consideration of pending request transfers and to have equal distribution of works among same Cadre PA/PS in same office.

C. Organizational Matters:

- a. **Association Subscription from salary:** Many of DS expressed difficulties faced by the office bearers in collection of monthly subscription from all members and issues of unpaid members. After details discussions House again resolved for need of strong persuasion by SNEA (I) CHQ to start deduction of SNEA (I) monthly/six monthly/yearly subscription from

salary of Members from ERP/HRMS & it should be strong agenda of SNEA (I) CHQ.

- b. **Support to call given by SNEA (I) CHQ on important Demands including present call for opposing formation of separate tower company:** The house unanimously resolved to support any call given by SNEA (I) CHQ for settlement of Standard Pay scales, 30% Superannuation benefits and First TBP in four years & call against formation of subsidiary tower company of BSNL etc will be actively executed in Maharashtra circle.
- c. **Venue of next Circle Conference of SNEA (I) MH:** After discussions of proposals submitted by different DS, house unanimously approved the proposal given by Com. Bharat Sonawane DS SNEA (I) Pune to hold next Circle Conference of SNEA (I) MH at Pune as such next Circle Conference of SNEA (I) MH will be held by end of Sept 2015 or in month of October 2015 at Pune.
- d. **Representation of SNEA (I) MH in CHQ from AIC Jaipur:** The house appreciated the efforts taken by three CHQ representatives from MH Circle namely **Com. A.R.Manani VP, Com. V. M. Wankhede AGS & Com. M.B.Sangle JS (West) CHQ** in resolving issues of MH Comrades and their active involvement in overall functioning of SNEA (I) CHQ. House discussed the issue of MH representation in CHQ from AIC Jaipur in detail and each and every DS, COB, CEC/CWC Member expressed feeling on this issue. After detail discussions it was unanimously resolved by house that Com. M. S. Adasul, CS MH, who has successfully handled matters of SNEA (I) MH for continuous three terms as CS SNEA (I) MH & given very strong & firm name & fame to SNEA (I) MH should take active part in CHQ and explores his ability & knowledge for betterment of SNEA (I) comrades throughout India & for better performance/representation of SNEA (I) CHQ. As such house unanimously resolved in advance to nominate name of Com. M. S. Adasul for post of GS SNEA (I) CHQ which he has given up in AIC Nanded for better unity of SNEA (I). House further resolved that this time Com. Adasul should not withdraw his nomination from post of GS without consent of delegates of SNEA (I) Maharashtra as done in AIC Nanded.
- e. **TESA Flash printing:** Many of DS complained that TESA Flash, a monthly journal of SNEA (I) is not being received by them regularly and if

received it is being received randomly. It was also pointed out that in some months it received in some of SSAs & in some months it is received in some of other SSAs. Being uploaded on SNEA (I) CHQ website and the hard copies are not being read by comrades. It also takes time in further circulation to grass root members and many of copies are kept without use. As such 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, sending its links through what's app and uploading it on CHQ website. Till SNEA (I) CHQ continues with stand of printing TESA Flash, then let it continue, but its hard copies may not be sent to SNEA (I) MH comrades in any district and the said amount on part of Maharashtra comrades may please be saved.

f. Arrangements of CEC Meeting Solapur: House has unanimously appreciated the excellent & executive stay and food arrangements made by **team of SNEA (I) Solapur** under able leadership of **Com. B.N. Kore**, Joint Secretary South & **Com. S.R.Paspule** DS SNEA (I) Solapur. House congratulated team SNEA (I) Solapur for all out efforts with special supporting & motivating actions for grand success of CEC Solapur.

M. S. Adasul
Circle Secretary,
SNEA (I) Maharashtra.

Copy to:

1. Com. G. L. Jogi President SNEA (I) CHQ for kind information please.
2. Com. K. Sebastin, GS SNEA (I) CHQ New Delhi for kind information, and n/a on pending issues at BSNL CO New Delhi for proper solutions.
3. Com. A. R. Manani VP SNEA (I) CHQ for kind information please.
4. Com. V. M. Wankhede AGS SNEA (I) CHQ for kind information please.
5. Com. M. B. Sangle JS (W) SNEA (I) CHQ for kind information please.
6. All District Secretaries, Circle Office Bearers, CWC/CEC Members of SNEA (I) 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.