

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



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**No. SNEA/MH/CEC Corr/2020-23/2
Dated 26th October 2020.**

Sub: Resolutions passed in the Online CEC Meeting of SNEA Maharashtra Circle held on 10th & 11th October 2020.

Ref: Letter No. SNEA/MH/CEC Corr/1/ Dated 05/10/2020.

As per the above notification, the online CEC Meeting of SNEA Maharashtra was held on 10th & 11th October 2020 and it was attended by all District Secretaries, Circle Office Bearers, CWC Members, CEC Members and prominent activists of SNEA as observers. GS, AGSs HQ, JS West SNEA CHQ attended and addressed the CEC meeting and updated house on different issues. The meeting started from 1000 hrs in the morning and concluded at 2300 hrs for both the days wherein all the participants have shared their views on different issues. After elaborate discussions in two days CEC Meeting, in conclusion, the house has passed following resolutions on different Development, Technical, HR and Organisational issues.

A. Development Issues:

I. General Issues:

1. The house appreciated efforts of BSNL Management and all concerned officers in Maharashtra Circle for implementation of e-file management system in Corporate Office and Circle Office Mumbai and by understanding its usefulness demanded that e-file Management system should be implemented in all SSAs/BAs all over India in time bound manner of three to four months.
2. Many of DS have shared that Government is working in different standard in formation and unification of PSUs. One side efforts are taken for merger of loss making MTNL with BSNL and other side BSNL is divided in BTCL. Some PSUs like BBNL, RailTel, and Power Grid are promoted for providing Telecom Services creating competition among own PSUs. Government should unify all such PSUs working in telecom sector and form a strong a single PSU in Telecom sector to meet present competitive market and to provide quality services by avoiding competition among its PSUs.
3. It is seen that hundreds of Crores of rupees of BSNL are being paid on unwanted AMCs starting from AMC for EBPTs to NGN/GSM switches. It is clear that the expenditure on AMCs is highest in BSNL and till no protest has been done by SNEA CHQ on any of such issues. House resolved that SNEA should take up matter to stop all such unwanted and non-productive AMCs going on in BSNL on name of monopoly and the basic AMCs required should be reviewed for its expenditure and its utilisation to BSNL.
4. About all DS have expressed hardship and difficulties faced by the Field units due to delayed payment of Contract Workers for six months to years and how they are exploited by Contractors and in turn by BSNL. One side, they are removed from services and other side their wages have been stopped/kept on hold either by contractors or by BSNL. Now, BSNL has stopped for engaging Contract Worker and

new procedure has been adopted for carrying out works on job basis. The house resolved that BSNL should go for Tender for job Basis works, but as one time action, BSNL should release the due payment of all Contract Workers and respect their devoted services.

5. The house discussed BSNL CROP 2020 policy for renting out BSNL Staff Quarters and office accommodation. It was reported that increase in rates should have been done on basis of class of city and not in general for all locations. Further fixed cost should be applicable to staff and officers as minimum amount charged and if any of the officer/staff is having higher income then, he/she should be charged accordingly.
6. The house discussed the orders for consolidation of BAs w.e.f. 01/10/2020 on papers and no action on practically consolidation of BAs as works of consolidation of BAs are not made effective. House resolved that the norms of consolidation of BAs should be implemented to true sense starting from posting of SSA/BA Heads as per norms defined and by posting sufficient number of executives in each BA and Area Operation Office.
7. The house discussed the issues in Telecom services affecting issues on part of MTNL in connectivity as well as on different inter connecting issues of BSNL and MTNL. House resolved that Government should take immediate steps for effective merger at least for services of MTNL and BSNL so that there is harmony among BSNL and MTNL for providing Mobile Services, Enterprise Business and upgradation of OFC Network in respective area and specifically in Mumbai.
8. The house discussed issues due to delayed rent payments of rental accommodations taken by BSNL for exchanges, BTS etc and blocking entry by Owners and threatening to executives in the field units and many owners are demanding for vacation of the accommodation. It has also affected on revenue of BSNL as exchanges and BTS in such locked premises are not working. Hence house resolved that as one time measure BSNL should release all the pending rent payments of Exchange and BTS rental accommodations.
9. House discussed, the issues due to selective allotment of temporary advances and there is no firm policy to issue Temporary advances to executives. The executives are compelled to make expenditure of lakhs of rupees from their Pocket with expectations that amount will be sanctioned from pending requests of Temporary advances. But on name of funds shortage, the temporary advances are sanctioned on specific recommendations and all other request are kept pending for long time and finally cancelled on name of Year end/ closing making heavy losses to individuals and works of BSNL suffers. The house resolved that association should take up matter with management for proper procedure for recommendation and sanction of Temporary advances and specifically for releasing all the pending Temporary advances in ERP as one time measure by requesting special funds for same.
10. House resolved that due to compelled conditions in the field units and mainly due to poor performance of some of cluster partners there is very critical situation in field units and public is annoyed with BSNL services and BSNL offices and officers are gheroad/ locked by public and there is life threat to the executives working in field units. The house also discussed reluctance on part of BSNL management in providing minimum required support to field units and keeping field executives in hands of public. The house resolved that association should take up matter for immediate steps for safety and security of Executives working in field units.
11. The house discussed different issues faced by the field units due to more and more centralised activities at ITPC and hardship faced by the field units. House resolved that association should take up matter with BSNL for decentralisation of certain

works at ITPC to field units so that it will be easy for providing services to the customers. It was also discussed and resolved that ITPC should develop single centralised and single APP/Product so that all activities from customer activation to billing are taken care through these apps accessible to executives in field units and Partners of BSNL on need and requirement basis.

