



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

**CENTRAL HEAD QUARTERS
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**General Secretary
RAKESH SETHI**

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No. AIBSNLOA/CHQ/2012/44

Dated: 28th June 2012

To

Shri A.N.Rai,
Director (HR),
Bharat Sanchar Nigam Limited.
New Delhi - 110 001.

Sub: Membership verification of Executives'/Officers' Associations and extension of equal facilities to all associations pending verification - regarding.

Sir,

This is in continuation of our request dated 9.1.2012 (copy enclosed) for extension of similar facilities extended to other non-recognised Executives' associations to AIBSNLOA to ensure equality and justice.

2. The All India Conference of this association held at Tiruchirapalli in Tamilnadu on 20th and 21st April 2012 deliberated on this issue and has passed following resolutions in this regard:

(i) This Conference thanks the CMD and the Director (HR) for granting the facility of meeting with administration at all levels to AIBSNLOA. However the conference feels that equality and justice has been denied by not extending all the other facilities given to other Executives' Associations. Therefore, this conference unanimously requests that all other facilities which have been extended to other Executives' Associations should also be extended to AIBSNLOA.

(ii) This Conference also unanimously resolved that Membership verification of Executives'/Officers' Associations should be held at the earliest subject to following conditions

(a) Membership verification: Verification must be on **secret ballot basis** as in the case of the non-Executive Employees. This only will allow free and fair exercise of mandate. Otherwise, the Executives will always be subject to coercion and intimidation.

(b) Facilities to be extended to Associations during the verification process: All participating associations should be placed at par with other associations enjoying limited trade union facilities at least for one year prior to the date of verification through secret ballot. This is for the sake of equality and justice. Otherwise, it will be an uneven competition.

(c) Role and responsibility of Management: The Management must extend the facility of deduction of subscription by way of check off system to all participating associations.

3. Therefore, AIBSNLOA CHQ urges the BSNL Management to extend all the limited trade union facilities, presently enjoyed by other executives associations, to AIBSNLOA also.


4. The Membership Verification of BSNL Executives'/Officers' Associations to ascertain the actual strengths of these associations may be held at least one year from the date of such extension of equal facilities. In this regard, we want to draw your kind attention towards our reply of dated 25.11.2009 (copy enclosed) which was written in reference to BSNL letter No. BSNL/31-2/SR/2009 dated 11.11.2009 wherein comments / feedback was invited from our Association and others on the recommendations of the Committee constituted for framing rules & regulations governing conduct of membership verification of executive employees in BSNL.

5. I would like to request you to kindly consider the issue and cause issue of orders extending all the limited trade union facilities presently enjoyed by two executives' associations to AIBSNLOA so as to provide level playing field to all the similarly placed associations.

Encl: As Above (Three Pages)

With kind regards,

Yours sincerely,



(Rakesh Sethi)

General Secretary

Copy to:

Shri R.K.Upadhyay,
CMD, BSNL.

8/c