

BSNL EMPLOYEES UNION

Recognised Union in BSNL

(Registered Under Indian Trade Union Act 1926. Regn.No.4896)

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P. Abhimanyu
General Secretary

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BSNLEU/204 (NC)

14.09.2018

To

Ms. Sujata T. Ray,
Director (HR) BSNL,
Cum Chairperson, National Council,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Madam,

Sub: - Intervention in the internal functioning of the Staff Side, by the Management - req.

Ref: - BSNL letter no.BSNL/39-2/SR/2018 dated 07.09.2018.

With reference to the letter cited above, we wish to draw your kind attention to the following, for favour of making appropriate intervention.

The SR Branch has issued the letter cited under reference, wherein the following are stated:-

- (a) The Secretary, Staff Side, may prepare the items of agenda in consultation with the Leader, Staff Side.
- (b) The total number of items to be taken by the Staff Side is limited to 14.
- (c) Chairman of the council will provide copy of the agenda, submitted by the Secretary, Staff Side, to the Leader of the Staff Side for information.

We wish to state that as per the existing letters of the Corporate Office, only the Secretary, Staff Side, is authorised to make communication with the Management, on behalf of the Staff Side. Apart from the Secretary, Staff Side, no member of the Staff Side, including the leader, can have any formal communication with the Management, on behalf of the Staff Side. This includes submission of items for discussion, vetting of the draft minutes of the council meetings, etc. Similarly, any communication from the Management, can be made only with the Secretary, Staff Side, with regards to the matters connected with the functioning of the councils.

The above system is being maintained in the Joint Consultative Machinery (JCM) also, which is functioning in the Central Government Departments. It is needless to state that the Negotiating Council, functioning in BSNL, is nothing but a replica of the JCM. The above mentioned system is being maintained, to avoid anarchic situation in the maintenance of communication between the Staff Side and the Management, and vice-versa.

However, it is observed that the BSNL Management is issuing letter after letter, to dilute and to weaken the above mentioned time-tested system. It is also pertinent to mention here that, some time back, the Corporate Office issued a letter, stating that the draft minutes of the council should be vetted by the Leader of the Staff Side also. Now, in the letter cited under reference, Management has put in place more conditions.

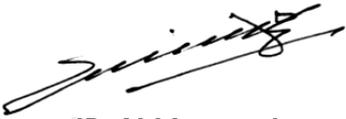
There is no place for two opinions that, the Staff Side of the council should function democratically. Any difference / dispute, within the Staff Side, has to be settled democratically, through discussions in the Staff Side meeting. However, it is not for the Management to issue directions, as to how the Staff Side should function. This is nothing but gross intervention in the internal functioning of the Staff Side, which will ultimately lead to the weakening of the functioning of the councils.

So far as the functioning of the National Council is concerned, no complaint has so far arisen with regards to the functioning of the Secretary, Staff Side. If complaint has arisen in any circle / local council, it should have been brought to the notice of the Secretary, Staff Side, National Council, for appropriate intervention. Instead of that, the Management issuing letters, one after another, diluting the time-tested system functioning in BSNL, is highly regrettable.

In view of the foregoing, we solicit your kind intervention, so that the time-tested functioning of councils in BSNL, is not derailed.

Thanking you,

Yours sincerely



(P. Abhimanyu)
General Secretary

Encl: letter cited under reference.

Copy to: Shri A.M. Gupta, GM(SR), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/39-2/SR/2018/

Dated: 07.09.2018

To

The All CGMs,
Bharat Sanchar Nigam Limited,

Subject: Preparation and submission of items of Agenda for Council meetings

Sir,

I am directed to refer to the subject mentioned above and to say following:-

2. The Secretary staff side , may prepare the items of agenda in consultation with the Leader staff side before submitting it to the Chairman of the respective Councils so that the issues of both Recognized Representative Unions are appropriately covered. There are total 14 members from staff side so total no of items of Agenda will also be limited to 14 (with a limit of 9 and 5 items to Main Recognised Representative Union and Second Recognized Representative Union respectively during the tenure of 7th membership verification. This is in the proportion of votes and as per the process given in the RNEU Rules.
3. Chairman of the Council will provide copy of Agenda so submitted by the Secretary staff side to the leader staff side for his information before putting it for discussion in the meeting well in time.
4. It is reiterated that the very purpose of the council meetings is to resolve the issues at local level amicably and in a cordial environment & in the best interest of the company .

Yours faithfully,

(B. L. Kirar) 07/09/18

Assistant General Manager (SR)
Tel No. -01123766063
Fax No. 01123734338

Copy to:

1. The General Secretary BSNLEU/NFTE