12. The house discussed and resolved that association should take up matter with BSNL Management for release of cash awards of Sanchar Awards which is not released for last two years even after distribution of Sanchar Awards in special functions.

II. Technical Issues:

1. CEC discussed the ongoing issues and downtime due to life expired/ premature scrapped, faulty and irreparable battery sets and power plants in BSNL network and resolved for provision for immediate replacement of all such life expired/ premature scrapped, faulty and irreparable Battery sets and power plants.
2. It was also discussed and resolved that the presently life of Power Plants is 15 years, but the quality of Power Plants supplied does not match with 15 years life of Power Plants and hence association should take up matter for reduction of standard life of Power Plant to five to Ten years depending on its capacity and quality supplied.
3. The CEC expressed serious concern on over delay in Completion of NGN Phase II (ZTE/YAMTECH) Project and huge losses to BSNL due to wrong projection of requirement of NGN Equipment's and matter should be taken with BSNL Management for completion of this project within fixed time of six months and efforts should be taken for proper utilisation of facilities procured and available under NGN project.
4. The house reviewed the Expenditure made on NGN project and realisation of revenue by BSNL and it is seen that NGN Project is not used in proper interest of BSNL. The house resolved that SNEA should take up matter for early completion of NGN Project and utilisation of services and features available in it.
5. The house discussed the issues related to maintenance of Lease Circuits and it was reported that Fault dockets are not appearing in FMS Portal for the MPLS LCs working through NIB and hence same pending and are not being reported to TIP for attending fault. The house unanimously resolved that SNEA MH should take matter with ITPC for addition of LC Customers in ERP system.
6. The house discussed the issue Wi Fi Hotspot and utilisation by BSNL for generation of revenue in comparison with expenditure being made on it. Out of 4000 Hotspots installed in Maharashtra Circle many of them are at remote and odd places. Due to poor quality of equipment supplied the range for this Wi-Fi Hotspots is very low i.e. about 50 Meters and hence it is not practically used by public. In after VRS scenario there is reduction in manpower and there is no dedicated or even diverted manpower to look into issues of Wi-Fi Hotspots and matter is being pursued continuously from BSNL CO and Circle for restoration of Wi-Fi Hotspots and it is not possible to give attention to all hotspots. As such it was discussed and resolved that association should take up matter with BSNL management for proper utilisation of Hotspots to generate revenue by shifting it at centralised place where there is public demand and if not possible to shift immediate action should be taken for closure of all such hotspots which are not at all economical and are not in use practically, but expenditure is being made by BSNL.

III. Issues related to FTTH Services:

1. The house appreciated efforts taken by Circle management as well as different field officers in providing FTTH Connection @ about 15000 per month from earlier @15000 per year and resolved to move ahead with focused approach in provision of more and more FTTH connections by overcoming hurdles and issues in present system and procedures.
2. House discussed the present policy of BSNL for providing FTTH connections only through its partners and its serious threat to BSNL services in future if these partners opt for any other operators due to any reason along with business of BSNL. By understanding threat, the house resolved that in parallel to provision of FTTH Connections through Partners, BSNL should built alternate way for building its own FTTH Network at all places so that customer base of BSNL also increases and the partners cannot play with business of BSNL as being done now and may be in future.
3. The house discussed in detail the present stand of BSNL MH Circle for granting new promotional plans for FTTH Promotions in only five SSAs and demanded for its implementation all over Maharashtra Circle.
4. The house discussed exploitation of BSNL Customers by some of its FTTH partners and how it is adversely affecting to growth of BSNL FTTH network due to heavy and unlimited charges being asked by Partners as cost towards infrastructure. House resolved that association should take up matter with BSNL Management for fixing the maximum cost payable to partners as per rules and the partners should not be given free hand to exploit the customers as being done now.
5. Many of DS have brought to the notice of house that there are many issues faced by TIPs and Field officers and hence Association should take up matter to have Centralised Help Desk to extend help for support of TIPs at Circle level.

IV. Issues related to GSM Services:

1. The CEC unanimously resolved that BSNL should focus to start 4G GSM services in Time Bound manner of six to seven months and in case it is seen that it is not practical to implement 4G services within one year period, then BSNL should move forward with in parallel for 4G and 5G GSM services.
2. House expressed serious concern about down fall in the revenue generation from GSM services and heavy amount paid to different vendors and contractors working for GSM services and profit to BSNL. House resolved that BSNL should review the VAS revenue share policy in larger interest of BSNL.
3. House further demanded that BSNL should publish white papers on profit and loss to BSNL from present 2G/3G GSM services provided by BSNL after payment of charges and shares of vendors/franchises and contractors and actual profit left for BSNL.
4. House resolved that BSNL should take immediate steps for replacement/up gradation of all 2G BTS with 3G as only voice calls from 2G BTS is adding burden of Rent and O&M expenditure to BSNL.
5. The CEC discussed and resolved to Review the terms and conditions of ongoing BTS maintenance tender in larger interest of BSNL for inclusion of urban BTS sites brought into the scope of the tender and also the for maintenance.
6. It was unanimously decided to constitute a Committee headed by Com. Amit Kulkarni ACS SNEA MH and consisting members Com. S.R.Bhise JS West SNEA MH, Com Jayant Adhavade CEC Member Nashik, Com. Deepak Thakur CEC Member Pune and Com. Pradeep Kinikar CEC Member Pune to study different issues related GSM servies in Maharashtra Circle and to decide issues to be taken

