

BSNL EMPLOYEES UNION

Recognised Union in BSNL

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

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BSNLEU/200 (REGN)

10.01.2019

To,

Shri Anupam Shrivastava,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Madam,

Sub: - Requesting for modification of the "BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012" - reg.

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

The BSNL Management is aware of the fact that the unions and associations of BSNL are taking maximum efforts to improve the financial position of the Company. The unions and associations have joined hands and have implemented a number of movements like the "Customer Delight Year", "Service With A Smile", "BSNL At Your Door Steps", etc.

Thus, the unions and associations have succeeded to a great extent, in involving the employees in the improvement of the quality of BSNL's services and also in the intensification of sales and marketing activities of the Company. It is needless to state that, the above mentioned efforts, combined with the initiatives being taken by the Management, have yielded good results.

The Management will agree that, the unity among the employees has to be further strengthened, to ensure the fullest mobilisation of the employees to achieve the goals being set by the Company. BSNLEU, being the biggest trade union of BSNL, is relentlessly taking efforts to strengthen the unity of the employees. However, a provision contained in the "**BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012**" proves to be a 'thorn in the flesh', so far as the improvement of relationship and unity among the major organisations of the Non-Executives.

Clause IV.5 of the above mentioned Rules states that, if a union secures more than 50% votes in the Membership Verification, it will be conferred with the status of the **Sole Recognised Representative Union**. In that eventuality, no other union will get recognition. You are aware that in the 7th Membership Verification for the Non-Executives, BSNLEU missed the target of getting 50% votes, only by a few hundred votes.

Thus, you will agree that, the provision put in place by Clause IV.5 of the Recognition Rules, has become a source of creating distrust among the major unions of the Non-Executives. At a time when there is need for ensuring greater unity among the employees, anything which comes in the way, should be done away with.

The 9th All India Conference of BSNL Employees Union, held at Mysuru from 17th to 20th December, 2018, discussed the above mentioned issues at length. The Conference has unanimously passed a resolution, demanding the BSNL Management to remove the Clause IV.5 of the "**BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012**". A copy of the resolution passed in the Conference is enclosed herewith for your kind perusal.

We are hopeful that the BSNL Management would appreciate the decision taken by the All India Conference of BSNLEU, and would do the needful to remove the Clause IV.5 of the "**BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012**", and would help us to strengthen the unity of the employees.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Encl: As above

Copy to: (1) Ms. Sujata T. Ray, Director (HR), BSNL, Janpath, New Delhi – 110 001
(2) Shri A.M. Gupta, GM(SR), BSNL CO., Janpath, New Delhi – 110 001

***Resolution adopted in the 9th All India Conference of BSNLEU,
demanding modification to the Non-Executives' Recognition Rule.***

So far as the issue of recognition is concerned, the fundamental principle of BSNLEU is "Proportionate Representation". Keeping this in view, BSNLEU had sought change in the erstwhile Recognition Rule, as per which, only one union would be recognised.

BSNLEU demanded that all the unions which secure 15% votes should be recognised. While issuing the New Recognition Rule for the Non-Executives, the Management accepted BSNLEU's demand of proportionate representation. However, the Management introduced an undesirable provision which states that the second union would not be recognised, if the 1st union secures 50% or more votes. Immediately BSNLEU opposed this provision, but the Management did not accept.

Keeping in mind, the need of strengthening the unity of the Non-Executives in particular and the unity of the entire BSNL employees in general, this 9th All India Conference of BSNLEU, held from 17th to 20th December, 2018, at Mysuru, resolves to direct the CHQ to take the necessary steps for the removal of the undesirable clause of the Recognition Rule of the Non-Executives, which stipulates that no second union would be recognised, if the first union gets 50% votes.



**[P. Abhimanyu]
General Secretary**