



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

(Only Recognized Executives' Association in BSNL)

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the General Secretary

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SNEA/CHQ/CMD/2018-21/91

Dated 16.06.2020.

To

**Shri. P. K. Purwar,
Chairman and Managing Director,
BSNL, New Delhi.**

Sub: Review of structure/size of the bodies of Associations at different levels:

Ref: No: BSNL/5-2/SR/2019 dated 08.06.2016.

Respected Sir,

Kindly refer the letter under ref above seeking the opinion of the Association on the above subject. **First of all, we strongly object/protest against the intention of the management to interfere with the functioning of Associations. It is clear that management is intending to interfere with the rights of the Association and the protection enshrined in the constitution. Unfortunately such negative message is spreading in the field units by the management itself at a crucial time when BSNL itself is fighting for its revival, in the background of Revival plan. Failure of 4G launch by BSNL has demoralized the BSNL employees as a whole and the Executives in particular. In such situation, BSNL management is expected to carry positive messages among the employees.**

The structure of the Association depends upon the structure of the company, not on the number of Executives. The number of Executives varies from time to time, PSU to PSU. BSNL is having a three tier Structure, Corporate Office, Circle and SSA/District. So, naturally same structure has to be followed by the Association also. The size of the bodies at Circle and SSA/District level requires revision and restoration as per earlier practice, i.e. at all levels, it should be 15 each. This aspect brought to the notice of the management several times but no action taken so far to restore it back to 15 at SSA and Circle level also.

The function, duties and responsibilities of the Office bearers of the Association at Circle and All India level is entirely different from that of the SSA/District body. As per the constitution, they are only having direct communication with the membership in the form of addressing their grievances, enrollment of membership, collection of quota etc. These activities cannot be done by few Office bears at Circle level. **Can we close down all the SSAs headed by TDE/TDM/GM/PGM? It is as simple as that.**

In BSNL, Associations' role is not limited to the welfare of its members. Its primary role is to protect the interest of the company and play a proactive role in its growth with frequent interaction with the management at BSNL HQ, Circle and SSA level. As the policy decisions taken at BSNL HQ and Circle are implemented by the SSAs, the SSA body of the Association takes active role in implementation of the policies of the company along with management. The SSA OBs are interacting with the management frequently on the implementation of policy matters, planning & developmental activities, maintenance issues, labour related issues etc within the SSA and giving feedback. In fact, SSA Body is really responsible for the growth of the company, in real execution

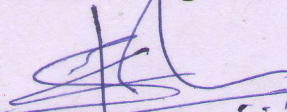
at ground level. In addition to that the HR issues of the Executives (local transfers within SSA, EPP and promotion related work, local issues etc) within the SSA are taken up with the SSA management on regular intervals.

For reducing the unnecessary Association activities, management framed REA Rules and conducted Membership Verification (MV) among the Executives. Unfortunately after the MV, management entertained all the Registered Associations, ignoring the REA Rules which resulted in multiplicity of Associations in BSNL. Kindly recall that even in DoT era, only one or two Associations were there representing the cadres but today in BSNL, management entertaining more than 15 Associations. If the real intention of the management is to reduce the number of Office Bearers participating in Association activities, best option for the management is to limit the number Associations, strictly following REA Rules and not to tamper with the structure of the Association.

Associations are functioning as per the constitution approved by the Registrar of Societies. The three layer structure of the Association at All India (CHQ), Circle and SSA(Dist) level is the structure envisaged in the constitution for the smooth functioning of the Association. The same constitution was provided to BSNL also which is accepted by the BSNL management.

The proposal to review the structure of the Association by management is a direct interference on the internal affairs of the Association and its functioning. It is not a healthy practice and we sincerely hope that management will desist from such activities, respecting the constitutional rights of the employees to form Association for safeguarding their interest.

With kind regards,


(Sebastin. K) 26/06/2020

Copy to: 1. Shri Aravind Vadnerkar, Director (HR), BSNL Board for info and n/a pl.
2-5. DIR(Fin)/DIR(CFA)/DIR(CM)/DIR(EB), BSNL CO for info and n/a pl.
6. Shri. A. M. Gupta, GM(SR), BSNL CO for info and n/a pl.