

SANDEEP VIHAR (AWHO) WELFARE MAINT SOCIETY, GH-79
SECTOR 20, PANCHKULA

MINUTES OF MONTHLY MEETING OF AD-HOC GOVERNING BODY FOR THE MONTH OF AUG 2013
HELD ON 07 AUG 2013

Attendance

1. Monthly Meeting of Ad-hoc Governing Body for the month of August 2013 was held on 07th Aug 2013 which was attended by 17 members (out of 21 members) of the Collegium.

Agenda

2. (a) Discussion on Status report of Management's functioning during the month;
(b) New challenges cropped up/faced by the Management and their solution; and
© Any other point with the permission of the Chair.

Deliberations

3 Introduction. Since Col B S Chowdhary, President of the Society has gone out-of station wef 02 Aug 2013 to 25th Aug 2013, Col Subash Chander Joshi Vice-President, presided as Chairman of the monthly meeting. Col Joshi briefed the Governing Body that every member of the GB is sincerely devoted to the task assigned to him/her and there is a participative/team endeavour in our functioning now. There is more and more interaction of the Mgt with the residents and workers. Without any inhibitions/reservations the members are coming forward with their problems and suggestions too. Though there have been certain instances of pampering to the staff and attempts of sabotaging from some sides but immediate steps have been taken to set right these matters. He assured the GB that as long as we all are pro-active, sincere and loyal in our functioning, no sabotaging attempt can be successful.

4. i) General Cleanliness

For the last 2-3 days (all of a sudden, after the day the salary was disbursed to the staff) there has been a serious problem of mass absentism created by the Safai-Karmcharis as they created such a problem in the Month of July also with their aim/demand to increase their salary again after Apr 2013 (after a gap of 3 months). Ad-hoc GB took a firm stand to restrict abnormal increase till the duly elected mgt comes into being. Mr. Pawan Kumar, the head-safaikarmachari perpetuated the problem by threatening the alternative teams arranged by the Mgt. Consequently for two days the garbage was got picked up by making stop-gap arrangement. Col Kulwant Singh Treasurer, Sh Subhash Pathania Secretary and Col DB Singh Jt Secy tried to sort out the matter with Mr. Pawan but in vain. The new team of safaikaramcharis was therefore arranged (under threats from previous one) which may like to have Police protection and the Mgt have unanimously resolved to help them, if need be, in the interest of providing un-disruptive utility services to the members/residents of our Society.

ii) Plumbers' planned movement

Col Kulwant Singh Treasurer explained that since there have been huge electricity charges bills during the months of Jun 2013 and July 2013, Col B S Chowdhary President time and again advised Mr. Dinesh Plumber to record the timings of putting the water in the underground water tank and also of the release of water therefrom to the flats. Mr. Dinesh did not adhere to his instructions and consequently the President warned him but Mr. Dinesh told that he would not prolong further from 1st Aug 2013 onwards but he remained on duty till 4th Aug 2013. He left the running motor un-attended for a petty long time till 9.20 PM on 3rd Aug 2013 when surprisedly checked by Col Kulwant Singh Treasurer. He was found taking wine with some outsiders away in the Society Complex and therefore was told on phone by Col Kulwant Singh that he should not attend the motors. Thereafter he himself told the Treasurer, "Sir, should I leave", to which Col Kulwant Singh replied that if he wished so he may leave. Mr. Avnish – the other plumber also on the same day told to Col Kulwant Singh Treasurer that as Mr. Dinesh had brought him to the Society, so he (Mr. Avnish) would also be leaving the Society alongwith him. When both these plumbers ditched without any due notice, the Mgt had to take alternative arrangements immediately as water availability had to be made on priority basis. The available Mgt Members were immediately contacted by Col Kulwant Singh and Sh Subhash Pathania and alternative arrangement for water supply was made without any disruption. Incidentally, Mr Dinesh Plumber had also mis-behaved with Col Khan owner of E-14/602 (caught hold of his shirt collar and was about to hit him with plastic chair in his other hand) on 29th July 2013. It was on the intervention of Col B S Chowdhary, Col Kulwant Singh and other Staff that situation was averted going from bad to worse on that day. Even then Mr. Dinesh Plumber kept on threatening Col Khan to hurt him outside the Society Premises. On the suggestions put forth by Col SK Aggarwal and Brig Sarjit Singh, the Mgt Committee has unanimously resolved that the employees who have willfully disrupted the smooth functioning of the affairs of Society as well as mis-behaved with its members/residents should never be re-employed and the security amount of such employees should only be released after deduction of one month's salary therefrom in lieu of one month's notice period besides other appropriate actions as deemed fit. These conditions be explained to the staff while employing them and salary be disbursed by 7th of each month.

