



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

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BSNLEU/200 (REGN)

30.09.2020

To,

Shri A.M. Gupta,
Sr.GM (SR), BSNL C.O.,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sir,

Sub: - **Modifications proposed to be done to the existing procedures, regarding authorisation for the deduction of union subscription - reg.**

Ref: - **Corporate Office letter no.BSNL/20-6/SR/2019 dated 24.09.2020.**

With reference to the letter cited above, we wish to submit the views of BSNLEU on the matter, as follows.

At the outset, we wish to convey our strong opposition to the proposals, that are intended to be made to the existing system, related to the authorisation being given by employees for the deduction of their union subscription. The proposals, if implemented, will create utter confusion. It will give leverage to the unscrupulous officers at the field level, to meddle into the affairs of the trade unions, which is totally undesirable and unwarranted.

The existing system, under which the individual employee changes his/her union membership, is time tested and has been accepted by all the unions and associations. Implementation of the proposals contained in the letter cited under reference, will spoil the existing peaceful industrial relations in the Company. Having said these, we wish to submit the following for favour of your kind consideration.

- 1) A good section of the Non-Executives are not conversant with computer operations. As such, compelling them to submit their authorisation through the ERP, will create unnecessary problems. Such employees will have to take the assistance of some one else, for furnishing their authorisation in the ERP, which will give room for malpractices. The present system of submitting authorisation, for deduction of union subscription, in the form of a hard copy, is working well and hence there is no necessity whatsoever, to change this.
- 2) As per the existing system, an employee is having the option to change his/her union subscription once in a year. This provides a fair opportunity to the employee, to switch over to any other union, if he/she is not satisfied with the functioning / activities of his / her present union.

Hence, there is absolutely no necessity to change the practice of providing the employee with the opportunity once in a year to change his / her union of choice.

The proposal of the Management to put in place a system, wherein the employee can change his/her union of choice any time during the year, will lead to an utter chaotic situation. This will create headaches both to the union, as well as to the Administration. We strongly oppose this proposal and request you to kindly drop the proposal.

- 3) Another sinister proposal that has been made in the letter cited under reference, is to discontinue with the need to get the counter signature of the secretary of union / association. It is nothing but ethical, for any employee to get the counter signature of the secretary of the union / association, before getting admitted as a member of that organisation. If this provision is dispensed with, it will give the leverage to the unscrupulous officers at the field level, to meddle into the affairs of the unions and associations.

In view of the foregoing, BSNLEU firmly opposes the aforementioned proposals contained in the letter cited under reference. Hence, we request you to kindly drop the proposals and allow the existing system to continue, in the interest of the Company, as well as that of the unions and associations. We also wish to inform that, any attempt made by the Management, to implement the above mentioned sinister proposals in an arbitrary manner, will unfailingly spark agitational programmes.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Copy to: The Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001