by SNEA MH to overcome present hardship by field units and also in generation of more and more revenue and to reduce the unwanted and avoidable expenditure by BSNL on Mobile services.

V. CFA Mtce Cluster Tender:

1. House discussed different issues related to Cluster tender for external plant maintenance and it was resolved that association take up matter for review of cable cluster tender and including maintenance of primary and distribution cable in the same single tender and its allotment to single vendor.
2. It was also discussed about present tender condition for capping of penalty of contractors which is working against interest of BSNL. Many of the contractors are bidding and accepting tender with wise and factual understanding that maximum penalty imposed will be with capping of maximum 15% of bid value and he /she will get at least remaining amount which comes to be more than 80% even though as contractor he/she do not perform the work. As such, it is resolved by the house that the tender clause of capping of penalty should be removed and penalty should be imposed as per the failure on part of contractor as per tender conditions without capping of penalty.
3. Further, there should be introduction /addition of clause for recovery of the actual losses of BSNL caused due to negligent and casual approach of the contractor in providing required services as per tender conditions and contractors will stop bidding tenders for which they actually do not have capacity to carry out the works.

VI. Transmission Issues:

1. House discussed the difficulties faced by the customers due to different issues related to backhaul, bandwidth constraints and frequent failure of prominent OFC routes and issues faced by WTR and OFC teams of SSAs in planning of up gradation of different OFC routes. It was resolved that association should take up matter with BSNL for procurement of transmission equipment having high bandwidth carrying capacity of 100 G capacity to reduce or eliminate the ongoing congestion on different OFC routes of BSNL network.
2. Many of District Secretaries have pointed out that many of BSNL OFC routes are unofficially abounded by WTR as well as SSA Transmission teams due to lossy fibres and non-availability of funds or sanction for repairs after road widening activities. In casual approach these routes are unofficially decommissioned from BSNL network causing reliability of media connectivity through alternative ring network. After elaborate discussions, it was resolved that association should take up matter for rebuilding such important routes to make the availability of alternate Media connectivity with stable rings by restoration/replacement of lossy fibres.
3. CEC also discussed the issues due to lossy OF cables due to more number of joints in cable due to frequent and repeated faults and though such OF Cables are working, there are major issues of the quality of service and hence as prominent task BSNL has to replace such OF Cable to reduce number of joints in OF Cable and make all fibres available in all OFC routes.
4. The house discussed the issues due to poor quality of unarmoured OF Cable being used in BSNL Network and difficulties in tracing fault in case of untraceable cable. Also the present unarmoured OF cable used by BSNL is more prone to faults as compared to Armoured OF Cables used by other Telecom Operators. Use of armoured Cable will reduce the rat cut faults as seen on unarmoured OF Cables. The matter has been discussed in many CWC Meetings and with management by CHQ leaders, but to positive decision is taken by BSNL Management. It was resolved

that BSNL should procure Armoured OF Cable at least for laying on long OFC Routes and in cities where road widening activities are seen very frequent.

5. It was also discussed that in OFC Mtce tender, the penalty imposed on Contractors is capped and the vendors are not giving proper services as they are sure to get 80 to 85 % of tender amount even though entire route is faulty due to application of capping n penalties. It was resolved that matter should be taken up with BSNL at different level for adding/amending /removing the clause of capping of penalties in the interest of BSNL.
6. The house discussed about the major and critical issues related to OFC Network maintenance and issues related to Backhaul, Bandwidth all over Maharashtra. It was decided that Committee lead by Com. H N Tipre CT SNEA MH and consisting Com. Prayag Pisal JS South SNEA MH, Com. Tejas Tadsare CWC Member, Com. Kishor Kapgate CWC Member will study all these issues and decide issues to be taken up with BSNL Management.
7. The house elaborately discussed the frequent failure of OFC Network of BSNL and issues faced by WTR team in restoration of frequent failures on prominent WTR OFC Routes like Mumbai-Pune, Goa-Mumbai, Nashik-Mumbai, Satara-Pune, Sangli-Solapur, Nanded Parbhani and Aurangabad-Nagpur and its impact on services of BSNL. The house resolved that association should take up this matter with WTR Management for immediate rebuilding and upgradation of these prominent OFC Routes with stable alternate routes.
8. The house discussed issued in getting bandwidth due to different locations of SGSN at Pune and IGW at Mumbai and disconnection between two in case of failure of OFC route between Mumbai Pune including alternate routes. House resolved that to take care BSNL should install IGW at Pune in addition to present IGW at Mumbai so that present issues along with the issues due to increase in Data traffic can be taken care without any hardship to customers.
9. CEC demanded that by understanding high speed demand by all GSM customers and to be in the Mobile market, BSNL should take immediate steps for providing at least 1G connectivity to all existing BTS and new BTS should be proposed only with 1G connectivity.
10. The house resolved that apart from 1 G links all OLTEs and BTS of BSNL should be provided with alternate and standby microwave link to have 99% availability.

