

Report of Divisional Secretary Architect, Civil, Electrical Division,

On behalf of the Divisional Executive committee (ADHOC) of Sanchar Nigam Executives Association (India) a report for the period from 16.01.2011 to 09.06.2012 is hereby submitted in the First Divisional Conference being held on 09.06.2012 at SNEA Bhavan, Sahakaranagara , Bangalore.

Dear Comrade President and Comrades,

It gives me great pleasure in presenting this report in the august house of first divisional conference of ACE Division.

1) ADHOC Body

With only 50 members on board, an ADHOC body was formed on 16.01.2011 under the guidance of Com. S.B.Nagavi , Circle Secretary ,Karnataka Circle and following office bearers were nominated

President, Com Ravi Shankar JTO(Civil)

Secretary, Com M.V.Padmanabhachary, JTO(Elect)

Asst Secretary, Com Ashoksudharshan, JTO(Elect)

Treasurer, Com Premanand .V JTO(Civil)

The basic idea of forming ACE Division was to bring to the fore various issues mainly HR issues of Comrades of Electrical, Civil wings who are scattered all the over SSAs of Karnataka with about 2 to 4 members in each SSA and to ensure that issues are dealt with concerned Chief Engineer (Civil), Chief Engineer (Elect) and Karnataka Circle office with more emphasis being laid upon specific cases. These offices of top HR management are located at Bangalore and

it was found very difficult by the SSA Secretaries to deal with the problems of Civil/Electrical members of the SSA. It was found most convenient to have a separate ACE Division to take up all their issues with Chief Engineer (Civil), Chief Engineer (Elect) and Karnataka Circle office. Thus, with the profound vision and sagacity of Com S.B Nagavi Circle Secretary, Karnataka Circle ACE Division was formed.

2) NATURE OF WORKS:

Architecture, Civil and Electrical are infrastructure providing wings of BSNL i.e., designing, constructing, providing electrification, adding assets like AC plants to our Admn / TE buildings etc. In present days, there is no expansion of work; as such these wings are being utilized for maintenance activities. However, of course electrical wing is still playing a crucial role in maintaining its infrastructure in all TE bldgs.

2) MOST PROMINENT ISSUES SOLVED BY CHQ SUPPORTED BY CIRCLES.

3)

A) Counting of residency period from 01.10.2000

Comrades, we are all aware that the executives of Architecture, Civil and Electrical got **absorbed** in BSNL with effect from 01.03.2001 in case of JTOs and 01.03.2002 in case of SDEs and all were placed in the minimum of pay scales. It created a lot of disparity in fixing of Pay scales and consequent repercussions on further promotions. A sense of disgust and mistrust began to sneak in among the employees. Realizing the hotting up situation, we approached, Com, G.L JOGI, the then General secretary SNEA (I),CHQ Presently President SNEA(I)CHQ ,New Delhi. He had rightly understood our problems and anticipated future problems and its implications. He assured that he would fight it out and get the counting of residency

period done from 01.10.2000 itself. He fulfilled his assurance as promised and accordingly we got our first time bond promotion after six years from 01.10.2000. I am extending my sincere thanks to Com. G.L JOGI, CHQ Officers bearers and circle secretaries without whose unstinted efforts and constant persuasion, the issue would have hardly been resolved successfully and most importantly favourably.

B)ACP

After being absorbed in BSNL as JTOs and SDEs from JE /AE cadres, we all got minimum of pay scales irrespective of our service rendered in DOT .When we asked the administration for fixing ACP after completion of 12 Years of Service as was being done for our telecom counterparts, Administration told that JTO/SDE scale itself was one step financial up gradation, therefore ACP could not be allowed. When we approached Com. G.L JOGI and explained in detail about our ACP case; he then assured us that he would solve this problem in second PRC and he did it. All the comrades who had completed 12 Years up 01 .10.2004 got ACP.

But in Karnataka the scenario was different .The office of Chief Engineer (Civil), did not implement it .After a hard and long drawn battle with the Administration that went even to the extent of gheraoving CE (Civil) under the dynamic leadership of our brave Com S.B.Nagavi , Circle Secretary , and Com Ravishankar ACS, we could get ACP implemented. I am Thankful to Com G.L JOGI and his team and all circle secretaries who supported us in ACP case.

