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Report of Circle Secretary of Sanchar Nigam Executives' Association Karnataka Circle from 21st November 2021 to 6th January 2022 submitted to the Circle Executive committee meeting being held at Dakshina Kannada from 7th January to 8th march 2023.

Comrade President, Comrade GS, Comrade AGS, Com CHQ Treasurer, my colleague Office bearers, CWC members, CEC members, District Secretaries, and Invitees,

- 1.1 We are meeting here at Dakshina Kannada after our 7th Circle conference at Hubli held on 18th, 19th and 20th November 2021.
- 1.2 The following Circle Office bearers were unanimously elected in the 7th Circle Conference held except for the post of Circle President for all the remaining posts election took place, at Chamber of Commerce Hall, JC Nagar Hubli.

The List of Circle Office Bearers of SNEA Karnataka				
Sl No	Districts / Branch	Name of The Circle Office bearers	Designation	Mobile Number
1	Circle President	Guruprasad P Deshpande	SDE Electrical, Mangalore	9449831733
2	Circle Vice President	Smt Leela Dayanand	SDE , Kodagu	9449858586
3	Circle Secretary	S P Jagadale	AGM MS CO Bangalore	9449854799
4	Treasurer	Sadanand V Makkannavar	AGM IT CO Bangalore	9449835101
5	Assistant Circle Secretaries	Prabhakar Sherikar	SDE MS Bidar	9449819964
6		Prashant K Y	JAO CO Bangalore	9449000072
7		Muralidhar K N	DGM (L/A) MS Bangalore	9448010099
8		Chandrappa Kencharedder	AGM STSR Shimogga	9448010775
9	Organising Secretary	S Girish	JTO Txmn Mysore	9448101205
10	Area Secretary	Kumarswamy K R	SDE Electrical Bangalore	9449855608
11		Suresh M C	DGM (L/A) Tumakur	9449858988
1	CWC Members	Umesha.B.K	SDE Tumakur	9449975499
2		Girish S Moolbharathi	AGM (L/A) Gulbarga	9449835400
3		Delhi Babu M	SDE, BGTD	9449935536
4		Narain Nandakumar	SDE Kolar	9449837847

2. A word of Thanks to comrades of Hubli:

When it was offered to Hold Circle Conference Hubli SNEA Branch not only came forward voluntarily to hold the circle conference but proved it by successfully completing it with very good stay and food arrangements in addition to conducting all the events in a neat and beautiful manner. The Branch with only 55 members were successful by the united and dedicated work

with utmost sincerity. It is to be noted that the works entrusted to them were completed within the minimum expenditure. WE from CEC have to extend our sincere Thanks, record our appreciation and acknowledge their commitment to this Organization. **Thank you Comrade S A Bellubbi, Comrade Chandrashekar Abbigeri, Comrade Raviraj Badiger and your entire team of Hubli.**

3. Brief report of the 7th Circe Conference held at Hubli:

The 7th Circe conference was commenced with Pre CEC on 18th November 2021. The Pre CEC was presided by Circle President Com **S B Nagavi**. The reports of Circle Secretary and the accounts of the Association have been presented by Com **S P Jagadale** CS and Com **Sadanand Makkannavar** Circle Treasurer respectively and have been approved by the CEC after deliberations.

3.1 November 19th 2021:

Delegate Session: Before commencement of the delegate session **CP Com. S B Nagavi and GS SNEA CHQ Com K Sebastin** hoisted the flag of SNEA and slogan BSNL Zindabad, SNEA Zindabad, Executive Unity Zindabad, Hubli Conference Zindabad taken by all delegates. Soon after meeting started with invitation of dignitaries to Dias by **Com. S A Bellubbi**, DS Hubli division. Invocation was rendered by the Invocation was rendered by lady comrades of Hubli Division **Com. Bharati Gogi, Swapna Bhujang and Chetana shet**, Followed by welcome address presented by the district president of Hubli division **Com Chandrashekar Abbigeri**.

House observed two minutes silence to remember sacrifices made by departed comrades of the association during the period gone by.

Circle president in his opening remarks informed the house for approval of the agenda for delegate session. In response to the same house approved the agenda.

Circle secretary Com. S P Jagadale presented report to the august house and sought for its approval. House approved the report.

Circle treasurer Sri. Sadanand V Makkannavar presented audited financial reports of the Completed period of circle and SNEA Bhavan. House approved the report after discussion of few issues namely item 11 and 14 in the report.

District secretaries' report: -

1. STR Division secretary com. Mukunda Jois in his report elaborated the problems of STR namely maintenance of routes without proper support of manpower, issues of HKS, non-payment of wages, delay in disbursement of temporary advance and many more issues.
2. Com. Rudresh, DS Hassan also elaborated the problems in his report with reference to HKS wages and in addition narrated the shortage of staff in post VRS period, issues with outsourcing of external plant. Also pointed out ineffective functioning of the call centre for FTTH, difficulties of sharing of vehicles, non- payment of vendor bills and vehicle bills.

3. Com. Narain Nanda kumar, DS Kolar covered in his report the shortage of staff, administrative and accounts issues cropped up after merger with BGTD, TBP, no allotment of temporary advance. Also mentioned their active participation of agitation programs. More and more connections are being disconnected because of the issues with outsourcing he added. Pleaded circle body to take up the recruitment of JEs and pressurize CHQ for redressal of left out issues of II PRC.
4. Com. Girish Mulabharathi, DS Gulbarga highlighted the pending payment of temporary advances, vendor bills, HKS payment, reduction of number of vehicles, fixation of rent, speed issues of FTTH. Also mentioned the loss of pay case of Com. Siddaram.
5. Com. Ramesh, DS Bellary presented in his report the alarming situation arose in membership verification and the efforts to overcome the same, affected traffic because of media issues, speed issues of FTTH, non-availability of spare cards and cards in BNG, posting of JTO to Bellary STR and finally appreciated the efforts made by STR comrades in upkeep of media.
6. Com. Shivaprasad, DS Karwar presented the report in which he mentioned the in effective functioning of 'Wings' service, terrain problems, monetization of assets, requirement of solar panel and controllers for further connectivity with BTS and shortage of B-2 NODE.
7. Com. Sudheer Bellubbi, DS Hubli covered in his report that restriction in % of allocation of fiber needs to be removed, allotment of funds should come directly from GM office instead of DGMS, Disclosure of break down in MPLS is needed, attitude of GM Hubli and connected issues.
8. Com. Panchakshari, DS Madikeri highlighted back haul connectivity issues, 3G speed issues, procurement of battery/power plants etc, frequent interruption of 3G services, renting out of commercial buildings.
9. Com. Guruprasad Deshpande, DS Mangalore informed the house that rate of modem charged by franchisees is not uniform, TA/DA for attending complaints, minimum staff be maintained at administration offices, maintenance of copper lines

Session ended with felicitation to Com. Ashok Nayak, VSSP Awardee.

Address by General Secretary SNEA:

At the very outset thanked all comrades of SNEA KTK for emerging as NO.1 in Membership verification of executives. AIC shall be held in the month of January/February and venue will be decided in a day or two. Due to VRS, participation for association activities is seen reduced. *Mentioned that Circle conference is historical one due to the fact that on the same day farm laws are kept under abeyance.* Revival package implemented in BSNL is a big relief for BSNL remaining employees. Association prioritized the focus on improvement of services and condition of BSNL rather than concentration towards HR issues. Out of 70000 crores allotted by GOI as relief package, 15000 crores spent towards ex gratia payment, 10000 crores towards bonds.

