

SANCHAR NIGAM EXECUTIVES' ASSOCIATION MAHARASHTRA CIRCLE



M. S. Adasul,
Circle Secretary
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To,

Com. K. Sebastin,
General Secretary, SNEA CHQ,
SNEA Bhavan, B-11, 1 & 2, Double Story,
Ramesh Nagar, New Delhi, 110015.

No. SNEA/MH/Cir Corr/2017-2019/51

Dated 3rd November 2018.

Sub: Thanks for support given by SNEA CHQ in defeating vindictive action by CGMT MH against SNEA MH and request for focused persuasion to withdraw illegal action by CGMT MH to forfeit post of CS SNEA MH, which in turn will resolve all other manmade issues.

Dear Comrade,

I have gone through the updates you have given to me by sms, WA, telephonically, and on SNEA CHQ website. **On behalf of about 2800 comrades of SNEA Maharashtra, I convey sincere thanks and gratitude to you and entire CHQ leaders for your such active support and standing behind SNEA MH during such direct attacks from management on overall functioning of SNEA MH.** Since these actions are started by CGMT MH many CS/CHQ OB have called me and extended solid support on this issue and I convey sincere thanks and gratitude to all CS, CHQ OBs and others who have extended support to us.

We also have detail discussions on this issue during our visit to Ranchi for Circle Conference of SNEA Jharkhand in presence of Com. Ratish Kumar CS SNEA Bihar and Com Jagdish Rout CS SNEA Odisha.

But from recent updates, I found that whatever actions are being taken by CHQ will not settle the present crises in MH Circle, but we want only action from SNEA CHQ for clearing doubts and withdrawing action of CGMT MH for forfeiting right to hold the post of CS SNEA MH. I will put all details for your ready reference and in chronological order and to have final and required solution in this matter instead of focusing on vindictive actions of transfer and so called charge sheets to eight comrades and orders for censure thereof. The details are as follows.

- I have already brought to your kind notice and you have confirmed that the role of CGMT MH started later, but it is complaint by TRIO (Trimurtees) i.e. by two Ex Office Bearers who are now common members in MH Circle i.e. Com. Viththal Kokate, Com Vivek Wankhede and third Com. Shridhar Bhad is Ex Office Bearer of MH Circle, but working in J&K Circle.
- All these three comrades have made complaint to you and I am attaching the copy which has been available with us for your ready reference and confirmation where it is same compliant or you have received some another compliant.
- Com. A.A. Khan President , you as GS and Com G.L.Jogi Chairman SNEA CHQ have confirmed before one month that such complaint are received by you and you are dealing it cautiously.
- You have informed that Com. S. R. Kalmegh, CWC Member also has given compliant, but I have discussed with him. It is to inform you that he has conveyed that he has not given any written complaint as quoted by you and he had discussions in CEC Jalgaon on period of District Body which was further linked by Com Kokate with his allegations against SNEA MH and some of Districts. Com Kalmegh has confirmed that he does not have any issue and his concern has been taken care by resolutions passed in CEC Jalgaon about period of District Body.
- I have requested you and Com President to send the copies of complaints made by TRIO as it is against SNEA MH and but till today neither President nor you as GS have disclosed these compliant to me or any other COB/DS in MH, but has firmly assured to take care of all such complaints in the larger interest of SNEA and its unity.
- In my request during visit at CEC Jalgaon, Com Khan President has informed me that he is threatened by Com. Vivek Wankhede that if his compliant is not taken care he will take legal action against CHQ and hence it is not good to disclose the compliant and .
- Anyhow, we got the copy of complaint from other sources and now it is open secrete for all. These complaints were discussed in CEC Meeting of SNEA MH held at Jalgaon on 14th & 15th October 2018 in presence of you and in presence of Com. A. A. Khan, CHQ President as this issue was raised by Com. Viththal Kokate as Ex Officio delegate of CEC Jalgaon.
- **After elaborate discussions on this issue raised by Com. Kokate, entire house has passed resolution giving confidence and showing full faith on present Circle Body of SNEA MH and as such there is no issue as being projected by**

this complainant TRIO against SNEA MH and about some selected District Branches i.e. SNEA Pune, SNEA Mumbai & SNEA WTR.