B. HR issues:

1. House appreciated efforts taken by SNEA CHQ for implementation of CPSUCH and at the same time raised concern about undue delay in its implementation. House condemned the Internal/External anti CPSUCH Forces working within BSNL. It was unanimously decided that SNEA CHQ should decide time frame for implementation of CPSUCH and get it implemented within that time frame
2. House also resolved that if the CPSUCH is not implemented in this time frame, then association should change its rigidity on CPSUCH and show flexibility for promotions through DPCs to fill up all existing vacant posts in all wings and cadres as thousands of post are vacant after VRS 2019.
3. House resolved that forthcoming CWC should seriously review the promotional aspects of all Executives in BSNL and should form strategy to promote all eligible executives in time bound manner either through CPSUCH or through DPCs and all vacant post must be filled up.
4. House resolved that SNEA should give top most priority for settlement of long pending demand of 3rd PRC w.e.f. 01/01/2017 with 15% fitment by using all the

ways possible including restarting failed negotiations by AUAB with DoT and Government in Dec 19 for 5% Fitment.

5. House resolved that in case of delay in getting 3rd PRC, association should immediately demand of merger of DA as done in past and get it settled in the interest of executives of BSNL.
6. House unanimously conveyed that SNEA CHQ leadership is not taking serious steps in resolution of following long pending issues and no visible persuasion is seen from SNEA CHQ and in some of cases. These are the issues of manifesto of both the Membership verification, but these issues are pursued in very casual manner, GS has not even written single letter to remind management for resolution of these issues and hence CWC should review these issues seriously and direct GS to take immediate steps and action for resolution of these issues in the larger interest of affected executives who are SNEA Members in larger number.
 - a. Standard Pay Scales
 - b. Pay revision as 22820
 - c. 30% SAB
 - d. First TBP in four Years
 - e. List 8 and list 9
 - f. Preparation of AIEL of all working JTOs
 - g. LDCE increment
 - h. Notional Pay fixation of Civil/Electrical.
 - i. Merger Civil / Electrical wings with SSAs.
7. The house discussed and resolved that Second PRC Pay loss issue of all JTOs and JAOs of LICE 2016, should be settled by SNEA CHQ by legally and organisationally as stated in SNEA Manifesto.
8. House held detail discussions on present conditions and support by BSNL empanelled hospitals in view of non-payment of bills by BSNL for prolonged period and difficulties faced by the executives. It was resolved that Association should take immediate steps so that medical facilities are available to all on cashless basis and executives should not be compelled to pay for hospital bills including lakhs of rupees of advances in BSNL empanelled hospital. Association should review the Medical facilities and demand for Optional Medical Insurance Policy for all BSNL Executives and employees in any of the following way.
 - a. The present procedure for empanelling Hospitals by BSNL for medical facilities and services should be stopped and all employees should be covered under Medical Insurance Policy by payment of its premium centrally from BSNL Corporate Office.
 - b. It may also be accessed that instead of paying to single insurance firm centrally from BSNL Corporate office, the fixed amount per member may be given to the executives on yearly basis for enrolment for medical issuance of self and eligible family members. The executives may be given freedom to opt for any medical Insurance policy with premium lower or higher than the amount prefixed and paid by BSNL. This reimbursement amount may be paid once in the year with or without receipt of premium receipt to all executives and eligible family Members.
 - c. By fixing and making onetime payment against Medical policy, the present man power of BSNL utilised for empanelment of Hospitals and settlement of

medical bills all over India may be utilised for other important and productive works of BSNL to be in the competitive Market of BSNL.