GOI has taken a decision to allot spectrum at free of cost. Out of many HR issues, 3 major issues are implementation of CPSU cadre hierarchy, Standard pay scales to executives and Implementation of III PRC in BSNL. As on date there is no proposal of even 0% fitment in III PRC implementation BSNL is not allowed to avail any bank loan and even collateral security is denied by the Govt. Explained the struggle behind PRC issues, briefed various developments during that period. Because of recent struggle wage negotiation is resumed back and CMD agreed to arrange a meeting with Secretary, DOT. SNEA is committed to pursue for attainment of standard pay scales to executives of BSNL. 16 individuals are benefited with GTI scheme of BSNL for Rs 50 Lakhs to each. Explained in detail the various court cases made for promotions and opined that CPSUCH is the only solution and needs its

implantation. Regarding GHI, duty of employer is to protect the interest of employees. BSNL is facing cash crunch, Restoration of medical allowance as given earlier is not going to happen in near future. Members asked various questions and GS answered with patience and to the satisfaction of members.

Open session on 20.11.2021:

In a well-organized function Sri. Devesh kumar and Mrs CGMT KTK Smt Anju Deveshumar , GS SNEA Com Sebastin, GM Hubli BA Shri Dhnanjay Tripathi, Circle presiden Com S B Nagavi, Circle secretary Com S P Jagadale, CS AIGETOA KTK Com Sourabh Agarwal, ACS NFTE Com Belur, AIBSNLEA Com Purushottam Katti DS AIBDPA Hubli Com G G Patil , DGM(HR&Admin) Smt Vijaya Hiremath, CS SNWPA Com M H Gombi, CHQ Advisor Com M Delhi Babu, AGS SNEA Com Pandurang Nayak and other dignitaries were chaired on the Dias. Invocation was rendered by lady comrades of Hubli Division Com. Bharati Gogi, Swapna Bhujang and Chetana shet. Lamping of light by all the chief guests. Welcome address was delivered by the district secretary Com. Sudhir Bellubbi.

1. Key note address was delivered by the Circle secretary SNEA Com S P Jagadale
2. Speech by CS AIGETIOA: Stressed upon the importance of promotions in BSNL, given analysis of BA structure and restructuring in BSNL, Shortage of executives in Karnataka in comparison with adjacent circles, penalty clause in clustering, BTS Outsourcing, issues with franchise ship of FTTH, challenges in Transmission maintenance and rewarding of executives.
3. Sri. Belur, AGS NFTE wished the conference a success and requested the house to pass valuable resolutions.
4. Sri. Gombi, CS SNWPA also thanked Com CS and organizers for Kind invitation to the conference and appealed for struggle for implementation of pay revision.
5. AGS SNEA Com Pandurang Nayak mentioned nice to hear only twice about transfers and most of the other times about service improvement, congratulated all the comrades of Karnataka for their contribution in achieving operating profits, way head is very challenging as many ISPs are investing, issues in outsourcing, issues of STR and disparity of executive strength.
6. CHQ Advisor Com M Delhi Babu addressed the gathering and appealed for the unity which will only help us resolve our pending issues resolved at the earliest. Expressed for the early resolution E2 ,E3 and 2nd PRC pending issues before going to 3rd PRC implementation
7. GMTD Hubli thanked all for invitation to conference.
8. DGM(HR&Admin) Smt Vijaya Hiremath conveyed Best wishes on behalf of GM(HR & Admin).
9. Speech by GS SNEA: Thanked all for invitation and congratulated comrades of Hubli for arrangement of successful conference, mentioned Karnataka is very fortunate to have dynamic CGM of present and applauded comrades of Karnataka for take up of organizational issues on top priority, failure in implementation of level playing field in telecom, Launch of BSNL mobile services was possible only through court, ADC abolished, many services denied to BSNL, all these forced BSNL to incur heavy losses, No DOT officer is in favor of BSNL, NITI ayog is also against, STR&STP merger will pave the way for staff redistribution, without launch of 4G BSNL revival will be in question, aggressive monetization of assets is required to come out of financial crunch, challenges in clustering concept of outsourcing, finalization of tender for procurement of OTN, No promotions because of various court cases and without any uniform policy and finally concluded that 21 years of HR practice in BSNL is a big failure.

Speech by CGMT KTK:

Thanked SNEA for invitation and share the feelings. Elaborated the way how the company is survived and expressed happiness for support from staff and could achieve milestones. Informed that as per customer need FTTH is replaced with landline and broadband. In post VRS scenario staff reduction happened and that is the reason to go for franchise ship. Appealed employees to feel themselves as owners and ownership to be taken and suggested not to divert calls. Citizens of the country and also Karnataka have faith on BSNL and employees should reciprocate. It is known that issues are pending with outsourcing and are being sorted out, as a leader concerned should take care without leaving it to vendors completely. No single paise should be paid for no work and hence final authority rests on executives. Based on field suggestions many changes are being incorporated. Not the quarter alone whole year we should be able to generate profits. In mobile segment 2G&3G will continue and revenue should go up and market share of minimum 10 percent should be ensured and accordingly marketing activities should be promoted. In EB segment each customer should be taken care and casual calls should be made to know their problems. Reiterated that contact with customer can bring miracles. Staff side Karnataka circle is in very difficult condition with only outgoing transfers but no incoming made acute shortage. If Karnataka can be converted as soft tenure, then people will come. Finally appealed all the members to work hard so that all can be comfortable.

1. Speech By Mrs.CGM KTK Smt Anju Deveshumar: It was an inspirational speech and thanked the house for kind invitation and expressed that she is the firm believer of unity which can bring results.
2. Concluding remarks by CP Com S B Nagavi: Appraised CS about achievement and with limited resources could perform better. His 41 years of service brought full satisfaction and could succeed in developing second line leadership. While endorsing the statements of Mrs. CGMT statements appreciated CGMT KTK for his down to earth attitude.
3. Poem read by Kum. Sinchan Jagadale was applauded by all.
4. Felicitations to all chief guests followed by vote of thanks by Com Raviraj Badiger

Continued delegate session:

1. Com. Gopalakrishna, DS CKM TD proposed the house to pass resolution of thanking comrades of Hubli for hosting a successful conference with nice arrangement. Accordingly, Resolution was passed with expression of highest gratitude to Hubli SNEA comrades for the nice arrangements and made conference a memorial one.
2. Com Narein Nanda Kumar expressed to make diaries with some more informatics and attractive CS replied that as the diaries are given on free of cost to the members and it is made on cost effective basis with still more addition of information will cost more and however the point will be taken for future improvement.
3. Com. Rudresh, DS HSN TD requested for supply of diaries and calendars before calendar year starts, CS assured the same.
4. CP Com S B Nagavi was felicitated by ACE division.

While addressing the house with thanks giving to each district and circle office bearers announced that the present body gets dissolved and election can be conducted for selection of new Circle office bearers for further next term.

Elections for the post of office bearers for the period 2021-2024 Under chairmanship of Sri. Makkalgeri and vice chairmanship Sri. Mukund Jois elections were held and following are the office bearers elected for the period 2021-2024.

5. Transfers, Promotions and Postings of JTO/ SDE / AGMs:

All the request transfers got it done whenever an opportunity occurred.

During July 2021 and January 2022 , 169 JTOs got SDE Promotions, all were got posted as is where as basis.

During November 2022 SDE to AGM promotions 86 AGMs were got posted as is where as basis.

During 2020 AGM to Adhoc DGM promotions, 9 DGMs were posted out of Karnataka with continuous persuasion of CHQ all 7 were got modified and retained in Karnataka and got them all posted as is where as basis.

With 26 years long stay transfer many of our senior Executives were transferred out of Karnataka. With continuous persuasion of our CHQ especially our beloved GS all genuine medical cases, single parent cases and other genuine cases of ladies, immunity cases got modified and retention.

SNEA Karnataka thankful for the CHQ.

