

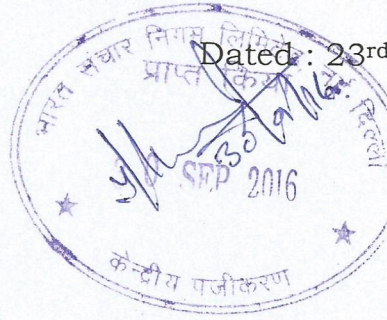
# FEDERATION OF BSNL EXECUTIVES' ASSOCIATIONS

No. FBEA/Corr/2016/3

Dated: 23<sup>rd</sup> September 2016

To

Shri Anupam Shrivastava,  
Chairman and Managing Director,  
Bharat Sanchar Nigam Limited,  
New Delhi.



**Subject: Membership Verification of BSNL Executive Associations - Absence of level playing field – reg**

R/Sir,

We are constrained to bring to your kind notice that BSNL Corporate Office itself is not keeping up its assurance to provide 'level playing field' in spite of our repeatedly pointing out many such instances.

2. Both at the time when notification for membership verification of Executive Associations was first issued in June 2014 and thereafter when notification was issued 'afresh' in May 2016, 'level playing field' was assured to all the participating associations.

3. During the period between June 2014 and May 2016, we had pointed out several occasions of violation of the assurance not only by field units but even by BSNL Corporate Office itself. But no corrective action was taken. As if to adding insult to injury, the Management constituted Joint Committees for making recommendations on some important HR issues pertaining to BSNL Executives, with General Secretaries of three executive associations, viz. AIBSNLEA, SNEA and AIGETOA as members of the committees, thus putting these three associations in an advantageous position vis-à-vis other participant associations when the process of membership verification was quite alive.

4. A few days back BSNL Management has engaged the same three associations in dialogue on the issues examined by the Joint Committees, following holding of Dharna by the three associations in the name of United Forum of BSNL Executive Associations. Following the meeting, a status report on progress of the issues was addressed to the three associations. Under Item No.3 it was stated that, "Regarding CPSU cadre Hierarchy, Pers Branch has prepared the draft proposal. After discussion with Dir (HR), draft proposal has been given to the recognized Associations seeking their comments/suggestions. The 1<sup>st</sup> meeting of the service association with GM (Pers) on this draft proposal has been

scheduled on 07.09.2016.” The scheduled meeting is reported to have been held with the representatives of the three associations.

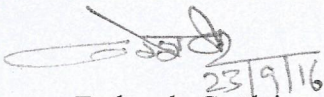
5. While all the three HR issues mentioned in the letter are common to all Executives and all Executive Associations including ours have been pursuing these issues with the BSNL Management for the past few years in a peaceful manner, giving a differential treatment to the three associations, merely because they organized a Dharna, is clearly a violation of the principle of level playing field when the Verification process is on.

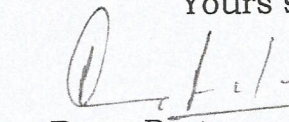
6. While the BSNL (REA) Rules 2014 stipulates that “the association eschews completely the agitational approach” and the participating associations having agreed to abide by the terms and conditions of the said Rules, BSNL Management’s action amounts to encouraging associations which go on agitation and mocking at the other associations which want resolution of the issues through meaningful dialogue across the table.

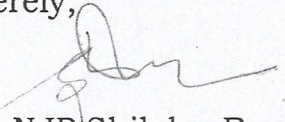
7. We hereby convey our serious concern that without ensuring ‘level playing field’ truly and solidly, including at field levels, holding the membership verification would become a meaningless and farcical exercise.

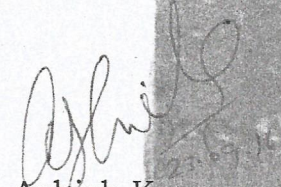
With kind regards,

Yours sincerely,

  
23/9/16  
Rakesh Sethi  
GS, AIBSNLOA

  
Rana Pratap  
GS, BEA of BSNL

  
NJP Shilohu Rao  
GS, TSOA

  
23/9/16  
Ashish Karn  
AIP, AITEEA

Copy to:

1. Ms. Sujata Ray, Director (HR)
2. Shri A. M. Gupta, General Manager (SR)