9. The House also resolved that association should check possibilities for Group Medical Insurance policy on association platform for its members at Circle/CHQ, if BSNL is not finalising it for all.
10. The house resolved that the present rates of reimbursement of the cost of handsets is very low and biased and there is need of respectable enhancement of amount of Mobile handset reimbursement for all cadres and it should be minimum Rs 5000 starting from JTO.
11. House discussed the PRMB (Post-Retirement Medical Benefits) of BSNL recruited executives and demanded that Association should take up matter with BSNL to know about present status about the implementation of PRMB in BSNL. The details of PRMB scheme to be shared with employees or beneficiaries clearly stating benefits, coverage, inclusion of dependents, mode of operation, limits.
12. The house resolved that SNEA CHQ should take up matter for firm steps for continuation of Pension Contribution Fund under SAB even in case of extreme odd conditions of BSNL to extend support to members i.e. Pension payable under this scheme should be delinked from financial viability of BSNL as done for BSNL absorbed Officers/employees. If there is no such provision & risk is involved then SNEA CHQ should take up the matter for providing an option to switch to National Pension Scheme (NPS) because NPS is having sovereign guarantee & even Central Govt. employees are enrolled under NPS for social security.
13. Taking into consideration the support and involvement of JEs in BSNL in day to day activities and also the future membership on becoming JTOs, association should pursue for extending GTI facilities to all willing JEs in BSNL and provide them family insurance cover at par with executives.
14. House resolved that SNEA should take up matter for immediate action for conduction of JE to JTO LDCE to fill up vacant post of JTOs all over India.
15. The house reviewed the stand of association on LDCE promotions and the reversion happened in some of cases from DGM to SDE or SDE to JTO due to court cases. In past Association has taken all such issues in the manner that no promoted officers will be reverted and association always strongly advocated and pursued from promotions of left out executives by overcoming the mistakes. The recent silence of association CHQ leadership on such reversion is objectionable and needs serious thinking and firm decision in CWC Meeting. The house resolved that Association should review its firm stand on promotions through LDCE and should seriously take up matter with BSNL Management for providing better prospective to executives in BSNL through LDCE promotions.
16. The house reviewed the present procedure of issuing transfer posting by considering request and issuing orders in hard copies. By considering shortage of manpower and to have more transparency, the transfer posting including calling for options, willingness and submission of request transfers including Rule 8 and rule 9 transfers should be implemented through available option in ERP and stop the traditional procedure being implemented with wastage of manpower and to avoid hardship to executives.
17. SNEA MH appreciates the stand taken by SNEA on criteria to be followed in preparation of AEIL, but demands for more serious efforts for making process of preparation of AEIL as yearly activity and AEIL should be prepared and displayed every year in particular month.

18. House discussed the issues due to different orders from BSNL CO /Courts about fixation of seniority in JTO Cadre and its direct impact on delayed promotions for all. Accordingly house unanimously resolved that for Fixing seniority in JTO cadre should be equally applied as per date of joining or as per the training Centre Marks. For JTOs in Elect/Civil the Marks obtained in Entrance Exam conducted for recruitment as JTO may be continued to be taken into consideration for fixation of seniority.
19. House unanimously expressed displeasure on poor efforts by SNEA CHQ in restoration of Soft Tenure facilities of All India Soft Tenure stations over the period of last six Years and demands for serious steps from SNEA CHQ for restoration of Soft Tenure Facilities for all India Soft Tenure stations and respect the different resolutions of CWC.
20. The biased approach of BSNL management in granting Residential FTTH connections to executives in BSNL was objected by house thereby directly denying the FTTH facilities to Executives in junior management and depriving them from the facility that they are executing for others. House demanded that SNEA should take up matter with BSNL CO for grant of FTTH connections to all Executives in BSNL, regardless of any condition or any differentiation among the executives.
21. House appreciated certain steps taken by SNEA CHQ to stop adhocism in BSNL before few years, but unfortunately same is indirectly restored by issuing all DE/CAO/DGM promotions in Adhoc manner. House resolved that SNEA should firmly pursue for getting all orders of DE/CAO/DGM on regular basis and not on Adhoc basis as issued in recent orders and see that carrier prospects are taken care for further promotions.
22. House discussed the Looking After arrangements or entrustment of charge going on in BSNL from JTO Cadre to GM Cadre all over India and no result oriented action for Regular promotions even though thousands of post are vacant, The house resolved that SNEA should take up firm stand to refuse/stop the Looking after arrangements/ entrustment of higher responsibility in mass for all cadres and wing in BSNL so that BSNL management is compelled to go for regular arrangements for regular promotions in all wings and all cadres.
23. The house discussed different issues faced by executives after VRS 2019 and deliberate delay by the BSNL Corporate Office in finalisation of Restructuring norms. SNEA CHQ also failed to build pressure on BSNL Management on finalisation of Restructuring & Staffing Norms for period of about one year causing hardship to executives. After elaborate discussions, house resolved that association should take up matter for immediate finalisation of Restructuring and Staffing norms.
24. House appreciated efforts taken by SNEA MH and Circle management in issuing and implementation of Tenure transfer and resolved for further needs of immediate action for issuing the request transfers from Non tenure stations and implementation of transfer orders from tenure stations through ERP with immediate effect.
25. It was brought to notice of the house that some of executives posted to Tenure station have not received the TA/DA payments even after completion of tenure of two years and even when their transfer order is issued after completion of tenure. It was also brought to notice of house that option of TA Advance in ERP has been blocked for last few months indirectly denying TA advance and TA bills to executives. House resolved that association should take up with management for timely payment of TA/DA and mainly payment of TA advance before relieving of officer to place of posting and till advance is paid Officer should not be compelled to join new place of posting.