- The District Conference of SNEA Pune is over on 07/10/2018, District Conference of SNEA WTR is over 01/11/2018, new District Bodies have started functioning, and these grievances are resolved. The notice for District Conference of SNEA Mumbai was issued and was scheduled on 24/10/2018 and same is postponed due to transfer of Com Anil Dubey DS SNEA Mumbai on pick and choose manner by CGMT MH. But same is now rescheduled on 19/11/2018 i.e. after Diwali vacation. New District Body of SNEA Mumbai will be in existence thereafter.
- There are some other Districts which have not hold District Conferences, but this TRIO have targeted only these three District branches and reasons one can understand easily which is nothing but the Politics being played for becoming leaders at least in District, Circle or at CHQ leader. I am sorry to say but they are extra ordinarily supported by CHQ and we are compelled to waste our energy within SNEA and not against the wrongdoing of management as we are doing over the period.
- Further about allegations of Com Sridhar Bhad about gross financial irregularities, it is to inform that this amount has been confirmed by CEC Aurangabad, CEC Kolhapur, Circle Conference Pune, Circle Conference Nagpur and recent CEC Jalgaon and Com Bhad has approved it as then CP SNEA MH at CC Pune and till he continues to make such baseless allegation against me. Further due to poor financial condition and non receipt of quota for last so many months, this amount is not yet paid to me even after repeated confirmation by August house, but he is spreading such wrong information and anyone who want to know details he can confirm it from CT SNEA MH.
- **The say of entire Maharashtra Circle in CEC Jalgaon is being neglected and the allegations by TRIO who are not even leaders at District is being promoted as serious complainants against SNEA MH and TRIO is indirectly supported to act against interest of SNEA MH.**
- This TRIO is working against SNEA and specifically mentioned the names of the District Branches, which they want to be Circle/District Level leaders and members have not accepted them during the process of Election and names of other such districts are not added in the letter.
- You are well aware and updated by me during Ranch visit that TRIO has given compliant in same words and compliant is addressed to you. They have never given any such compliant or its copy to CS/CP any other COB of SNEA MH and never to

DS concerned so that corrective action is taken by respective level on such complaints.

- It makes clear that TRIO is not interested on corrective actions, but are aimed with damaging image of unity of SNEA MH and projecting picture that there is no unity among SNEA MH comrades. The entire SNEA MH is divided in groups, while real picture is that SNEA MH is strongly united and ready for any fight against injustice by the management.
- As such, this is pure politics being played by this TRIO to malgain the image of SNEA MH and its certain Districts and I put on records that they are daring to do this just because of unwanted importance given by SNEA CHQ to their compliant. There are many such complaints received by CHQ, but we have never seen CHQ to be serious on such complaints.
- I have already informed you that this TRIO has not only made such compliant to you, but they have made similar compliant through CS BEA (Bahujan Executive Association) MH Circle and if you tally the compliant of both you can understand its resemblance in time and words is not merely coincident.
- Further, TRIO has sent one notice to Circle Management on name of some Adv Pandit and the words of this notice also are as per the compliant of TRIO and till today the identity of said Adv Pandit has not been come to know to anybody and it is surely unanimous complaint made by TRIO.
- Not only such complaints by TRIO in writing to you, President, Chairman, GM SR and CGMT MH, TRIO has sent such complaints to all CS SNEA throughout India and some prominent members of SNEA throughout India. We have come to know that Com. Vivek Wankhede Ex AGS CHQ has called some of CS and has specifically informed that he do not want to see Com Adasul as GS in forthcoming AIC Ludhiana and hence he has made such compliant and hopefully you may be aware or understand from timing of complaint and its intension thereof.
- Further Com Viththal Kokate, Ex CS SNEA MH has directly joined hands with Shri. Peeyush Khare CGMT MH and unfortunately Shri. Khare is using Com Kokate as weapon against SNEA MH and is making all out efforts by destabilizing overall functioning of SNEA MH and some active districts including like SNEA Mumbai, SNEA Pune which is the second biggest District of SNEA all over India and image of SNEA is being deliberately spoiled.
- It is further inform that on 27/10/2018, Com. Nagesh Kumar Nalwade CS BSNLEU MH and Com. Ranjan Dani CS NFTE BSNL have meeting for more than three hours with CGMT MH.