6. JTO / JAO Rule 8 / Rule 9 cases :

Karnataka having acute shortage of JTOs after many Gate JTOs resignation and earlier Rule 8 / Rule 9 transfers. More than 350 Rule 8 transfers have been considered inspite of shortage in Karnataka. Still 20 Rule 8 Requests are pending. Call has to be taken for considering further Rule 8 transfer of those who are waiting for more than 14 years in Ktk.

Around 28 JAOs of Karnataka are on Rule 9, BSNL CO already issued repatriation back to Karnataka, again gave extension for Six months upto October but still BSNL CO not relieving them This is causing hardship of our JAOs in Karnataka to get transfer and even to the extent of not getting leave.

The total working strength of JTOs in Karnataka is only 552 against sanctioned strength of 3280 no of JTOs 16.8 % and SDEs working strength 382 against 1787 SDES 21.37 % which are very less compared to other Circles like AP, Telangana, Kerala and Tamilnadu.

7. Transfer of Executives within BA:

In some of the BA the Executives were being transferred from one SSA to BA HQ on the will and wish of BA head to favour selected executives, SNEA Karnataka intervned and stopped such actions and got the instructions to the entire BA for not doing such transfer of Executives b BA head without the notice of Circle office. This has helped our own members.

8. Issues related to Non Recruiting Circles:

Circle Organization has met GM CN Tx, BBNW, QA and Civil and Electrical and got settled many Issues.

The heart burning issues of CN Tx were discussed personally with GM and CGM CN Tx and tried to get settle some Issues.

During SDE to AGM promotions some were posted very far place without following any policy after SNEA Karnataka Intervention the postings were modified and given as per choice of our members.

Only modification of our DS CN Tx is pending with CGM CN Tx.

9. District conferences:

The District conference of Hassan, CN Tx and Kolar were held. General body meeting of Mysore.

10. Tours of Circle Office bearer and Circle Secretary:

Circle Secretary has attended all the conferences and AGB meeting mentioned above. CS and CP visited Hubli and Belgaum honoured all newly promoted AGMs.

11. Organizational Programmes of CHQ, AUAB and Joint Forum:

The circle Organization has fully observed all the agitation call given by our CHQ. SNEA Karnataka took active part in the Historical hunger fast of 66 days. Members of Karnataka participated in Delhi relay hunger fast as well as every Wednesday in Circle / SSA.

Also participated in the dharana programme given by AUAB for 3rd PRC / 4G service for BSNL.

12. Meeting with Director EB / CFA during their visit to Bangalore;

SNEA Karnataka met both the Directors during their visit to Bangalore and highlighted the burning maintenance Issues of CN Tx routes and Systems which in turn affecting al services like Mobile, data circuits FTTH etc. Issues related to CFA cluster outsourcing, FTTH speed issues etc were brought to the notice of Director CFA.

13. Service matters of the Company ands Role of SNEA Karnataka:

SNEA Karnataka took the issues of CFA cluster mismanagement by the Vendors FTTH Speed issues, OFC Cluster outsourcing, temporary advances to our Executives etc with CGMs. Issues related to MPLS and BBNW were took up with the respective CGMs and tried to resolve.

14. Meetings with CGM/ GMs:

We have had regular meetings with then the CGM late Shri Devesh Kumar who was very humble and very responsive to SNEA. He resolved almost all our Executives Issues without any problem. Our close and smooth interaction with the management helped us in resolving many issues in a very transparent way. Our relation with Circle Administration is very cordial.

Issues related to IPMS and Online attendance took up with Circle Administration.

15. Welfare measures by SNEA Karnataka:

SNEA Karnataka sponsored Rs 25000 to a Solo rider Mr Chirantan who took ride all over India and visited 75 prominent Cities all over India covering East West North and South. During his travel he propogated the BSNL Image, products, Importance and service moto of BSNL. Com Delhi Babu District Treasurer BGTD coordinated all Circles and arranged for his accommodation and food and made him to get a great gesture.

Two JTOs Expired one is Mr Vikas earlier he was JE in our Karnataka and after his rule in JTO to West Bengal he expired. Our Karnataka members contributed to a tune of 1,56,000 which was handed over to his wife through CS WB.

Another Lady Krishnaveni JTO STR Bidar expired leaving behind two small kids and unemployed husband. Again our members stood first in contributing to her Kids and an amount of Rs 1,89,000 which was kept as FD in two kids name.

SNEA Karnataka thank and salutes to two lady comrades Kokhila, Navyashree and our DS Bidar Com Shrivastav A and our ACS Prabhakar Sherikar in taking lead to collect the donation for these two families.

16. CHQ:

Our Relation with CHQ is very cordial and very responsive. Thanks to our beloved GS for helping Karnataka in getting genuine case of transfer retention / modification.

Thanks to our CHQ Treasurer who is the bridge between Karnataka and CHQ in resolving any Issues.

17. Conclusion:

Comrades we have done our best in the existing circumstances and will continue to do our best In future also. Our Struggle to ensure that our young JTOs / SDEs pay scale issue like E2 / E3, 22820, EPF full pension, promotion avenues to be settled as early as possible as these youngsters are very eager to see success in our struggle.

In Our Circle we have to actively involve in the works of the company and to take a leading role in this aspect.

We also have to be vigilant and do all ground works to be prepared for the organizational actions to curb the discriminative acts of the management.

With this I extend my sincere thanks to one and all, and conclude my report.

Comradely yours

S P Jagadale
Circle Secretary SNEA Ktk
BSNL Zindabad
SNEA Zindabad

A grand open session was commenced under the president ship of Com **S B Nagavi** /CP. Com **S P Jagadale**/CS delivered his key note address.

Shri R Mani, CGMT/Karnataka, the Chief Guest of the function called upon the Executives and the employees to put their best efforts in giving best services to the customers with the available resources. He explained the successful results which were possible because of the hard work of the Executives particularly the field officers. He has also appreciated the members of SNEA, being responsible Association under its present leadership, how it excelled in resolving the issues of Executives of KTK Circle and wished for the success of the conference.

Shri **Ashok Kumar Agarawal** GM HR & Admn and Shri **Upendra Tiwari**, GM (Davanagere & Shivamogga) also spoken on the occasion.

Com **A A Khan**, CHQ President in his address explained the achievements of SNEA and our sustained efforts in getting the promotions to all, uniformly, in the form of CPSU cadre Hierarchy. Com President declared that SNEA is committed to get the Standard Pay Scales of E2 and E3 to the JTO/JAOs and SDE/AOs which is another focused cadre issue in addition to 30% superannuation benefits, fought under the banner of Unions and Associations.

Com **Pandurang Nayak**, Jt Sec(South) has spoke on the occasion and detailed about the role being played by SNEA in protecting and progressing on our issues related to BSNL recruits with regard to cadre issues and 30% Superannuation benefits.

Due to the sudden scheduling of the meeting of Union and Association leaders with the MOS Shri Manoj Sinha ji on 24th Feb 2018, Com GS could not join and participate in the open session.

The emerging of the majority Association by getting 1597 votes in the first EMV and there after increasing its membership to 1800, adding value to the assets of SNEA and its financial position were acknowledged by the house with proud to be part of such a dignified Association like SNEA. Com CHQ President and Com G L Jogi/Chairman extensively toured KTK during the EMV campaign in addition to the earlier tours of Com GS.

Delegate Session on 25th February 2018 :

Com **K Sebastin**, General Secretary addressed the delegate session on 25th Feb 2018 in detail for more than two hours and clarified the doubts of each and every member. Com GS explained the very successful Sanchar Bhavan March on 23.02.18 with huge participation, very successful discussions with the Hon Minister and Secretary/DoT on 3rd Pay and Pension Revision, Pension contribution on actual basic pay, 4G spectrum allotment etc. We have to vigorously pursue further.

