



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

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to the General Secretary

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To,

Shri. Arvind Vadnerkar ji,  
Director HR, BSNL Board,  
3<sup>rd</sup> Floor, Bharat Sanchar Bhavan,  
H.C. Mathur Lane, Janpath, New Delhi 110001.

**Letter No. SNEA CHQ/Corr/Dir HR /2022-23** **Dated 7<sup>th</sup> August 2022.**

**Sub: Views on the Policy for allotment of accommodation to Unions/ Association of BSNL as called by SR Cell BSNL CO.**

**Ref: Letter No. BSNL/20-2/SR/2022 dated 18.07.2022 by AGM SR BSNL CO.**

**Respected Sir,**

With reference to the above letter, and draft policy proposed for allotment of Office and Residential Accommodations, we would like to put on record that till date about all associations and Unions except Majority and Support Association are enjoying the residential accommodation facilities and we have requested for residential accommodation at Delhi, the allotment is first abnormally delayed and now it is indirectly denied by proposing the rental charges that to be at Market rates. It was quite possible to allot accommodation to Majority and Support Association, as has done for other associations and the same would have been regularised.

We regret the delayed response on our part as before coming to any conclusion on this proposal by BSNL management, this association has to take views of all 29 Circle Secretaries & DS of SNEA all over India. It took some time more to finalise the consolidated views as many of the OBs are feeling that this is direct withdrawal of facilities granted to Unions/Associations.

We appreciate the concern and proposal of management to limit the facilities of accommodation to recognised Unions/Majority and support associations and not allotting it or withdrawing it from other Unions/Associations. But as seen in the past, BSNL management has certain limitations to adhere to its decisions under pressure from higher offices. If it is so, then no need to twist arms and BSNL is free to charge certain fixed amount depending on the area of residential accommodation to Unions/ Associations which are not recognised/ Majority or support Union/ Association. But applicability at the rate of policy CROP 2020 will be a heavy burden on the Unions/Associations and BSNL will not be successful in recovering such a huge amount from any such unions/association.

As such, the allotment of office and residential accommodations for Recognised/ Majority and Support Associations/ Unions shall be continued as per the present procedures and guidelines. The new proposal of charging as per CROP policy may be decided reasonably and suitably and may be applied to Unions/ Associations which are not recognised with formal dialogue with concerned Unions /Associations. Further accommodations allotted should not be withdrawn as mentioned in draft policy, but may be regularised as per the norms which will be finalised after incorporating changes/modifications suggested by the Unions/ Associations.

It is also requested that the allotment of Office/Residential accommodations should be decided on the basis of total paid membership of association in that particular District/Circle on date/month of Membership or in month immediate to Membership verification. But no office accommodations should be allotted to any Union /Association, which do not have the existence of Branches at District /Circle level.

The accommodations need to be allotted at respective HQ of the Union/ Association at District/Circle/CHQ and in the office of OA/BA/Circle Heads not at the locations far away from HQ and odd to the HQ of the Unions/ Associations at that particular level.

We will like to put on records, that due to certain financial limitations, BSNL management is not in position to extend any other facilities to Unions/Associations as being provided in other PSUs and BSNL may be only PSU allowing existence of multiple Associations/Unions and at the same time not ready to give the simple and minimum required facility of Office accommodations and residential accommodation to Majority and support association when same is rightly available with BSNL Management.

It seems that BSNL management is treating Unions/Associations as a commercial organisation and this is a totally false assumption by certain officers in Management. Fact is that all the Unions/Associations are working as non-profit making organisations for welfare of its members and are extending helping hands to their members. It may be noted that many times the money is being spent from pocket by the OBs at different level. It may be also seen that when BSNL has critical financial issues, the associations have come forward with proposals like Group Term Insurance, Group health Insurances at their own and same has been latter incorporated by BSNL from Salary of individuals. In past, about all Associations/ Unions have taken very active part in the special campaigns launched by BSNL viz. Customer Delight Year, Service with Smile (SWAS), BSNL at Your Door Steps etc.

Many Unions/Associations have supported contract labours financially and by extending supporting hand my distributing food kits during pandemic period. Further on death of any colleagues/members, these associations/unions only are extending supporting hand as required support is not extended by BSNL at that particular time and all the expenses are taken care by associations/Unions by contribution from leaders and members. As such, the functioning of Associations /Unions is purely social work may be with one or two exceptions, and it needs to be appreciated by BSNL Management. The role played by Executives and employees with support of Unions/Associations has been duly recognised by the Government of India, DoT and many officers who have update information about it and we request to keep same views while allocating office and residential accommodations at least to recognised, Majority and Support Associations/Unions.

Rather by trusting this workforce only the Government of India has come forward by allotting Rs. 1.64 Lakh Crore package for BSNL and MTNL. By keeping mind, it is need of time that BSNL Management should not look at Unions/Associations as the source of revenue and should treat it as important supporters of BSNL Management, Government of India who are able to change opinion of workforce of BSNL to better extent and these facilities should be provided at free of cost at least to the Unions/Associations which are recognised, Majority and support Unions/Associations.

But we appreciate the steps by management to have uniform guidelines applicable to all Unions/Associations and marking the facts which Unions/ Associations are eligible for free Office/residential accommodations and which

Union/Association is eligible for chargeable office/residential accommodation all over India. We also appreciate the steps by management to stop misuse of office/Residential accommodations allotted to Unions/Associations.