- In that meeting Shri. Khare CGMT MH has conveyed that Com. Anil Dubey is innocent but he has certain issues against me as CS SNEA MH and he is totally annoyed with me.
- I have updated you about the conditions out by Shri. Khare in the said meeting that as CGMT he will not issue charge sheet to me which is ready in his drawer, but my transfer will not be cancelled, the proceedings on charge sheet of Com Anil Dubey will continue but lenient view will be taken after completion of inquiry proceedings, transfer of Com Anil Dubey will be issued to any other location than present transfer to Bhandara which is away about 1000 Kms from Mumbai but area out of Mumbai, Kalyan and Raigad SSA and we are not agreed for this proposal when it was informed to us by both the CS.
- When duo strongly pleaded for wrong actions for forfeiting right of holding post, CGMT MH specifically mentioned that he has taken action as per complaints and discussions of Com. Kokate and when own comrades of SNEA are making such complaint why should not he act against such complaints.
- Just to confirm where Shri. Khare is telling right or wrong, after meeting with CGMT MH, Com. Nagesh Kumar Nalwade CS BSNLEU MH and Com. Ranjan Dani CS NFTE BSNL and Com. M.N. Kotambe ACS SNEA MH personally met Com Viththal Kokate Ex CS SNEA MH in his cabin in same office and made him aware about the say of CGMT MH.
- First Com Kokate said he is not aware about it but after further discussions, he has confirmed that he has made complaint to CGMT MH as Com Anil Dubey DS SNEA Mumbai has signed No Confidence motion against him during his tenure as CS SNEA MH.
- No doubt, Shri. Khare is not happy with SNEA MH and specifically he is against me because as CS SNEA MH, I have always opposed his decisions against interest of BSNL and against members of SNEA and supported good decisions. Shri. Khare and others in Circle Management are of the opinion that we are provoking AUAB leaders for such oppose and the leaders of AUAB are following us blindly which is not at all correct.
- CGMT MH has made up mind may be on feedback of Com Kokate that once Com Adasul is shifted out of Mumbai and out of SNEA then CGMT MH can rule entire Maharashtra as per his dictatorship.
- I have updated you all these issues in Ranchi, Jharkhand Circle and requested that only support required from you as GS is that clarification where I am holding

post of DyGS SNEA CHQ as alleged by this TRIO and withdrawal of illegal action by CGMT MH for forfeiting post CS SNEA MH.