GS has focused on the urgency and importance of ensuring the CPSU Cadre Hierarchy implementation in the present circumstances as promotions are struck up with various court cases on seniority, shortage of vacancies and reservation issues. Once the new promotion policy implemented, it will ensure one promotion to almost 70% of the Executives and three assured promotions upto AGM grade for all the Executives. This become possible only due to the MV as management initiated the discussion with the Recognised Assn, SNEA only for finalizing the proposal. Thereafter we will focus on fast track promotions to the meritorious Executives also.

On standard pay scales, we could break the deadlock in 2015 by reconstitution of the Joint Committee with Shri M A Khan as the Chairman. This was possible only due to the agitation of SNEA in April-May, 2015. The new committee recommended E2 and E3 pay scales from 01.01.2007. Now JF is pursuing the matter at various levels.

GS further explained how we could achieve the 5% SAB though CMD promised 6% in AIC Jaipur, despite many negative forces.

GS congratulated the KTK comrades for the success of MV and elaborated the benefits of membership verification and the way in which it proved before the management that who are the real stake holders of the Executives. Our membership touched 23,000 in the month of January. Our ultimate aim is the unity of all the Executives and Assns and a single Executive Assn representing all the Executives in BSNL.

GS conveyed the message of Com G L Jogi, for the success of the Shivamogga conference who could not make it due to personal engagements. GS conveyed the special appreciation of Com Jogiji to Com S B Nagavi, CS for his leadership in strengthening SNEA, KTK.

GS categorically placed on record, Karnataka SNEA is one of the best circles which despite retirements consolidated steadily and for bringing maximum youngsters under the folders of SNEA and the role played by the Circle body under the leadership of Com S B Nagavi, CS who was instrumental in engaging many young officers in the active role of the organization.

On 25th Feb 2018, veteran Trade Union leader Com C K Gundanna addressed the House. Com Prasad, CS/BMS also addressed the conference.

Our veterans, retired during the period under review; Com B S Venkatesh Murthy/Circle President, Com M S Hiremugadur/ACS and Com Padmanabhachar, DS/ACE have also been felicitated by SNEA.

Comrades of Shivamogga have put their best efforts in arranging the Circle Conference and got the appreciation from all the delegates.

3. Our Special thanks to Comrades of Shivamogga:

Even with less number of members comrades of Shivamogga under the leadership of Com V C Hiremath Com H C Krishnamurthy, Com H R Jayappa, Com Chandrashekar, Com S B Kopp, Com Rajashekar, Com Dattatreya, Com Kencharadder, Com Ravishankar, Com Subhash Nishani , Com Shrinivasrao and all comrades including ladies comrades of Shivamogga Com Vidya kini, Com Uma Sankeshwari etc have worked like an ideal team. The entire representative counsel was very happy and had very comfortable stay and delicious food during the three days of conference. We from Circle Organization place on record our sincere thanks and appreciation of the efforts of Shivamogga comrades who were instrumental for the great success of the Circle conference at Shivamogga.

4. Recruitment, LICE, Transfer and postings in the cadre of JTOs :

After long gap of eight years BSNL initiated the process of JTO recruitment. This time JTOs are recruited are of GATE qualified. BSNL CO allotted 300 JTOs for Karnataka but only around 232 JTOs could join finally. With these new JTOs postings many Intra circle transfers were considered and all the JTOs who were posted out of their home SSAs were brought back to their home SSA. The Limited Internal Competitive Examination for the TTAs and group C Employees was held for vacancy years 2017-18 04 and 2018-19. Around 04 and 36 were qualified respectively and became JTOs. With the reduced residency period of 5 years (from earlier 7 years), the LICE could result in a significant number of nearly getting 40 JTOs In Karnataka from the working cadre of JEs.

4.1 The working strength of JTOs has been continuing to be far less than the sanctioned strength. The Administration was reluctant to consider the Rule 8 transfers despite of our strong and repeated appeal.

4.2 With continuous effort of SNEA during 2018 rule 8 transfers for around 55 were issued. With recruitment of GATE JTOs SNEA could succeeded for 36 JTO Rule 8 transfers during year April 2019, During 2020 around 29 and during 2021 January around 33 rule 8 transfers were issued. In total 143 rule 8 transfer issued. With effort of SNEA the waiting list of 191 has come down to only 46 now.

4.3 SNEA could pursue and succeeded in getting some temporary transfer in the cadre of JTOs / JAOs based on the severe medical issues of self / dependents.

4.4 Today, it is because of these tremendous ground works and with logical fight with management, we are in a position to wipe out the long pending waiting list of Intra Circle transfers in the cadre of JTOs, helped in rationalizing of JTO strength at all SSAs, meeting the shortages and moreover making everyone confident on SNEA for this sincere win-win result. The recent applied request transfers in the cadre of JTOs are being pursued and CGM agreed to do it in December 2021. This has made our SNEA membership intact in Karnataka.

4.5 However our fight is not yet over, still around 46 cases of Rule 8 transfers are pending and SNEA always utilize the opportunity and realize. The continuous resignation of GATE JTOs put a pause for further consideration of Rule 8 transfers. The Working strength of JTOs declining drastically in Karnataka, It is our responsibility also to maintain comfortable working strength in Karnataka circle and not over burden our existing Executives in Karnataka.

The total working strength of JTOs in Karnataka is only 552 against sanctioned strength of 3280 no of JTOs 16.8 % and SDEs working strength 382 against 1787 SDES 21.37 % which are very less compared to other Circles like AP, Telangana, Kerala and Tamilnadu.

5. Transfer and Postings of SDEs:

The request and long stay transfers in the cadre of SDEs was smoothly implemented and the process has been streamlined by our predecessor CS Com S B Nagavi by plugging the loop holes. Almost the procedure has been very transparent and we are able to rationalize the percentage of the working strength in all SSAs.

5.1 Every year options are called for, transparency is maintained in publishing the common station seniority of Bangalore/Mysore/Hubli/ Belgaum popular SSAs SDEs combining the various units like CO, MS in these SSAs and giving the details of the seniority number to eligible the SDEs to give options enabling them a fair choice.

5.2 During 2019 BSNL CO issued instructions to stop the interest of service transfers as economic measure. This has created the hurdle to bring back the SDEs who were transferred during 2019 and completed two years and wish to come back to their home SSA. SNEA continuously pursued with BSNL CO through SNEA CHQ to get relaxation for issuing minimum interest of service transfers so that requests of SDEs gone on long stay can be considered. Ultimately with great struggle it could materialize and transfer order were issued during August instead of April 2019. That year onwards the number of outgoing long stay SDEs was gradually reducing, earlier it was 1:1 now this year it has come down to single digit.

SNEA had always focused to reduce the number of long stay transfers. Every year these numbers are reduced and our efforts needs to be continued so and effected to the barest minimum keeping in view the hardship faced by our members and Executives in total.

The working strength of SDEs in Karnataka Circle is 387 As against Sanctioned strength of 1787 There are 1400 Clear vacancies in Karnataka Circle. The Overall strength of JTOs and SDEs together is only 19.13 % as of now in Karnataka Telecom Circle where as in other neighboring circles AP & Telangana it more than 95%.

6. Promotions, Postings of JTOs, SDEs, DEs and DGMs:

During the May 2018 around 93 JTOs got promoted as SDE through LDCE 2015. All are posted as is where as basis on the request of SNEA Karnataka. The dream child of our beloved General Secretary Com Sebastian the CPSU CH got approved by the BSNL board on 28.5.2018 which will pave the way to overcome all the seniority and legal hurdles for the promotions in future. The pressure of SNEA to implement CPSU CH w.e.f 01.07.2018 put the management under tremendous pressure and initiated the process of promotion of SDE, AOs, DEs and CAOs in a very large scale.

In seniority cum fitness around 293 JTOs promoted as SDE.

