



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/5-1/SR/2016

Dated, the 13th Dec, 2016

NOTIFICATION

Sub: Conduct of 1st membership verification process for grant of recognition to majority Association of Executive employees in BSNL –Grant of Status of Recognised Representative Association and Support Association regarding.

1st Membership Verification process was conducted as per Bharat Sanchar Nigam Limited (Recognition of Executives' Association) Rules, 2014, for which polling was held on 07.12.2016.

2. As per the result of 1st Membership Verification declared by the CRO vide his letter No. BSNL/5-1/SR/2016 (Pt) dated 09.12.2016:

- i. Sanchar Nigam Executives Association (SNEA) secured 20,128 votes with 45.32% of total votes.
- ii. All India BSNL Executive Association (AIBSNLEA) secured 18,438 votes with 41.52% of total votes.

3. In terms of Rule 3(1) of the said Rules, BSNL shall have only one representative Association of Executives which gets majority votes in the membership verification subject to a minimum of 35% membership of total votes of the working executives in BSNL. Accordingly **SNEA**, which secured majority votes and also more than 35% votes, shall be the **Recognised Representative Association**. SNEA is given the status of the majority recognised Association at Corporate level, all Circles and SSA level.

4. Further, in terms of Rule 3(2) of the said Rules, any participating Association other than majority representative Association, which gets second majority votes and not less than 15% votes of the total working executives in BSNL, will be given the status of a '**Support**' Association. Accordingly **AIBSNLEA**, which secured second majority votes and also more than 15% votes, shall be the '**Support**' Association. AIBSNLEA is given status of the Support Association at Corporate, all Circles and SSA level.

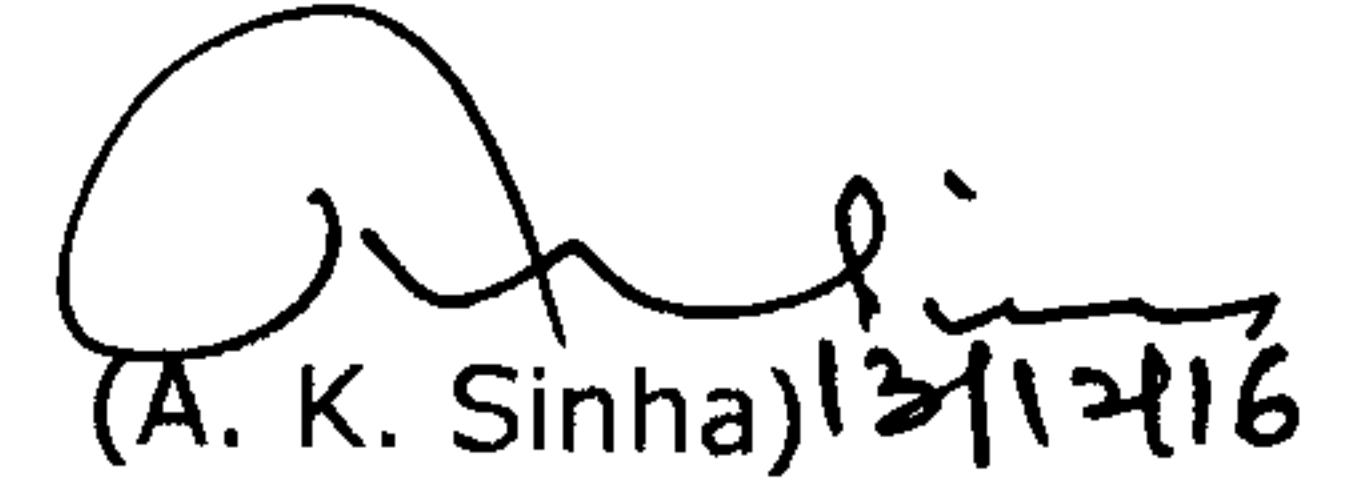
5. The recognition of Recognised Representative Association and Support Association is at all the three levels i.e. Corporate, Circle and SSA..