26. The house discussed the recent Transfer orders issued by Circle Management at own cost to Tenure stations whereas all transfers to Tenure stations are issued at company cost. The house resolved that association should pursue to give consideration of all transfers to Tenure stations at Company cost as done by BSNL Corporate office and in case it is not possible for issuing such transfers under company cost for any exceptional reason, then at least joining time should be allowed to executives transferred to far away distance when requests are given consideration at own cost instead at company cost.
27. It was also resolved that minimum required support of non-executive staff should be provided to the executives working in the field units and association should take up this issue as entire workload of non-executive staff drastically reduced under VRS 2019 is being added to Executives causing direct effect on office works.
28. The house discussed undue delay by BSNL in payment of dues, subscription, EMIs etc deducted from Salary of Executives towards Credit Society, LIC, Banks, and Income Tax Department and Association subscription even though same was deducted from monthly salary and imposition of penalties by Credit Society, LIC, Banks, and Income Tax Department to individual executives. House resolved that association should successfully pursue this issue with BSNL management for reimbursement of penalties imposed by Credit Societies, LIC, Banks, and Income Tax Department for delayed payment by BSNL and matter should be seriously taken with BSNL Management not to delay the payments in future.
29. The house also discussed on serious issues on part of BSNL not to deposit the money deducted against GPF/EPF contribution against these funds and issues created due to such delayed payment in calculation of GPF/EPF interest of all executives. SNEA should take up matter with BSNL to see that regular interest as per deduction of subscription/recovery it is added to GPF/EPF account of all and matter should be taken up for regular and monthly payment of GPF/EPF subscription to concerned offices. The details also should be updates in GPF/EPF Statements.
30. Due to delayed payments of EMI, Income Tax etc, the credit rating of all executives in BSNL has been downgraded by CRISIL. Association should take up matter with BSNL Board for taking up matter for one time request from BSNL to CRISIL for review ratings of BSNL executives as a special case.

C. Organisational Issues:

1. The house discussed the Balance sheet of association submitted by Com. H. N. Tipare, CT SNEA MH from 24/12/2019 to 10/10/2020 including expenditure of CC Mumbai and same was unanimously approved after details discussions on it.
2. The house discussed the nomination of Internal Auditor for SNEA MH and unanimously nominated Com. Sanjay Sable DS SNEA Akola as Internal Auditor of SNEA MH for ongoing term of Circle Body.
3. The house discussed and reviewed the performance of SNEA in second Membership verification. The house appreciated sincere and devoted efforts taken by all the activists, District Secretaries, DOBs/COBs/CWC Members/CEC Members in Maharashtra Circle in keeping SNEA flag high in all respect and getting thumping victory. House also discussed the performance of SNEA in other Circles and appreciated efforts taken by SNEA team in Circles where SNEA has got majority votes in the Circle and requested for more efforts for rebuilding SNEA in the Circles where SNEA could not get majority votes.
4. The house discussed the role of CHQ leaders in second Membership verification and overall efforts of CHQ team in building of organisational strength over the years. About all DS/COB and CEC/CWC Members expressed feelings about the

failure of CHQ leadership to give concrete solutions for the pending HR issues ranging from simple issues of restoration of facilities of All India soft tenure stations to resolution of major issues like 3rd Pay revision. Some issues are resolved by SNEA or taken up for resolution but CHQ leadership has failed to meet the expectations of the executives in BSNL and could not firmly assure even own members of SNEA for getting issues resolved. It is also seen that there is much reduction in overall membership of the association after VRS and some of members have left association quoting the failure of SNEA CHQ leadership in resolution of issue. After elaborate discussions, the house unanimously resolved that not getting majority association status is total responsibility of present CHQ Body and by respecting mandate given by members of SNEA in second Membership verification and by accepting moral responsibility of pulling SNEA down from highest membership in BSNL with majority association status to minority association with support status and go for fresh mandate from SNEA members by holding premature All India Conference to stop further damage to SNEA as organisation.

5. Some of DS and COBs have raised concern that present CHQ Leaders are not attending any CEC/GB meeting with full devotion so as to understand the feelings and difficulties faced by the District Secretaries and members working in field units. It is seen that CHQ leaders are showing Guest appearance even in CEC Meetings and only giving their speeches and replying to queries and doubts to some extent and then it is said they are having another assignment and leaving the meetings and even not a single CHQ OB is available in meeting to listen total discussions in the house which is major reason that CHQ leadership is not understanding feelings of the grass root members which is real danger for organisational growth of SNEA. Hence house resolved that GS/CHQ President should at least listen the views expressed by District Secretaries and at least one of CHQ Office Bearer should be present in entire proceedings of CEC Meeting or District General Body meeting for which he is invited. The pre assigned organisational meetings should be more important for CHQ leaders than the meetings with any other officers/offices in BSNL. The house resolved that “Guest Appearance” culture developed in SNEA by CHQ leadership should be stopped and CHQ leaders should attend the CEC meetings and GB meetings to understand ground difficulties faced by members.
6. The house discussed the functioning of AUAB and results of issues pursued by SNEA through platform of AUAB. Many of DS have expressed that Rigid stand of AUAB on 3rd Pay revision and resolution of other issues has caused much losses to members of SNEA as many have left BSNL by opting VRS without PRC and left out members are made to forget PRC but are compelled to struggle for getting monthly salary. Also in post VRS and post MV scenario, there is need to review the working of AUAB and role of SNEA in AUAB. House resolved that SNEA CHQ should review the outcome of AUAB seriously and rethink on further course of action for giving organisational calls on platform of AUAB.
7. The house discussed the achievements of SNEA CHQ on resolutions passed in CWC meetings and it was pointed out that nowadays the resolutions of CWC Meetings are not pursued seriously by GS and CHQ leaders at Delhi and there is long pending list of such pending resolutions of all CWC meetings. CHQ leadership should think on passing resolutions and should be firm on pursuing resolutions passed as per mandate of CWC meeting and in case of failure to meet the resolutions, then GS should explain the reasons of failure to meet the goals.
8. It was expressed by many of DS that SNEA District branches are facing hardship due to shortage of funds and expenses during recent Membership verification and at the same time SNEA CHQ is having ample money available due to centralised collection of subscription. Also payment of members from Non-recruiting Circles,

is not correctly paid to Circle and Districts. As such, House resolved that as one time measure, SNEA CHQ should share/refund/donate Rs. 100 per member to District Branches for strengthening Association at Grass root level.