JAO to AO Promotion orders issued for 2226 JAOs 80 JAOs from Karnataka were in the promotion list. All the JAOs of 2010 and 2013 batches covered. To cover all the JAOs upto 2013, 1400 new AO posts created by upgradation of vacant JAO post on matching savings.

The contradictory orders from Hon SC and the court orders on reservations delayed the promotions for three years. As on 31.03.2018, only 1782 DE vacancies were available. For covering entire list of 5,6 & 7 and to make it undisputed, CMD and Dir HR agreed to create 3105 additional DE posts by upgradation of vacant SDE posts on matching savings.

Our Demand for upgradation of additional posts to cover full list 8 is not accepted by the management. 3452 SDEs were promoted to DE and 129 SC/ST executives in list 8 were also promoted in addition to 3452 list. In Karnataka 362 SDEs were promoted as DE during 2018.

Around 49 CAOs promoted to DGM finance, 6 were from Karnataka.

SDE to EE/AGM Electrical promotions order issued for 125 Executives of Electrical wing, 7 were from Karnataka.

SDE to EE/AGM Civil promotions order issued for 139 Executives of Electrical wing, 7 were from Karnataka.

During 2020 February 7 AGMs got promoted as DGMs. All 7 Promoted DGMs were posted out of Karnataka with consistent effort of SNEA Karnataka and SNEA CHQ all 7 DGMs are posted back to Karnataka after almost one year struggle.

On 8th July JTO to SDE SCF promotion was issued, in that around 135 JTOs of Karnataka promoted as SDE, this was the great break through after long legal hurdles put by other association. SNEA Karnataka could see that all are posted as is where basis.

7. JTO to SDE, SDE to DE and DE to DGM L/A arrangements:

The Looking after arrangements in all the cadres i.e JTO to SDE, SDE to DE and DE to DGM are all streamlined and are being issued on time. However in case of any delays, errors we have intervened and ensured the issue of orders / corrections then and there.

8. Time bound Upgradations:

The TBU are being issued by Circle office without any delay if the APARs and other formats are received by Circle Office free from omissions or errors. However, despite we are handing these TBU cases for almost 17 years still some SSAs are sending either incomplete or erroneous reports causing delay in the issue of the TBUs. Now the issue is only of 2014-15 and 2015-16 APARs as they are physical paper format and effort is being made to up load these paper APAR in the ESS portal rest onwards all APARs are in soft copy will not be an issue hence forth.

9. Issues related to Non recruiting circles:

Circle organization has several times met Shri K C Pande GM STR Bangalore, Shri Madhanpuri PGM STR Bangalore, Shri Deepak Tayal CGM STR Chennai, Com Mukund Jois DS STR ROK, Arun Divate DS STR BG, Com Kencharedder the then DS STR ROK have associated with me while dealing with STR Issues. Periodically met PGM STR and had discussion on considering of request transfers of JTO and SDE and rationalizing the staff after VRS . There is very improper distribution of manpower in STR Karnataka.

SNEA Karnataka is continuously bringing it to the notice of the management the burning issues of the STR core and backbone network for all the BSNL services. As everywhere developmental activities by many agencies like smart city project/water line/drainage/metro construction/GAIL/ High way widening etc are severely damaging the underground OFC network and there is no proper support from the management to restore immediately. As the cable route maintenance is purely labour dependents the need of the labour is must but the pending wages for the contract workers is around 13 months, SNEA Karnataka continuously pursuing with STR management and demanded to get sufficient allotment of fund to clear all the pending dues. SNEA Karnataka recently issued letter to CGM STR cautioning if the burning issues are not resolved immediately then this organization will be compelled to go for agitation which is the only way to pull the management to track, so I request all comrades be ready for the struggle.

SNEA Karnataka brought to the notice of the CHQ about improper fund allotment by BSNL CO to maintain STR core network which is backbone for entire BSNL services. The issue is that though there is pendency of HKLs payment for 13 months but actually in ERP it is not so, mean to say that all the pending Invoices are not put yet by the STR team, unless there is projection of liabilities BSNL CO will not allot fund, request to STR team see that all vendor submit their invoices and see that all are put in SAP and projected so that our CHQ will fight for the fund allotment on actual liabilities.

SNEA took an opportunity to meet Dir EB Shri Ramesh on his visit to Karnataka on 14.12.2020 who is the incharge for all maintenance regions in BSNL. Highlighted all the issues of the STR and requested for immediate resolving. As the proposal of STR and STP merger is pending since one and half year insisted to act on the same immediately to overcome the shortage of manpower and other resources in STR and for better utility of staff and resources of STP.

Com Manjunath DS STP wing coordinating with circle organization for resolving any issues related to STP wing.

Similarly Com Kumarswamy areas Secretary for ACE division, com Lokesh DS for ACE division have associated in the issue related to civil and Electrical wings. The active and constructive roles played by these two leaders from the ACE division we are able to pursue and settle all the issues like TBU , transfer pertaining to ACE division. Met SE Civil Bangalore and requested for uniform work load distribution among the existing Executives.

10. CPSU Cadre Hierachy:

The much debated and awaited proposal CPSU Cadre Hierarchy reached the finality by getting the approval by the BSNL Board on 28.05.2018 with date of Implementation from 1.7.2018. But still lapse of three and half years of its approval it is not being implemented. Our CHQ is continuously building pressure on the management for its implementation immediately which will remove all the road blocks for the promotions in all Executive cadres. CHQ done all its effort but even then management not inclined for its implementation then for CHQ there was no ultimate other than going for indefinite hunger strike, call had given by CHQ w.e.f 8.4.2021 but due to humble appeal and positive assurance given by beloved CMD and due to the pandemic of Covid 19 the declared agitation of indefinite hunger fast was deferred for limited period only. If there is positive development from the management then it is welcome otherwise our struggle will resume once again till it reaches logical end. **Be ready for the future struggle comrades.**

CHQ already filed petition in Chandigarh CAT on CPSU CH implementation, making all good efforts to ensure our BSNL Executives a hassle free, uniform time bound and non vacancy based promotions and ultimately to bring parity in promotion among all the Executive cadres.

11. 2nd Executives' membership verification:

When SNEA was pursuing rigorously for implementation of already BSNL board approved time bound promotion policy i.e CPSU CH, just to divert the attention of Executives management declared 2nd EMV which was not needed when the BSNL itself is passing through tough time. But SNEA took as challenge and did its best.

12. SNEA Karnataka on 2nd Executives' membership verification:

SNEA Karnataka did its best effort in mobilizing and attracting the Executives towards SNEA. All our District secretaries, DOBs, COBs, and almost all our SNEA members at the grass root level actively participated in campaign. Because of the Covid-19 restrictions every where it was difficult for the Circle Organization to tour and hold the meeting but regular online meetings were conducted , our CHQ leaders were called and got clarified all the queries raised by the members and members got motivated. The Result of which SNEA could emerged once again as **majority in Karnataka** with good margin in 2nd EMV also. **Thanks to each one of you for your best effort.**

13. District Conferences:

The following districts/branch conferences have been held during the above period.

CO Bangalore (April 2018), ACE Decision (08.04.2018), Hubli(22.07.20, 18),Shivamogga (15.04 2018), Bellary visit (30.04.2018),Karwar AGB (13.6.2018),Visit to RTTC Mysore (08.07.2018) Chikkamagalore Branch meeting (28.07.2018) STR ROK @ Shivamogga(29.07.2018), Mysore (19.08.2018),BGTD (22.09.2018), Tumakur (23.09.2018),Belgaum (30.09.2018), Karwar (07.10.2018), DKTD (04.11.2018),Mysore GB meeting (17.12.2018) GS SNEA CHQ attended, Hubli Special GB meeting (09.02.2019), BGTD GB meeting (14.02.2019), MS Bangalore (27.02.2019), Chikkamagalore (08.09.2019), STR ROK (14.12.2019) at Hubli, Shivamogga (29.12.2019),Hubli AGB 13.01.2020, Tumakur AGB

18.01.2020, Belgaum AGB 29.01.2020, Mysore (08.03.2020), DKTD (28.6.2020), Bijapur(24.06.2020), Bidar(04.07.2020), Davanagere (11.07.2020), Bellary (15.07.2020), BGTD (02.09.2020) through online, Hubli (27.09.2020), BGTD (01.12.2020),Bijapur (28.2.2021), Karwar (27.03.2021), Mysore (02.04.2021) and Belgaum (04.05.2021).