- The CGMT MH has taken action of forfeiting right of holding post of CS SNEA MH on name of complaint by Com Kokate and others.
- I have clearly informed you that you just give this clarification and I will get settled all the vindictive actions and set right all man made issues against SNEA MH and SNEA Mumbai to the root cause.
- **SNEA MH does not need any support from CHQ for settlement of my transfer and transfer of Com Anil Dubey DS SNEA Mumbai and Charge sheet thereof and SNEA MH is fully capable of it and I firmly assure for same.**
- You have expressed inability do so by quoting that the complaints by TRIO is very serious and advised me to have talk with TRIO and if they agree that they will not complain further then you can issue such clarification.
- Further, you have informed that your problem of doubts on holding DyGS post can be solved with clarification but what about holding five posts by Com. Bharat Sonawane CP SNEA MH.
- In its response, I have elaborated you Com. Sonawane was not holding five post at all and the allegations made by TRIO are not correct. Com. Sonawane was holding post of DS SNEA Pune as there were certain issues of availability of funds at Pune and he could not conduct elections in time and same was agreed by me as CS SNEA MH and now that matter also resolved after resolution in CEC Jalgaon and with existence of new District Body of SNEA Pune.
- You have informed me that decision of holding double post by CP SNEA MH is not direct look out of SNEA CHQ and you can clarify only for DyGS post but it is difficult till these TRIO complainants agree for giving such clarification.
- I have informed you that I will not talk to any of them for this as I am aware about their intention of opening this chapter just before Elections and since last two years, they are not in talking terms with me.
- I have some discussions with Com Vivek Wankhede for cancellation of his transfer from Pune to Sindhudurg SSA, and in recent District Conference Pune and one another my visit to Pune during ITPC Conference. I speak occasionally with Com Kokate i.e. when we come across with each other even though we are in same office we do not have any discussions on any issue since last two years i.e. after membership verification.

- But I have do not have any talk to Com. Bhad since Circle Conference Nagpur as he was working in J &K Circle and even we have come across in District Conference Pune, we have no talks among us.
- I have made it clear that in this situation, my discussions with these TRIO is not possible and will not give any results as desired by you. I have further informed that when entire CEC has shown confidence on present Circle Body in your presence, then what is need to talk to these complainants who are working against interest of SNEA MH.
- Finally, you have informed that you will discuss with them and if they agree you will issue clarification if Com Khan President is ready for it.
- But when we stressed for not giving importance to TRIO complaints as it is discussed in CEC Jalgaon, then you have told that Com. A. A. Khan, President SNEA CHQ has to agree for that. Then I have updated you that I have already discussed this with Com. Khan President and he has informed that he is ready but as GS is not ready. Now we do not know who is right and who is wrong.
- I have made it clear that if you think I am holding post of DyGS even after Dec 2017, then please give it in writing to GM SR, CGMT MH, so that I will get relieved from post of CS SNEA MH also. Either of ACS will carry flag of SNEA MH as CS SNEA MH or SNEA MH will go for fresh election for new Circle Body by holding Circle Conference and present dilemma will be cleared to root cause.
- Then you have asked where from will you bring Rs. Five lakhs for Circle Conference expenses, I have made it clear that we can hold one day Circle Conference with single agenda of election of New Circle Body for SNEA MH and funds will not be issue for us but in front of dignity of SNEA. You have advised me not to be in hurry and there is no need of holding conference and assured to get the issues settled shortly.
- I have also requested not to give powers of GS/President SNEA CHQ to CGMT MH for forfeiting post of CS SNEA MH that to after passing ten months of my being elected as CS SNEA MH.
- These actions by CGMT MH just before one month of AIC Ludhiana by joining hands with our own comrades is dangerous not only for Maharashtra, but similar actions may be taken against any CS, DS throughout India as such unsatisfied groups exists in every Circle/Districts.
- We have to think how CGMT MH is getting involved in internal politics of SNEA and why we are giving such scope to culprits from management to ruin the unity of SNEA.

