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BSNLEU/ 516 (QRTS)

To,

Shri Arvind Vadnerkar,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane, Janpath,
New Delhi – 110 001

Sir,

Sub: - **BSNLEU's views on the draft policy for the allotment of accommodation to Unions / Associations of BSNL - req.**

Ref: - **BSNL letter no.BSNL/20-2/SR/2022 dated 18.07.2022.**

We wish to bring the following to your kind notice, for favour of information and necessary action.

The SR Branch of the Corporate Office, vide letter cited under reference, has issued a draft **policy for the allotment of accommodation to Unions / Associations of BSNL**. BSNLEU has been directed to submit it's views on this policy within 15 days of the issue of the letter cited under reference.

At the outset, we express our strong opposition for the intention of the Management to generate revenue by renting out office/residential accommodations to the Recognised Unions and Associations in BSNL. This Company is expected to earn income by doing business in the telecom industry. However, the Management of this Company has totally failed to do so. Further, it is pathetic to note that, the Management wants to earn money from the Recognised Unions and Associations, by way of renting out office/residential accommodations.

The Recognised Unions and Associations in BSNL are not only espousing the cause of the Executives and Non-Executives of BSNL, but they have a long history of involving themselves in activities for safeguarding the interests of the Company. Apart from organising agitational programmes, the Unions and Associations of BSNL have organised campaigns like "Customer Delight Movement", "Service With A Smile", "BSNL at Your Door Steps", etc. By way of organising the above mentioned programmes, the Unions and Associations have done the appreciable job of improving the work culture of the employees, the efficiency of BSNL's services and thereby increasing the overall customer satisfaction. However, all these have become stories of a by-gone era, since the incumbent Management is not having even the slightest inclination to involve the Unions and Associations for the improvement of the efficiency and customer satisfaction. Having made these observations, we place our views on the draft policy.

- (1)** BSNLEU strongly opposes the proposal of the Management to charge rent from the Unions and Associations, based on the CROP-2020 policy, as envisaged in para 1.0 (e) and also elsewhere in this draft policy. BSNLEU has already written to the Management, protesting against the exorbitant rates envisaged in CROP-2020. As stated in Table 1, office accommodation should be allotted free of cost to the Recognised Unions and Associations. In addition to this, residential accommodation should be allotted to them at **concessional rates**.
- (2)** As regards office accommodation for the Recognised Unions and Associations, it is mentioned in Table 1 of the draft policy that, 160 sq. ft. + 10% space would be allotted at the CHQ level, 140 sq. ft. + 10% at the circle level and 100 sq. ft. + 10% at the BA/OA levels. It is also stated that, allotment of space, in excess of the entitlement would be made on payment basis, which will be in accordance with CROP-2020. BSNLEU strongly opposes this proposal. Being the Main Recognised Union of the Non-Executives, BSNLEU is already allotted with office accommodation at the CHQ, Circle and SSA levels. Keeping in view that, BSNLEU stands recognised from 2004 onwards and also continues to remain as the biggest union in terms of paid membership, whatever office accommodation that have already been allotted to BSNLEU, should continue. **We strongly oppose the proposal of the Management to change the status quo and to allot smaller accommodation to the circle and district unions of BSNLEU.** Further, we also strongly oppose the proposal of the Management to collect rent from the Recognised Unions and Associations for the office accommodation that has already been provided.
- (3)** Further, it is mentioned in para 5.2 (d) that, office accommodation would be allotted afresh to the Recognised Unions and Associations, after the Membership Verification is held. We are at loss to understand the logic of the Management. It is the strong opinion of BSNLEU that, there is no necessity to allot office accommodation "**afresh**"

every time after the verification is held. Instead, the office accommodation can be taken away from a union/association if that union/association fails to get recognition in the Membership Verification.

- (4) In para 5.2 (e), it is stated that, "office accommodation shall not be claimed as a matter of right *and shall be extended if suitable space is available.*" This clause should be removed. Allotment of office accommodation is being done to the Recognised Unions from the days of the 'P&T department'. However, the above stated clause makes it as a discretion of the Management, which will certainly be misused by unscrupulous officers.
- (5) Para 5.3 (c) should be completely deleted. It says that, the residential accommodation allotted in the past to a union / association should be vacated within one month of the implementation of this policy. While the Recognised Union / Association has been allotted with residential accommodation, by none other than the BSNL Management, it does not make any sense to tell the Recognised Unions and Associations to vacate their residential accommodation within a month of the implementation of this policy.
- (6) In para 5.4, it is stated that, the CHQ body of the Recognised Unions and Associations, support association and unions to whom limited trade union facilities have been extend, be allowed to take a residential quarters up to Type-III. This clause is not acceptable to us for the following reasons.
 - (a) It is an undeniable fact that, initially BSNLEU has been allotted with a Type-V quarters at Telegraph Place in Gole Market. This can very well be corroborated from the records of BSNL. Similarly, other unions like the NUTEE Class-III (FNTO) had also been allotted with a Type-V quarters in the same Telegraph Place. This clearly establishes that, at the time of the P&T department and thereafter at the time of the DoT, Recognised Unions were allotted with Type-V quarters. When this being the fact, the BSNL Management is now magnanimously proposing to allot Type-III quarters to the Recognised Unions and Associations. This is nothing but downgradation of the status of the Recognised Union in BSNL. BSNLEU strongly opposes this downgradation of the status of the Recognised Unions. BSNLEU strongly demands that, at least Type-IV quarters should be allotted to the Recognised Unions and Associations.
 - (b) It is laughable that, the Management is proposing to allot quarters to the trade union which is conferred with limited trade union facilities, on an equal footing with the Main Recognised trade union. BSNLEU, which is conferred with the status of the Main Recognised Union has secured 43.44% votes in the 8th Membership Verification. Whereas, BTEU (BSNL), which is a Union conferred with limited trade union facilities, secured only 4.36% votes in that Membership Verification. However, the Management is proposing to allot Type-III quarters to both the Main Recognised Union and the union which is conferred with mere trade union facilities. This only proves the love and affection that the Management is having for the Union which is having the patronage of the ruling party. It only exposes the biased attitude of the Management.
 - (c) In Para 5.4 (a) the Management has once again proposed that, the rent to be paid by the Recognised Unions and Associations, will be in accordance with CROP-2020. Once again we reject this proposal and insist that Recognised Unions should not be told to pay rent as per CROP-2020. BSNLEU, once again strongly demands that residential accommodation to the Recognised Unions and Associations, should allotted at concessional rent.
- (7) Para 9.0 states that, CMD BSNL may dispense with or amend any of the provisions of the policy. We do agree that, the Management has the prerogative to make a review and to change any of the clauses of the policy, in consultation with the Recognised Unions and Associations. However, what the Management has proposed in the draft policy is nothing but giving dictatorial powers to the CMD BSNL. May be, this clause is reflective of the mindset of the present day Management. Further, it gives leverage to the CMD BSNL, for tweaking the policy as per the dictates from the political quarters. Hence, it is the duty of the Main Recognised Union to caution that, conferring such dictatorial powers on any individual does not augur well for the democratic functioning of the Company. We strongly demand that, the clause no.9.0 should be removed completely.

We submit our views for your kind consideration. We request that a discussion may kindly be arranged to elaborate our views on the matter.

Thanking you.

Yours sincerely,



(P.Abhimanyu)
General Secretary