As per our SNEA constitution the District conferences have to be conducted every two years. So we request all the Districts to strictly adhere to the constitution.

14. District / Branch/Membership:

Almost all the branches in Karnataka are active and vibrant. The circle body has been in constant touch with all the districts/ branches and has tried its level best to resolve all issues with regard to circle level and also for the cases where our support was needed at the SSA level.

Because of the Covid -19 touring to all the SSAs was difficult but however online meeting and in continuous touch with all SSAs by CS and all COBs in strengthening the association.

Under the leadership of Com S A Bellubbi and DOBs efforts maximum number of members have joined SNEA.

With leadership of Com Naveenkumar and his team the minority SNEA in Davanagere has become majority by gaining all the membership to SNEA in Davanagere.

With efforts of Com Shrivastav DS Bidar most of the members especially newly recruited GATE JTOs have joined SNEA.

Similarly all the District secretaries and COBs have put their best efforts in getting new membership and strengthening SNEA.

Continuous persuasions by SNEA Karnataka for the GATE JTOs and LICE JTOs right from training to posting many have joined SNEA.

Our membership in accounts cadre is considerably increased by the persuasion and resolving the issues by Com Prashant ACS and team.

15. Organizational Tours of CHQ/ COBs:

On 30.06.2018 GS SNEA Com K Sebastin, Veteran leader G L Jogi, Jt Sec South Com Pandurang Nayak, CS UP East Ajaya Trivedi , Com Shukla AGS visited Bangalore and attended the farewell function of Com S B Nagavi and addressed the gathering.

During visit to Mysore for attending AIC of BSNLEU our beloved GS Com K Sebastin attended and addressed the AGB of Mysore which was conducted in grand manner and Mysore comrades felicitated GS on the third time successfully becoming GS SNEA. CS, CVP Com Javali, CVP Ramakrishna and DS BGTD com Vishwanath accompanied GS.

GS visited Bangalore on 25.05.2019 attended the COBs and BGTD DOBs meeting and addressed.

16. Organizational Programmes of CHQ/ AUAB :

SNEA Programmes:

15.11.2018 AUAB met Honble minister of state Communication Shri Manoj Sinha during his visit to inaugurate DOT Lab at Bangalore and gave the memorandum on behalf of AUAB.

During the year 2021 January 4th to 8th January 2021 held hunger fast in demand of CPSU CH w.e.f 01.07.2018.

SNEA protested against engaging selective VRS opted Officers in Circle Office by then the CGM SR Sushil Kumar Mishra on his own without any BSNL CO approval and just to favour few selective officials. On our protest it was immediately withdrawn.

All the preparations were made for indefinite hunger fast w.e.f 08.04.2021, but on the positive assurance of CMD it is deferred for a limited period. SNEA Karnataka is ready to participate at CHQ if it resumes the hunger fast in case of no positive result from the management.

SNEA Karnataka took active participation in all the organizational call given by AUAB for 3rd PRC, allotment of 4G, stopping of Tower subsidiary company etc.

17. Service Matters of the company and Role of SNEA Karnataka circle:

Circle Organization had been taking up all the Issues related to service matters. On many issues when we had shortage of materials, issues relating to Infrastructure, HKLs , landlord rent, Electricity payments etc, Circle organization has met various officers including the CGMT Karnataka and got positive responses and in many cases administration took positive interest and actions in resolving the issues.

SNEA Karnataka brought to the notice of the CGM about the huge penalty being levied by TERM cell on mobile CAFs for non compliance of DOT guidelines. CS insisted for **100% EKYC to reduce the penalty**.

SNEA Karnataka suggested several times for the making cable TV operator as our BSNL FTTH partner, it came for implementation and it is successfully running in Karnataka.

SNEA Karnataka Circle organization was invited by then the **CGM Shri Sushil Kuamr Mishra** to give feedback for the betterment of service and revenue to the BSNL. CS SNEA Ktk presented many points which will help the BSNL, improve the service and revenue as well if the given suggestions are implemented in true spirit of the BSNL. All the Unions and associations were called for the meeting. Every one appreciated the presentation of SNEA Ktk.

The heart burning issues of STR were taken continuously and met CGM STR several times to resolve the issues in STR for clearing the long pending HKLs payment, EPF and ESI payment issue for HKLs ,vehicle vendors payment, allotment of 24 F for maintenance, Jointing kits, Rationalization of STR staff based on

the network and geographical terrains , Posting regular DGM to STR Hubli division, etc. **Put pressure on the management for SLA based outsourcing of STR routes in the scarcity of all resources.**

It is also explained why outside labours can't be engaged through temporary advances when our trained HKLs are not coming to work.

Both BSNL EU and SNEA also took meeting with PGM STR and CGM STR when all the HKLs stopped the work because nonpayment of their wages since many months. SNEA distributed the food grains to all the STR HKLs and requested them to join the duty.

Met personally Shri Ramesh Dir EB during his visit to Bangalore, given the list of STR issues and explained how badly the STR network is affected due to many developmental activities. Requested the management support in resolving the issues of STR which is backbone for all the BSNL services. Requested for early implementation of merger of STR and STP to overcome crisis of resources in STR.

Today, though our traffic and number of connections are on the increasing side, but due to tariff war we may not be in a position increase our revenue. But our sustained efforts have to be in tact to meet the market challenges.

SNEA Karnataka continuously interacting with all CGMs and bringing the issues and suggestions for the improvement of the services and ultimately to improve the revenue.

18. Felicitation / Farewell Functions:

Farewell to Com S B Nagavi CP SNEA Karnataka

We are extremely privileged to felicitate to our beloved Com S B Nagavi, Circle President SNEA Karnataka, who is retired on 30.6.2018 on superannuation after completion of 40 long years of untiring services to the company and our organization, SNEA for 26 years.

Along with official responsibilities he also took the social responsibilities through trade union movements, leading associations from the front. He has worked for the trade union and association at various capacities like DS, CWC member, CS and CP etc.

During the first EMV, Com Nagavi, spearheading the campaign, toured all the districts in Karnataka circle to ensure a massive victory and thereafter increasing the membership to more than 1800 in our circle. His contributions and dedication for the association and for the executive cadre are beyond the word of any appreciation. And this could be possible because of his helping hands to all executives and the reforms he brought about in resolving the issues of our members.

He is not only an inspiring leader for SNEA but an icon for Karnataka, his thinking, his deliberations at the central working committee meetings were always cherished by our senior leaders.

The grand felicitation was arranged at CGMT Office auditorium on 30th June 2018, with the huge gathering. Com C D Naik, DGM Admn, MS BG was also felicitated on his superannuation retirement. CGMT Karnataka Shri R Mani, General Secretary Com K Sebastin and Chairman SNEA Com G L Jogi, Com

Ajay Trivedi CS UP East, AGS Com P K Shukla, JS South Com Pandurang Nayak, PGM BGTD, all GMs of CO and GM MS (o) BGTD witnessed the function. It was a huge gathering, DSs, COB and members from all over Karnataka attended and Graced the Function. Many of our retired members of SNEA were also part of this moment.

All unions and associations office bearers were also graced the function and felicitated Com Nagavi especially BSNLEU, NFTE BSNL, SAWA, AIBSNLEA, BASE(I), FNTO.