- Finally, you have informed me, CS SNEA Bihar, CS SNEA Odisha that after returning to Delhi you will discuss with Com. Khan President and then will decide on issuing clarification.
- I have reminded Com Khan CHQ President telephonically and he assured me to discuss with you on 31/10/2018 for issuing clarification, but since last one week, nothing has been done in this direction.
- Thus, you will find that these vindictive actions are not only part of management but it is dirty game plan of our own three Ex leaders and now common members. They have not only complained to you and CGMT MH but are propagating wrong information to all about the biggest Circle of SNEA MH even by joining hands with CS BEA MH.
- As such, your discussions with Director HR, GM SR on our transfers will not solve the problems of SNEA MH and I assure that SNEA MH is capable of getting all these issues settled.
- **Only help required from SNEA CHQ in either clarification on holding post and if you do not want to give such clarification for any reason then please take up matter for withdrawal of illegal action by CGMT MH to forfeit right of holding post of CS SNEA MH, other issues we will get it settled by SNEA MH.**
- Any of above action on your part will clear the vindictive action by CGMT MH for withdrawing right to hold post of CS SNEA MH and once this matter is resolved we will get rid of all other actions by CGMT MH.
- If you think that I am holding post of DyGS even after Dec 2017 i.e. after three months of my elections as CS SNEA MH, then please convey me accordingly so that I will hand over charge to any of the ACS or will go for fresh elections for new Circle Body of SNEA MH who will take up all these vindictive actions with Circle management.
- I reproduce that **at this stage, there is need of action on your part to clear dilemma due to action by CGMT MH to forfeit right of holding post of CS SNEA MH.**
- Further, after news on website and messages through WA groups, I have received calls from many of the CS, Activists throughout India and many comrades of in and out of Maharashtra Circle have asked me various queries and it is seen that much confusion is created due to updates on website/WA.
- In update on 01/11/2018, you have mentioned that **Director HR concern was about the delay in bringing the serious issue of dies-non and charge sheet to 22**

Executives to her notice by SNEA. We informed her that it has come to our notice on 13.10.2018 during the CEC meeting of MH Circle. We are getting the details of the cases from MH Circle. Two days back, we got some information's and remaining information's about the dies-non and charge sheet to 22 Executives is collecting from the Circle and will be furnished in a day or two. DIR (HR) assured to intervene and restore normalcy in MH Circle.

- In this regards, I have already sent email to you that it is not charge sheet to 22 executives as written in complaint of TRIO but charge sheet is issued to only eight executives who have not joined new place of posting after repeated reminders , personal request from Circle Management and even last warning to join new assignment. The list of such officers is also emailed to you.
- Though CGMT MH has prepared list of 275 officers to take such action for intervening period of joining on transfer, SNEA MH has strongly opposed it, and finally charge sheet was issued to only eight executives and out of that, only three have given cases to SNEA MH that to be after issuing censure order.
- SNEA MH has already taken up matter and this is included as part of agenda for formal meeting which we have submitted in first week of Oct 2018.
- But thereafter CGMT MH has taken action for forfeiting right of holding CS post and though he has circulated agenda for comments among other officers, the formal meeting is not hold.
- As such, I put on record that the charge sheet was not given to 22 officers as complained by TRIO and it is issued only to eight officers who have not joined for more than 150 days of their transfer order and one to one persuasion by GM HR Admn, CGMT MH with these officers/their controlling officers & SSA Heads.
- When SNEA MH has opposed such move then Recordable warning has been issued to Four SSA Heads namely Shri. Hari Om Solanki GMT Kalyan, Shri. Rajesh Kumar GMT Satara, Shri. Rajan Kumar GMT Sangli and Shri. T.D. Mundhe TDM Beed.
- Though same crime has been done by Shri Vadnerkar PGMT Pune and Shri. Somani GMT Ahmednagar from eyes of CGMT MH, but no action has been taken against them as both are in good book of CGMT MH.
- You may remember that Com. Kokate has alleged in CEC Jalgaon that recordable warning is issued only to Promotee officers and not to ITS officers, but his allegation is wrong as out of four SSA Heads issued recordable warning only one is Promotee officer i.e. T.D. Mudhe and he also is retired on superannuation.