4) TIME BOUND PROMOTION

CIVIL: - In case of Civil comrades, E2 to E3 , E3 to E4 ,E4 to E5 DPC process was completed faster in the office of CE(Civil), but stopped in the Office of CGM, KTK, for want

of some clarifications, with constant persuasion and timely intervention of circle secretary and CE (Civil) , we could get the orders issued.

I am extending my sincere thanks to Com S.B. Nagavi , CE(Civil)and his team , Circle Administration, GM(Admin),DGM (Admin)AGM (Admin) and his team.

ELECTRICAL:- In case of electrical comrades ,E2 to E3 , E3 to E4 DPC process had a small problem with CE(Electrical) since he is looking after the post of CE(Electrical). He told that he was not having power to conduct DPC. But again with the intervention of Com. S.B.Nagavi , Circle Secretary, necessary instructions were issued from GM(Admin) Karnataka to CE(Elect) to conduct DPC. Accordingly time bound promotion orders were issued and implemented.

I am extending my sincere thanks to Com S.B. Nagavi , for his selfless, tireless and extraordinary services that he extended to ACE Division unflinchingly in the face of imminent difficulties, CE(Elect) and his team , Circle Administration, GM(Admin),DGM (Admin)AGM (Admin) and his team.

5) PARTICIPATION IN DHARNA AND STRIKES

Divisional Secretary and all the members in large numbers participated in all dharnas and strikes organized by Circle/ CQH without fail.

6) CONFERENCES

Divisional Secretary and president have attended all the Circle conferences held at Chickmagalur and all India Conference at Nanded. Divisional Secretary attended Inaugural SSA conference of Kolar.

7) RELATION WITH CHQ AND CIRCLE

A) CHQ: - Relation of Division has been more than warm and friendly with the CHQ. We have been in regular touch with Com Chandershekara AGS, CHQ he would always answer all our phone calls and give us timely advice and guidance. I am extending my sincere thanks to him for his total involvement in ACP case, counting residency period along with the then General Secretary Com. G.L.Jogi. Com Chandrashekara our beloved AGS is the real architect of all these achievements and even strengthening SNEA by the joining of we ACE comrades.

B) Circle: Relation of Division has been very much cordial with the Circle, we have been in regular touch with Com S. B Nagavi our beloved circle secretary who has been a guiding force and a constant source of inspiration on all crucial issues. He will be answering all our phone calls at any time and helping us on all matters of utmost urgency and importance. I am destitute of words to say anything about Com S. B Nagavi for his brave, selfless and outstanding services extended to ACE Division

8) REQUEST TRANSFERS

CIVIL: - Most of the request transfers were solved to the possible extent. We could not implement fully the executive transfer policy as we are less in numbers.

Pending - Comrades of Davangere, Belgaum and Gulbarga

Electrical: - Most of the request transfers were solved to the possible extent. We could not implement fully executive transfer policy as we are less in numbers.

Pending - Com of Gulbarga

CPC: Executives of Civil and Electrical were transferred to CPC by way of pick and choose methods. CE (Civil) was telling that SDEs were transferred to CPC along with post but not in the case of DGM. The lower rung officers have clearly been discriminated against and deprived of their legitimate right to promotions which otherwise would have come on the basis of equitable claims. I request Circle Secretary to kindly look into it.

9) OUR PROBLEMS:

Promotion of JTO TO SDE and SDE to EE is in a pathetic condition .What is more demoralizing is the fact that even after 22years of service we are not getting a single promotion. The apathy and callousness of our administration has let our morale go down. We are not knowing sanction and working strength, Here I am requesting Com Chandershekara AGS, to take up this matter with CHQ.

10) CONCLUSION

Comrades, during this one and a half years of service as Divisional Secretary, If I had done some work it is only by the strength of your support, blessings of senior leaders like Com. S.B. Ngavi , Com Ranganakayalu, Com Hiremagathur ,Com Ravi Shankar, Com M Harish, Com Srinivasan and my all those comrades who have advised and corrected me . I am really grateful to all of them.

My Sincere thanks to one and all

COMRADELY YOURS

M.V.PADMANABHACHARI
Divisional Secretary, SNEA(I)
ACE Division- Bangalore.

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SNEA ZINDABADH