In toto it was like celebrations of festival for SNEA to extend our gratitude to Com S B Nagavi for his untiring and marvelous contributions for the organization and for the executives.

Farewell to Shri R Mani the then CGMT Karnataka:

SNEA Karnataka gave a grand farewell on 29.12.2018 at Conference Hall CGMT Office, Bangalore and expressed our gratitude to our Beloved **Shri R Mani CGMT** who retired on 31.12.2018, for his excellent contribution in development of Karnataka Circle especially in Transmission OFC cable laying during 2000 to 2002 STD station conversion when he was DGM TP and for his keen interest in developing mobile services as GM MS Operation Karnataka. He worked and was incharge for Madikeri, Tumakur, Chikkamagalore, Hassan, Shivamoga, Karwar, Davanagere, BGTD in various capacities and ultimately headed entire Kerala Circle for one year and then from June 2017 one half year Karnataka Circle as Chief General manager Telecom. Where ever he has worked he left his foot foot prints of development, improvement of service and revenue growth for the BSNL. He is very open minded personality, very humble , took every employee as his own family member and entire BSNL as his family. The crowd gathered for the farewell function witnessed the love and affection he gained from the executives. Many members and OBs spoke and praised about his good works and prayed for his happy and Healthy retired life. SNEA Karnataka pleased to place on its record his cordial relation with SNEA throughout his service. SNEA Karnataka wishes him "A Very Happy and contended retired life".

Farewell to Com M H Gombi EX AGS SNEA CHQ

On the same occasion along with CGMT, SNEA Karnataka felicitated our senior comrade and our **Ex AGS SNEA CHQ Com M H Gombi** who is also retired on 31.12.2018, for his contribution and dedication to SNEA. He was in trade union at Bombay at various positions and then continued after coming to Karnataka worked up to the level of AGS SNEA. He is a strong follower of Our Pithamaha of SNEA Late Sheshagirirao , earlier GS Bagchi , Jogi etc . He was known for dedication and commitment to SNEA greatly for which SNEA is very grateful to him. He is retiring as AGM Jayanagar Bangalore after serving for 34 years to the BSNL. Many members spoke on his contribution during his service to the organisation and prayed for his happy and healthy retired life. SNEA seeks his service in future also. SNEA Karnataka wishes him "A Very Happy and contended retired life".

SNEA Karnataka felicitated then the CGM Shri Sushi Kumar Mishra on his selection as Dir CM BSNL.

SNEA Karnataka Felicitated Dir CFA Shri Vivel Banzal and Dir EB Shri Ramesh during their visit to Bangalore.

SNEA felicitated new CGM Shri Devesh Kumar and welcomed to Karnataka.

SNEA felicitated Daughter of Shri Baareddy DGM CO BG on 27.04.2019 for qualifying in IAS Exam with 303 ranking.

Felicitated Com Smt R P Yavagal 31.07.2019 Dist President SNEA Hubli who was a committed and strong leader of SNEA.

19. Diary 2019, 2020 and 2021 :

We continued printing and distributing SNEA diaries to our members. The Circle organization has printed and supplied diaries of 2019, 2020 and 2021 on time. Com Sadanand Makkannavar Treasurer and other members of Diary committee have taken great pains to ensure the diaries available on time to the members. The Support of the diary Committee members namely Com **E Vishwanath, Com B Ramesha, Com Prashant K Y, Com Anandkrishna, Com Giridhar and Com Delhi Babu** are also to be acknowledged as they were instrumental in the success of the said assignments at various years and ensuring the prompt delivery of the Diaries to the SSAs and members. The diaries for the year 2021 are given free of cost to our members Circle Organization and SSAs have borne the cost 50% each.

20. Meetings with CGM/ PGM/ GMs:

During the period we held periodical meetings with CGMs Karnataka Circle and GM HR & Admin. Our close interaction with the management helped us in resolving many issues in very transparent way. Our relation with Circle administration is very cordial. CGMs namely Shri R Mani, Shri Sushil Kumar Mishra and present CGM Shri Devesh Kumar very humble man have helped this association and of great help in resolving many HR issues of our members.

Shri Ashok K Agarwal, Shri Robbin Poddar were also very co-operative with us and our relation with them were excellent. Shri M V Angadi then the DGM HR & Admin and present Smt Vijaya Hiremath DGM HR & Admin have also co-operated with SNEA. It is equally important to acknowledge the services and help of Shri Swaminathan AGM HR, Staff Admin for his very constructive roles played in settling our executives' issues with Positive approach and resolution of issues in crisis. The present AGM HR and staff Admin Shri Shrinivas M K is also very humble in resolving the issues of the Executives. Similarly Smt Shantala Shanbagh then the AGM welfare and present Shri Nagaraj AGM Welfare & Shri Lingareddy SDE welfare are very co-operative for settling the staff welfare matters at the earliest.

CGMT called all union and associations on 6.7.2019 to give feedback for the betterment of BSNL, SNEA presented points which will definitely help BSNL in rendering better service and in turn to earn more revenue and the presentation was appreciated all present in the meeting.

SNEA Karnataka continuously interacting with all CGMs and bringing the issues and suggestions for the improvement of the services and ultimately to improve the revenue

21. Formal meeting and official minutes:

Held agenda meeting with management on 17.11.2018 and official minutes for the meeting has been issued by the administration and ensured satisfactory resolution especially Rule 8 and other HR issues.

22. Protest by SNEA Ktk: Engaging of selective VRS opted officers In Circle office by CGM ktk was protested and made it to withdraw immediately.

23. Central working committee meeting and AIC:

AIC at Ludhiana:

Attended 30th AIC held at Ludhiana with maximum number of delegates and presented all the issues related to HR/ organizational/ Departmental by our delegates. Com Panduranga B Nayak got elected as AGS SNEA CHQ.

CWC meeting at Bangalore:

SNEA Karnataka took privilege to hold CWC meeting at Bangalore on 29th and 30th August 2019. It was a very grand CWC meeting all the CHQ leaders and CWC members from all over India participated. Every one placed on record of their appreciation for the Excellent arrangements and hospitality done by Karnataka especially Bangalore OBs and comrades.

24. Circle Executive committee meetings:

CEC meetings have been conducted by and large regularly and discussed various issues and Circle organization moved in the directions of CEC deliberations.

CEC meeting held on 02.04.2019, 31.08.2019, Online CEC meeting 05.07.2020, on line CEC on 10.10.2020, online CEC 31.1.2021 and 06.10.2021.

COB and DOB meeting with GS SNEA CHQ at Bangalore on 25.05.2019.

25. Welfare measures by SNEA:

25.1 Group term Insurance:

SNEA CHQ put its best effort in implementing GTI w.e.f 01.04.2019 for BSNL Executives for the Rs 50 lakhs sum assured at very competitive premium. This is great support for the executive's family in case of any untoward happening for an Executive. So far around 15 claims have been settled for Rs 50 lakhs all over India and Late Com Bakkappa case is under process.

25.2 SNEA own welfare scheme:

SNEA is also having its own welfare measures for its members, earlier it was Rs one lakhs for the deceased family and it is now increased to Rs 1.5 lakhs and it is through LIC for which SNEA CHQ is paying Rs 40 per member per month as premium. This is great support for the deceased family. Till now Karnataka around 13 cases have been settled the welfare claim for Rs 1.5 lakhs and some are in process for which SNEA Karnataka thankful to our CHQ.