9. House discussed that BSNL is not giving amount of association subscription to SNEA CHQ and on receipt of amount also SNEA CHQ also is not paying the Circle and District Quota immediately. Further SNEA CHQ is having ample cash in hand/account and some amount against Circle/District quota can be released by the SNEA CHQ and same can be adjusted against the subscription amount to be received from BSNL and payable to Circle/Districts. In absence of Circle /District Quota, the organisational activities are coming to standstill for want of money and Office Bearers at Circle and District Level are compelled to make expenses against association activities from pocket or by collecting donations, which is not good for organisational strength. As such, house resolved that in larger interest of organisational strength, SNEA CHQ should take up matter with BSNL for monthly disbursement of SNEA Subscription and same should also be transferred to Circle/District on Monthly basis and not on six monthly basis as being done now. In case BSNL is not disbursing association subscription on monthly basis for any reason, SNEA CHQ should pay the Circle/District Quota on monthly basis for the amount available with CHQ and same may be adjusted later against the receipt of money from BSNL against monthly subscription. SNEA CHQ should claim interest from BSNL on delayed payments and should also think on disbursement of the interest received from BSNL as well as earned by SNEA CHQ to Circle/District in case of delayed payments of Circle/District Quota since its receipt from BSNL.
10. The present laptop with CS SNEA MH is purchased in year 2009 and it has been faulty and now irreparable and it is affecting day to day working of Association. As such house resolved that Association should purchase new laptop and to allot the funds of Rs 60000 from Circle quota for purchase of new laptop.
11. The house resolved the difficulties faced by the executives in field units during lockdown period and active support by Circle Management and specifically CGMT MH to executives to overcome the difficulties during this most difficult period. The house resolved to convey thanks to Circle Management led by Shri. M.K. Mishra, CGMT MH for keeping very positive attitude and motivating executives for achieving different targets during this difficult period of COVID 19 pandemic situation.
12. Some of DS requested for grant of Circle tenure status to their Districts due to acute shortage of executives after VRS 2019. The house discussed this issue to depth and resolved that there should not be any addition to the Circle tenure stations as already about six Districts are declared as tenure stations but to meet the present acute shortages in such SSAs, association should take matter with management for posting executives in such SSAs by calling willing/options with one time Tenure facility on joining these SSAs.
13. The house resolved that there is no proper allotment of hired and departmental vehicles for office works. Some of officers are getting special vehicles for travelling from Home to Office and the officers in field units are not getting vehicles for office works. It was resolved by house that association should take up matter with Management for proper allotment of vehicles to all officers as per need and priority of works.
14. The house discussed the issues of poor performance of Cluster and OFC Vendors /contractors due to capping of penalties to be imposed on the contractors for poor performance. The contractors are taking undue advantage of this clause and getting payments about 85% payments without completing works as penalty are capping and not applied beyond 15%. But it is affecting on BSNL Services and hence house resolved to withdraw clause capping of penalties in tenders and penalties should

be applied as actual without capping and action should be taken against non performing contractors.

15. The house discussed the different issues in CFA segment and hardship faced by the executives due to different issues due to newly introduced cluster tenders for outsourcing of External plants. As there are many issues in CFA segment which needs focused approach and review for reducing difficulties of the executives, it is decided to nominate one committee headed by Com. M.N. Kotambe, ACS SNEA MH and consisting Com. Dinesh Bagul JS SNEA MH, Com. Shivram Kulkarni DS SNEA Kolhapur, Com. Samir Khare DS SNEA Nagpur and committee will study all the issues to be taken up with Management at Circle with suggestions to SNEA CHQ.
16. In new tender raj being implemented in BSNL after VRS 2019, it is seen that some particular contractors are taking tender of different works throughout Circle and then giving subcontracts to the small local vendors and their role is limited to only getting tenders approved and giving subcontracts. This is dangerous for BSNL as through tenders are approved, practically no manpower is provided by Vendor and contractor goes on participating in number of tenders. House resolved that BSNL should implement the clause of ban on participating tender of certain quantity/amount by same tenderer when said contractor is having other tenders in hands. There should be restrictions on participating in multiple tenders of BSNL at same operation time/duration.
17. House conveyed thanks to BSNL Management at Circle and Corporate Office for providing CDR access for working from Home and further resolved that the CDR access may be allowed to all Officers for working from Home as regular arrangement.
18. The house discussed the progress of merger of WTP and WTR Circle and expressed serious concern over the poor progress of merger of these Circles. It is unfortunate that over the period of six months only merger at CGM level is taken that be due to superannuation retirement of CGM WTP Mumbai and its charge is taken over by CGM WTR Mumbai. But nothing has been happened from level of GM and below except few cases and till today separate working of WTR and WTP Circles is continued due to negligent approach by BSNL Corporate Office in issuing orders for proper merger and unification of both the circles. House resolved that association should take up matter with BSNL Management for immediate steps for proper merger with amalgamation of work execution by officers working in newly defined CN TX West Circle and manpower available is utilised for maintenance of existing OFC routes, upgradation of all Equipments for upgradation of bandwidth, backhaul etc and in building new OFC routes on prominent routes throughout Maharashtra Circle.
19. About all the DS have expressed displeasure on different routine reports being called by Circle and Corporate office, and resolved that SNEA should take up matter with Circle as well as Corporate office for reducing different unwanted reports called by both the offices. It was also resolved that for minimum required reports also should not be called from SSAs/BAs and same should be generated in Online portals like DWC Portal and all the concerned officers should update data regularly in the system.
20. The house discussed, the organisational activities of SNEA in post VRS scenario as membership of association has reduced drastically due to mass VRS. There are issues created in functioning of association due to mass VRS and reduction of Membership and continuation of association post in after VRS Scenario. To have more strength in organisational activities, the house resolved that CWC Meeting should review the present membership of association required for eligibility of CEC