We hereby submit point wise comments, suggestions and changes required in proposed draft policy for office and residential accommodations as asked by AGM SR BSNL CO.

Clause	Views of SNEA CHQ
1.0 to 4.0	1.0 to 4.0 are the general clauses of policy and nothing to say about it.
5.1	We doubt whether BSNL management could implement this decision in respect of Non recognised Unions/Associations. We welcome the move to allot accommodation up to OA level.
5.2 (a)	Agreed
5.2 (b)	<b>Not agreed. Needs Modification.</b> Entitlement for allotment of accommodation should be related to total paid membership of the Union/ Association at that level i.e. District/Circle and CHQ. If any of the association/ Unions do not have a branch at any location, then there is no need of office allotment of accommodations as in such cases the chances of its misuse cannot be overruled.
5.2 (c)	<b>Not agreed. Needs Modification.</b> The Unions and Associations are in a supportive role of the Management and there should not be any charges applicable for Office Accommodations for any eligible Unions/ Associations. Also it is difficult to mark exact areas as no similar size or exactly marked size rooms/ accommodation will be available at all locations. It may be left to wisdom and understanding of the Management and leaders of the concerned associations/ Unions at the respective level and only maximum and minimum area to be allotted may be fixed by the BSNL CO. At some small places ample space for accommodation will be available and at some places even minimum space also may not be available. Hence, the minimum (say 150 Sq. Feet) and maximum (say 250 Sq. Feet) limits for total space to be allotted to eligible associations/Unions may be fixed in this policy. Actual space to be allotted may be finally decided at the time of allotment if accommodation by mutual understanding between Management and Union/ Association at that level. No charges should be applicable for any Unions/ Associations when space is allotted within these maximum limits. Any Association/Union is demanding space/accommodation more than maximum limit (say 250 Sq. Feet) same may be charged @ 50% of CROP Policy rates. There should not be any discrimination in allotment of accommodation and charges applicable thereof other than the total membership of that association/Union at that level i.e. District/Circle/CHQ as on date of election of the Body or membership verification whichever is later.
5.2 (d)	<b>Agreed.</b>
5.2 (e)	<b>Partially Agreed. Needs Modification.</b> The management will try to allot accommodation to the best possible extent and in case of any

	extreme difficulties due to non-availability or constraint of space including any alternative arrangements, the management reserves its right not to allot or withdraw the allotted space with prior intimation /notice of not less than three months and by assigning reason thereof.
5.3 (a)	<b>Agreed.</b>
5.3 (b)	We leave it to discretion of the management and it may be decided suitably
5.3 (c)	<b>Not agreed.</b> No accommodation allotted to recognised, majority or support Association/ Unions should be vacated as it will lead to industrial unrest. The office/residential accommodations allotted to recognised, Majority and support association should be regularised and continued without any charges for office accommodation and with maintenance charges as being applied currently.
5.4 (a)	<b>Partially Agreed. Needs Modification.</b> The Staff quarter allotted for recognised, Majority and Support Associations/Unions may be of Type IV and not Type III as proposed and only licence fee may be charged for same.
5.4 (b)	<b>Not Agreed.</b>
5.4 (c)	<b>Not Agreed.</b> There are ample staff quarters available at Delhi and are allotted to all existing and non existing associations/Unions and now only two staff Quarters are required for allotment to Majority and support associations. When ample Staff quarters are available, there is no need of clause for recognised/Majority and Support associations.
6.0	<b>Not Agreed.</b> There should not be any charges applicable to recognised/ Support or majority Association/ Unions except the present procedure wherein only maintenance charges are charged at fixed rates.
7.1	<b>Agreed.</b>
7.2	<b>Needs Modification.</b> Not individually, the General Secretary/Circle Secretary should be liable but association/Union as whole at that particular level District/Circle/CHQ will be liable and action of withdrawal of accommodation may be taken for that particular level/ place/ location.
7.3	<b>Agreed</b>
8.0	<b>Agreed</b>
9.0	<b>Needs Modification.</b> It is not good and fair that in the small and petty issues of allotment of Accommodations to Unions and Associations, the valuable time of highest authority of BSNL is wasted and the same may be kept at the level of Director HR.
10.0	<b>Needs Modification.</b> Review of policy may be done at a certain fixed interval of fixed years and changes made in policy every now and then will defeat the very purpose of the framing policy.

Sir, we are ready for further discussions to come to conclusion on this sensitive matter with required feedback but our request is this action should not create any industrial unrest among the executives and Non Executives of BSNL and final decision may be taken into consideration of views of all affected parties.

Further, we welcome decision to have uniform policy for office and residential accommodation to recognised, Majority and Support Unions/Associations in BSNL, but we will request not to apply any charges to recognised, Majority and Support Unions/Associations in BSNL as it is facility granted to these associations and any facility cannot be chargeable as being proposed now.

We are confident that views submitted by SNEA CHQ are taken in true spirit and given consideration before framing the uniform Policy guidelines for allotment of Office/ Residential accommodations to Unions/Associations in BSNL.

With Warm Regards,

Sincerely Yours,

Sd/

**M. S. Adasul**  
**General Secretary**  
**SNEA CHQ**

**Copy to:**

1. CMD BSNL for kind information please.
2. PGM SR BSNL CO for kind information and n/a please.
3. PGM Estt BSNL CO for kind information please.
4. GM Pers/Admn/LM BSNL CO for kind information please.