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6. The period of recognition of the Recognised Representative Association and Support Association shall be for a period of THREE years from the date of this Notification i.e. from 13th Dec, 2016 to 12th Dec, 2019.

7. The facilities, Recognised Representative Association and Support Association are entitled to, as per Rule-10 and Rule-10(A) respectively shall be extended at all the three levels i.e. Corporate, Circle and SSA(Reproduced at Annexure-A). All the facilities including formal/informal meetings extended to all other Associations than the two aforementioned Associations through various letters issued from time to time before the BSNL REA Rules came into force and also granted during the 1st Membership Verification or earlier, hereby stand withdrawn.

8. The result of 1st Membership Verification as above shall be subject to the outcome of the Court cases pending before various Courts as mentioned by the CRO in his letter No. BSNL/5-1/SR/2016 (Pt) dated 09.12.2016.



(A. K. Sinha) 13/12/16

Deputy General Manager(SR)

Copy to:-

1. Sr PPS to CMD BSNL.
2. PPSs to All Directors, BSNL Board.
3. All CGMs, BSNL.
4. All PGMs/ Sr GMs/ GMs BSNL CO.
5. DDG(SR) DoT.
6. All the Participating Associations.
7. Guard File.

Rule 10.Facilities To Be Extended To The Recognised Representative Association:

The following facilities will be extended to the recognized majority Association during the period of recognition: -

- (1) Entitlement for Providing suggestions/ views on important matters/ issues related to growth and viability of BSNL.
- (2) Entitlement for Consultation with the management on policy issues related to their cadre management.
- (3) Formal meetings with the concerned appropriate administrative authorities at Associated level of function of the Association once in a quarter. The maximum no. of representatives of the Association is to be restricted to 5 only, at any such meeting/ occasion. The Association would be required to submit agenda for the proposed meeting at least one month in advance of the meeting.
- (4) One User ID/password for accessing union/ Association section of intranet shall be given at respective levels.
- (5) The concession of immunity from transfer from the CHQ/Circle/SSA of recognised Association is applicable to the General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer) upto the recognition period of the concerned Association, irrespective of the post held or the cadre to which he/she belongs. The facility enjoyed once at any level, viz. CHQ, Circle or SSA will not be available for the second time at the same level either in the same Association or in any other Association, in case the incumbent so joins another Association.
- (6) The office bearers of the recognised Association at all three levels would be entitled for a mobile service connection, the usage limits of which would be decided by CS Cell in consultation with SR Cell. If technically feasible, the office bearers at Circle/SSA level would be put into a CUG group.
- (7) In addition to recognised representative Association, the facility of deduction of monthly subscription will be available to all the applicant Associations, on demand. Necessary instructions shall be issued by SR Cell separately.
- (8) Special CL shall be granted to office bearers as per the extant guidelines of the organization on the subject and subject to overall ceiling of 20 (Twenty) Special CL in a year to an eligible individual.
- (9) BSNL Management would reserve the right to make any additions/ deletions/ alterations in the facilities, after taking views of the recognised representative Association, or to formulate any criteria for extending the facilities to the recognized representative Association.



Rule 10(A): Facilities to be extended to the Support Association:

The following facilities will be extended to the Support Association during the period of recognition:-

- (1) The Support Association will be formally permitted to take up issues permissible within the scope of Associations. Though the management will accept their communications to be used as feedback/ inputs, it will not be obligatory for the management to respond to/ generate dialogue with this Association on the issues raised by the said Association.
- (2) Informal meetings at the discretion of the management.
- (3) One User ID/password for accessing union/ Association section of intranet shall be given at CHQ & Circle levels.
- (4) The concession of immunity from transfer from the CHQ/Circle/SSA is applicable to the General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer) upto the recognition period of the concerned Association as Support Association, irrespective of the post held or the cadre to which he/ she belongs. The facility enjoyed once at any level, viz. CHQ/Circle/SSA, will not be available for the second time at the same level either in the same Association or in any other Association, in case the incumbent so joins another Association.
- (5) The facility of deduction of monthly subscription will be available to the Support Association, on demand. Necessary instructions shall be issued by SR Cell separately.