- iii) Col S K Aggarwal (Advocate) and Brig Sarjit Singh were of the opinion that plumbing, gardening, sanitation, electricity etc. works should be outsourced to avoid bullying by the workers besides it being cost effective. However, the majority of members felt that this decision may be left to the judgement of duly elected Management henceforth. Col Ranjit Singh stressed the need for team work for the betterment of Society and appreciated the recent decision taken to tackle the hegemony of sfaikaramcharies and

plumbers. Steps to streamline the security were also suggested. No physical harassment be meted out to any worker of the Society. Sincere and loyal workers be supported/defended in every respect.

- iv) Progress since made in getting the Society Bye-Laws registered with RCS was explained to the Committee by Col SK Aggarwal and Sh. Subhash C Pathania.

- v) Water Management

Col R C Jaswal and Col Kulwant Singh explained the modus operandi of both the plumbers - Mr. Dinesh and Mr. Avnish, and indispensability created by them. The Mgt Committee felt that there is need to overhaul the water management in the Society at the earliest.

- vi) Loitering by dogs

The menace of loitering by dogs has been going on unchecked for long and consequently filth on the internal roads of the Complex cause a shabby look as the persuasive methods have fallen on deaf ears. It was therefore resolved to gear up the security staff in this regard too and to levy fine on defaulter owners besides displaying their name(s) on the Notice Boards.

- vii) Brig Sarjit Singh pointed out that there have been instances in the past whereby certain tenants had not paid usual charges/fees to the Society and particulars of such tenants were not available in the records of Society office. He therefore suggested that efforts may be made to collect the particulars of such tenants with the help of previous Mgt Committee Members and usual charges be recovered from them. He also suggested to issue reminders to the members who have not paid the Society charges so far and display the list of pending/defaulting members. All the Mgt Committee members agreed with Brig Sarjit Singh and Col Kulwant Singh that a copy of the findings of Audit Committee be forwarded to the ex-President for getting his views before proceeding further into the matter.

- viii) Col Kulwant Singh explained the circumstances under which the sweepers and plumbers were changed. Over an issue of an owner's problem and the style of functioning of the President including the controversy over the expulsion of sweepers/plumbers and upright stand taken by him (Col Kulwant Singh) in the interest of Society, Col Kulwant Singh volunteered to step down from the post of Treasurer but all the Ad-hoc GB members present in the meeting with one voice rejected his resignation letter and rather appreciated/endorsed his upright stand. Col Kulwant Singh's initiative and managerial skills of all office bearers were applauded by the Committee as the sordid

situation was handled promptly without any inconvenience to the residents. Col Ranjit Singh and Col D B Singh were of the opinion that workers shunted out because of misconduct/misbehavior with residents should not be re-employed at any cost. Mgt Committee Members resolved that there should be no increase in the emoluments of the staff as of now but honorarium or cash incentive, for overtime work/extra service rendered, be paid wherever required. Col D B Singh opined that previous as well as the present committee members should not misuse the staff for their personal service but rather a resident should lodge his/her complaint with the Complaint Cell for attending/redressal of the complaint.

- ix) It was also pointed out that while fixing the rates of Ayas, the due justice to single living-in person or a couple/consisting of two living-in persons only was not made. Mrs. Nayyar – In-charge of Ayas etc. apprised that rates of Ayas were fixed groupwise and therefore the first group related to a unit comprising of 'upto and for' 4(four) living-in-members irrespective of guest members besides other factors. Mgt Committee felt that these rates are on ad-hoc basis and variation, in any other way, shall not make much difference and moreover these are subject to review after the duly elected mgt is in place shortly.
- x) Col S K Chauhan and Col D B Singh were of the opinion that Society should not go in for purchase of spare parts for the lifts as there are chances of lot of bungling. Mgt Committee therefore advised to the Sub-Committee on Lifts to go in for tenders etc. and arrange to have AMC with a reputed vendor at reasonable rates keeping in view all the relevant factors.

5. There being no other point for discussion, the meeting ended with a vote of thanks to the Chair.

File No. 11 RWA/GH-79/GBM

Dated : 08 Aug 2013.

(Subhash C. Pathania)

Secretary