25.3 Extended support to HKLs :

When the HKLs payment pending for more than 14 months and it was lockdown during which our BSNL services were in full demand because of all were working from home. To give the service to the customers the role and contribution of HKLs was tremendous but unfortunately they were starving without their monthly wages. SNEA Karnataka made effort to raise the donations from our members and accordingly appealed. Response was tremendous and donation flooded like anything and we are able to collect around 8 lakhs. By seeing our concern and effort BSNLEU also joined their hands and collected donations. Both together collected donation around Rs 14 lakhs. With this amount food grains were distributed all the HKLs of the SSAs who have contributed donations Hubli, Belgaum, Tumakur, Hassan, Gulbarga, Bidar, DKTD, Chikkamagalore, BGTDCO, Mysore, Madikeri and STR. Remaining SSAs expressed that they are regularly supporting HKLs in their SSAs.

Mysore has collected maximum donations of 3 lakhs and distributed Rs 1000 for 300 HKLs.

Hubli Branch also collected around 1.4 lakhs and distributed for 150 HKLs

Thanks a to all the DSs and members who raised to the occasion and contributed generously and extended support to the HKLs in their starvation.

Recently in CO BG the sweepers were not paid for ten months even then they ensured cleanliness and hygienic of the building and compound. SNEA appealed once again to all the members and again members generously donated and amount collected was Rs 46000 it was distributed to sweepers, security personnel and HKLs.

25.4 Distribution of face mask:

For the BSNL 21st formation Day 01.10.2020 SNEA Karnataka initiated innovative idea of distributing face mask with BSNL and SNEA logo at free of cost to all its members in the situation of Covid-19 pandemic.

25.5 Group Health Insurance:

Most of the empanelled hospitals have stopped giving cashless indoor treatment to BSNL employees due to non settlement of their huge pending bills from BSNL. It was very difficult and created fear among the employees during the pandemic covid-19 situation. It was witnessed that some were infected with covid – 19 did not get enrollment in the empanelled hospital for cashless treatment. It was also difficult for the employees to get treatment by paying cash also as salary is not coming in time. SNEA thought seriously and initiated of group health Insurance to BSNL employees by Individual premium payment. Willingness from the employees collected and shared the data with multiple Insurance companies Star health Insurance, United Insurance, Bazaz Allianz, Canara Bank, Karnataka bank, to get very competitive quote with support for best treatments.

Only Star health Insurance could able to fulfill our requirements and gave very competitive quote. As all the policies cover only employee, Spouse and Children but we specifically included parents and In laws also in the policy and with condition that all pre existing deceases will be covered and coverage will start

from the day one. The policy is for seven lakhs per family. The response was good around 308 Employees enrolled in the GHI policy and policy started from 30.10.2020.

The premium is collected through our SNEA account and single cheque is given to the Star health Insurance. Prior permission is taken from GS SNEA CHQ and CGM Karnataka for our initiative.

We have paid total premium of Rs 56 lakhs and with span of one year claim of more than one Crore are settled and some are under process, without any issue. This is great help for our employees in difficult situation especially pandemic of Covid 19. In turn with SNEA's Initiative burden of paying to the tune of more than one Crore is saved to BSNL Karnataka.

SNEA Karnataka thankful to Com Delhi Babu, Com Prashant, Sadanand makkannavar, Com Shrikant, Com Bellubbi, Com Dileep, Com Manjunath, Com Chiranjeevi who were instrumental in bringing this GHI policy at very competitive premium and making many employees to take the help of this GHI policy.

Special thanks to Shri Rohit and Shri Muttu star Health Insurance officials who helped us in giving best premium quote and getting implemented this policy.

The policy supposed to renew during October 2021 but due to the initiative of BSNL GHI many have opted, but it could not get through due to some issues with the Insurance Company. Many existing GHI policy holders were pressurizing to go for renewal of the GHI Policy initiated by SNEA Karnataka for 2020-21. Approached Star health Insurance for renewal but the quotation given by Star Health Insurance was too high because of high claims during previous year. SNEA Karnataka approached SNEA Kerala whose GHI Policy is in live since March 2021 and negotiated with The New India Assurance. The New India Assurance agreed to include our willing existing in SNEA Karnataka GHI policy on Pro rata basis from November 2021 to March 2022. Around 121 members have joined and got included in the SNEA Kerala policy

26 Pride moments for SNEA Karnataka:

Five of our Executives members of SNEA got VSSP award Smt Jayalaxmi Kulkarni, A M Nataraju, Ashok Nayak, S Dattatri and P S Surendra for the year 2017-2018.

27 CHQ /Organizational action:

The relation of the circle is very much cordial with the CHQ. We have been in regular touch with **Com A A Khan** and **Com K Sebastin** our beloved president and General Secretary who have been guiding force in all crucial issues. Our issues connected with BSNL CO are also settled **except consideration** of Rule 9 JTO transfers. All transfers issues are settled in our favour. **Com Padmanabha Rao** AGS HQ, **Com Pandurang Nayak** AGS, **Com Rajendra Kolapkar** AGS, **Com Sanjeevkumar** AGS and **Com Satya Prasad** Joint Secretary South have always been reactive to all our issues at CHQ Level.

Our Special thanks to **Com Rajan** who has settled almost all welfare claims of Karnataka and helped in supporting deceased family members. Settled all the circle / SSA quota upto **March 2021**.

SNEA Karnataka participated in all the agitation programs launched by SNEA CHQ / AUAB and made it successful.

Hunger Strike by AUAB on 18.10.2019.

Hunger fast for 5 days from 4.1.2021 to 8.1.2021 for the implementation of CPSU CH.

28 Condolences:

During this period few of our members departed this world. SNEA Karnataka pays homage to all and prays for their great soul rest in peace.

Com D D Shanwad expired on 18.2.2021, he was not only our strong SNEA member but also best worker for the BSNL. His contribution for the organization is unforgettable. Even after his retirement he was coming regularly to office with lunch box and helping in attending mainly switch and Power plant faults. He was instrumental in installing and commissioning of NGN switch in Belgaum. BSNL lost a great soul.

Com J D Guled was also strong and committed member of SNEA expired on 30.03.2021. He was instrumental in strengthening the SNEA in Hubli after the departure of Com Anthonyswamy.

SNEA mourns the untimely demise of above leaders and other deceased members and prays God to rest their soul in peace and give enough strength to their family members to bear the shock.

30. Conclusion:

It is only with your support and confidence posed in me in 2018 at Shivamogga, I had given an opportunity of working as circle Secretary of this prestigious mighty association. We have put our best and sincere efforts to resolve the issues before us with the support of committed members of SNEA. We all have focused more on ensuring transparency and preventing any favoritism and streamlining all procedures. We always fought against injustice with all out strength from this platform. We have faced the officers and administration when situation warranted with courage and brought them to the lawful , just and fair decisions.

I personally have the satisfaction of making the post of CS to reach to all Districts, Branches and to the grass root membership in addressing their issues.

In endeavor of these three years comrades like Sadanand Makkannavar, Ramesha B, Prashant K Y, Tata babu, Jayaprakash Javali, M N Ramakrishna, Huliraju, Vishwanath, balakrishna Aithal, Savitha, Muralidhar K N, Laxman, Shankar, Ramdas, Anandkrishna, Giridhar M, Delhi Babu, have contributed a lot. My respectful gratitude and thanks to our President Com S B Nagavi, Veteran leader G L Jogi , Veteran leader M. H Gombi and late Com Sheshagiri Rao have been my source of Inspiration and encouragement. It is my pleasure to express my gratitude to both Com A A Khan and Com Sebastin who were always guiding, encouraging and supporting me in all the issues.

Expectations will always be sky high. I might not have been to the satisfaction of everyone. I must be excused to for such lapses if any, I personally owe the responsibility for such lapses. I wish this mighty organization to grow further to great heights with better leadership in coming days. This representative council assembled at Hubli will be prudent enough to move in such direction.

Finally I say thanks, thanks to one and all again.

Comradely Yours,

S P Jagadale

Circle Secretary SNEA Karnataka Circle,

BSNL Zindabad

SNEA Zindabad

Executive unity Zindabad.