- As such, this issue of settlement of Censure has been within the control of SNEA MH, we will get it settled the left out issues also. We do not want any support from CHQ on this matter as GM HR Admn Mumbai has assured to us in our last meeting to review it.
- In update on 02/11/2018, you have mentioned that further we discussed the transfer of Com Adasul and Com Anil Dubey. CHQ is waiting for the communications made by the Circle to the CGM opposing the die-non and charge sheets for declining the LA promotions to submit a detailed letter. We are pursuing the case on regular basis to protect the interest of each and every member.
- Regarding the refusal in LA promotions, SNEA MH has strongly pursued for accepting refusal and when about 60-70 officers were compelled to accept LA at first staged, we have reduced this number to below ten and many of the request were settled before the clarification issued by BSNL CO for accepting refusal.
- After issuing clarification for acceptance of refusal, the issue has been diluted as about all comrades in LA have got regular promotions, only matter is left in DGM LA promotions, and that to be only two cases are received by SNEA MH. Other cases are that of transfer orders and not joining for prolonged period and we will get it settled in days to come.
- We have already discussed with management and it was assured to get it settled these cases of LA refusal in next phase of LA promotions, but same is not yet given consideration. Further, it has been assured that left out issues will be settled in coming Transfers.
- Thus though we have made lot of correspondence on LA refusal, we have not made any correspondence on Charge sheet as matter was under regular discussions and we are confident of getting it cleared on part of SNEA MH. Please do not wait for copy of any correspondence from SNEA MH on charge sheet as we have not written any letter but it is part of the agenda of formal meeting.
- These charge sheets are issued mainly on not joining new place of posting for period of 3-4 months and discussions are going on for settlement of Censure and now deadlock in discussions is due to forfeiting charge as CS SNEA MH.
- As such, present persuasion by you and SNEA CHQ with Director HR and GM SR may be please focused on restoration of the right as CS SNEA MH. **This will clear all the issues, doubts, and confusion and settle the allegations made by TRIO and CS BEA MH and SNEA MH and its all District will stand with strong unity against all such actions and false propaganda about SNEA.**

- I have discussed and regularly discussions are going on these issues with all COBs, CWC Members, DS of SNEA MH and all are of the opinion that SNEA CHQ should extend support by pursuing matter for withdrawal of illegal action by CGMT MH for forfeiting post of CS SNEA MH.
- But till you think that complaint of TRIO is serious and decision of CGMT MH is correct, then let us know so that either I will handover charge of CS to any of the two ACS of SNEA MH in consultation of DS, COB and CWC members in SNEA MH or will go for fresh elections for Circle Body of SNEA MH with one month notice.
- This detail clarification is being issued by me in writing as I have found that there is much confusion among our CS, CHQ OBs and other supporters of SNEA and they have expressed some of the issues while extending total support to SNEA MH.
- Kindly, pursue for settlement of single issue of withdrawal of illegal order of CGMT MH forfeiting post of CS SNEA MH and I assure you on part of SNEA MH that we will take care of all other manmade issues.

I once again convey sincere thanks and gratitude to you and entire CHQ Body for such strong support extended by CHQ and CS throughout India and SNEA MH is highly obliged with such support.

Only our request is not to believe on compliant of TRIO and believe on decisions and resolutions of CEC SNEA MH at Jalgaon and keep focused approach in resolution of issues of SNEA MH by withdrawing action of CGMT MH forfeiting post of CS SNEA MH. Waiting for favorable action on your part please.

Thanking you,

Comradely Yours,

Encl: AA

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

Copy to:

1. Com. G.L.Jogi Chairman SNEA CHQ for kind information please.
2. Com. A. A. Khan, President SNEA CHQ for kind information and n/a please.
3. All other CHQ OBs SNEA CHQ for kind information please.
4. All CS SNEA, with respect to the copy of complaints made to them by TRIO and calls made by Com. Vivek Wankhede Ex AGS to some of Circle Secretaries thereby creating doubts on activities and unity of comrades of SNEA MH.
5. Com. Bharat Sonawane, CP SNEA MH for kind information please.
6. All other COBs/CWC members, SNEA MH for kind information please.
7. All DS SNEA MH for kind information please.