

**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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No. AIBSNLEA/CHQ/MOS/2016-17

DATED: 15.12.2016

To,

Shri Manoj Sinha Ji,
Hon'ble Minister of State for Communications,
Govt. of India, Sanchar Bhawan, 20, Ashoka Road,
New Delhi -110 001

Subject: Referendum of Majority Executive Associations in BSNL-our concern thereof

Hon'ble Sir,

With profound respect, it is bring to your kind notice that BSNL Management has recently on 7th December 2016 has conducted a referendum of Majority Executive Association. As per DPE guidelines, the referendum has been proposed for non-executive unions only where the negotiation mechanism is available through NJCM / RJCM and LJCM to discuss and decide the wage revision and some other policy matters of their career progression etc. But for the Executive Associations, there is no guide line available to conduct referendum for Majority Executive Association, since there is no mechanism prescribed by the DPE to have any negotiation on wage revision etc. The Pay revision of executives (non-unionized supervisors) is being done through PRC and DPE is the nodal agency for this. The only purpose to conduct referendum in BSNL is to curb the functioning of the multi Associations.

Sir,

BSNL is a large PSU having PAN India presence and having more than 44,000 executives of various disciplines i.e. Telecom Engineering, Telecom Finance & Accounts, Telecom (Civil/Electrical/Architect/Telecom Factory) Engineering wings, PA/PS/PPS cadres, AD (OL) cadre CS/CSSs cadres and general line disciplines of BSNL. Hence, having one executive Association to represent such a huge variety of executives in BSNL is impracticable. However, BSNL Management ignoring this fact has conducted the referendum of executive Associations on 7th December 2016 wherein the recognition to one executive Association (SNEA) has been granted at All India level, Circle level and SSA levels on the basis of the more votes secured in All India in 31 Circles as of total votes whereas, the fact remains that the Association which has been recognized as Majority Executive Association has not crossed the 50% land mark votes of the total votes poled.

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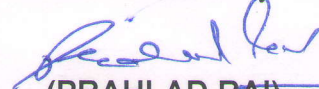
SNEA could secure only 45.37% votes and AIBSNLEA secured 41.67% votes. Both the Associations could not cross 50% votes land mark. Moreover, AIBSNLEA won with majority votes in 17 Circles and SNEA won in 14 Circles. But the BSNL Management has preferred to declare the SNEA as single majority Association and issued notification on 13.12.2016 for recognition to SNEA at All India level, Circle level and SSA level ignoring the fact that AIBSNLEA has won in majority circles numbering 17 circles and majority of SSAs in comparison to SNEA.

In this manner, BSNL Management, in a calculated way, has killed the basic ethics of the democracy and recognized the Association which has won only 14 circles. Now, it is the most frustrating and humiliating situation for us that even after winning the election with majority votes in 17 circles and majority of SSAs, SNEA has been recognized for which the reasons are best known to BSNL Management. By this act of BSNL Management, the democracy has been killed.

We would, therefore, request to your kind honor to intervene in the matter and direct the BSNL Management to immediately withdraw the notification of recognition of majority executive Association issued on dated 13.12.2016 and to issue revised notification to recognize AIBSNLEA as 2nd majority Association at all India level with facilities at par with 1st majority Association and as 1st majority Association in all those Circles/SSAs where it has secured highest votes so that the unrest caused amongst the executives is avoided.

With Kind Regards,

Yours Sincerely


(PRAHLAD RAI)
General Secretary

Copy to:

1. Shri J.S. Deepak, Secretary (T), DoT, Govt. of India; New Delhi – 110001
2. Shri Anupam Shrivastawa, CMD, BSNL, New Delhi – 110001
3. Shri N. Sivasalem, Addl. Secretary (T), DoT, Govt. of India, New Delhi – 110001