 BSNL Connecting Bharat Security • Affordably • Reliably	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-110001
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No. BSNLCO-SR/14(11)/1/2025-SR

Dated: 16.10.2025

To,

1. Shri Animesh Chandra Mitra, GS, BSNLEU
2. Shri Chandeshwar Singh, GS, NFTE
3. Shri R. C. Pandey, GS, BTEU

Subject: Proposal regarding conduct of 10th Membership Verification (MV) of Unions – Reg

Sir,

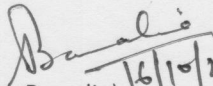
I am directed to convey that the 10th Membership Verification (MV) of Unions is due in October 2025. In view of BSNL's current operational priorities and resource position, it has been considered necessary to explore an alternative to the physical conduct of MV, which involves considerable expenditure and diversion of manpower across field units down to the OA level for an extended period. In view of these operational challenges, the period between successive MVs was earlier increased from three years to four years.

2. It is recalled that the RNEU Rules, 2012 were formulated after discussions held under the chairmanship of the Chief Labour Commissioner (Central). In the meeting held on 27th August 2012 with all BSNL trade unions and the management, it was clarified that the Code of Discipline can only be amended by the Indian Labour Conference. Accordingly, BSNL was permitted to hold bilateral discussions with the unions and frame its own rules for recognition of more than one union, leading to the formulation of the RNEU Rules, 2012, which provide for membership verification through secret ballot.

3. However, since the introduction of ERP-based online subscription in BSNL in 2014, accurate and transparent membership data is available digitally. It is noted that Section III of the Code of Discipline also permits determination of union membership for recognition purposes based on subscription records.

4. Accordingly, it is proposed to dispense with the physical process of Membership Verification and to determine recognition of unions (as per RNEU Rules) on the basis of ERP membership data as on 16.07.2025, which is the last date of the check-off period and three months prior to the due date of the 10th MV.

5. You are requested to furnish your comments/suggestions on the above proposal within 15 days to the SR Cell. The proposal, along with the views received from all concerned unions, shall be forwarded to the Chief Labour Commissioner (Central) for concurrence.


(Asha Bawalia) 16/10/25
DGM (SR)

Copy to:

1. PS to Dir (HR), BSNL