Members at Districts and CWC Members at Circles and should be increased proportionally and covering approval for same may be taken in forthcoming AIC.

21. The house discussed the agenda point for review of CWC Members in post VRS situation and reduction of SNEA Membership and it was resolved that present CWC Members elected in Circle Conference of SNEA MH in Dec 2019 should continue and matter may be taken in CWC Meeting for reduction in eligibility of minimum number of Members required for post of CWC Members at Circle level and CEC Members at District Level so that none of leader holding post is disrespected in any way by removing him/her post for no mistake on his part and he/she should be allowed to continue to contribute in building SNEA as strongest association with highest membership.
22. The house discussed successful use of Apprenticeship by many of the PSUs as per directives issued by Government of India. There are many BSNL works which can be taken care in BSNL through temporary enrolment of candidates under this Apprenticeship Policy wherein ample working hands are available at affordable cost as major part of his wages as Apprenticeship charge is paid by Government of India and BSNL has to pay certain fixed margin. . The house resolved that SNEA should pursue with Management for maximum utilisation of manpower under Apprenticeship policy and extend active support to the executives working in field units.
23. The house discussed the transfer taking place to and from MH Telecom Circle to Non Recruiting Circle and use of this option for avoiding long stay transfer from SSA to other SSAs and this is causing unrest among the executives who are following transfer orders obediently. The house unanimously resolved that association should take matter with Management to see that this option is not misused by the certain selected by taking transfer/deputation in Non Recruiting Circles to avoid long stay transfer and for counting of stay of executives regardless of recruiting or Non Recruiting Circle at Particular Station/SSA geographical area as counted for Circle stay in considering transfers for Transfers to All India Transfers.
24. The house discussed to depth the vindictive actions by Circle Management against CS and CP SNEA MH, DS SNEA Mumbai and its blind support by GS, President SNEA CHQ directly as well as indirectly by misusing the position in Association thereby joining hands in anti-association activities. House condemned the overall attitude and approach of GS & President CHQ towards SNEA Maharashtra Circle by their direct/indirect attempts in destabilising strong unity of SNEA members throughout Maharashtra Circle by joining hands with then corrupt CGMT MH Circle and also disrespecting the unanimous resolution passed by CEC Meeting of SNEA MH Circle. House resolved that the matter should be discussed in forthcoming online CWC Meeting and demanded to have organisational inquiry on entire episode played by GS & President SNEA CHQ against SNEA Maharashtra Circle.
25. The house also unanimously resolved that for more transparency on part of SNEA CHQ, in entire episode of deliberate vindictive action against CS /CP SNEA MH the all concerned documents related to Vindictive actions against CS and CP SNEA MH should be presented by GS SNEA CHQ to CWC Meeting and house authorised CS SNEA MH to prepare list of all such documents required from SNEA CHQ.
26. House Condemns of direct and indirect support by GS/President/AGS SNEA CHQ to Management against vindictive action by CGMT MH on DS SNEA Mumbai and CS and CP SNEA MH.
27. The house reviewed the heavy amount forcefully deducted/collected by SNEA CHQ from SNEA MH from the due Circle and District Quota showing it as old recovery of outstanding amount which is Rs. 231497.00 (In words Rupees Two Lakhs Thirty

One Thousands Four Hundred and Ninety Seven only). This amount includes old CHQ quota of Solapur, WTR and WTP Branch and these DS have expressed inability to pay old CHQ Quota. The details of calculations have been submitted by CT SNEA MH. This deduction during the period under dispute has already caused heavy loss to Circle and District Organisation as practically there was no money with SNEA MH and District Organisation for day to day functioning. The matter has been discussed to depth and it has been unanimously resolved to take up matter with Treasurer CHQ, GS/President CHQ for correction of figures and for refunding the due amount to SNEA MH Maharashtra Circle.

Sd/-

**M. S. Adasul,
Circle Secretary,
SNEA Maharashtra.**

Copy to:

1. President SNEA CHQ for kind information and N/A please.
2. GS SNEA CHQ for kind information and n/a please.
3. All other CHQ OBs for kind information please.
4. All DS, CEC Members, CWC Members and DOBs of SNEA Maharashtra Circle for kind information please.