



# SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul  
General Secretary  
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All Communications  
to the General Secretary

To,

Mrs. Anita Johari,  
PGM SR, BSNL Corporate Office,  
8<sup>th</sup> Floor, Bharat Sanchar Bhavan,  
Janpath, New Delhi-110001.

**No: SNEA/CHQ/Gen Corr/2022-25/**

**Dated 13<sup>th</sup> July 2022.**

**Sub: Request to look into the issues reported in submission of New Membership, Changeover or withdrawal of the membership of associations and deduction of Membership subscription towards associations.**

**Respected Madam,**

With reference to the above subject and discussions held in your good self, there are certain issues created by the officers in the field units including BSNL Corporate Office, which needs to be taken care of by your good office. We convey thanks for incorporating changes in the signature of the controlling officer and allowing the membership forms of executives without signature of controlling Officer. We are hopeful that as assured to us henceforth the notifications /orders related to Associations and Unions will be issued separately.

Further, as informed by your good self, your office cannot take proactive action without any request from the association, we are submitting the following details for kind intervention so that the very purpose of Membership Verification is fulfilled and difficulties faced by individuals/ associations in submission of association membership forms can be reduced. The details are as follows.

1. It is good that BSNL management has decided to keep the window open for deciding on association membership only during one month's period i.e. from 16<sup>th</sup> June to 15<sup>th</sup> July of the year, but the same is not followed in field units.
2. It is seen that some of the executives are not willing to opt for membership of any association and in such cases, concerned executives should have provision to maintain No Membership of any Association similar to that of "NOTA" Option. But every executive should clearly opt for any of the associations or opt for No association. This will clearly confirm representation of each association as well who are not supporting any of the association.
3. As per clarification issued by your office, vide letter No. BSNL/20-6/SR/2019 Dated 26/10/2021, the withdrawal/changeover of membership of associations is allowed only during window period while new membership forms can be submitted by 10<sup>th</sup> of every month. But in field units, some of Salary Disbursing Officers are not following these guidelines as some of disbursing officers are following particular associations and not for all associations. This is a misuse of authority by some of Salary Disbursing Officers and the details can be verified through the ERP data. It is requested to have checks on actions of the officers or restricting the ERP authorization for Withdrawal/ Changeover of the membership given to Salary Disbursing Officers accordingly for a limited period and only authorization for new membership may be kept open throughout Year.

4. BSNL is conducting Membership Verification with huge expenditure and use of manpower, just to confirm the Recognized, Majority and Support Association and deduction of subscription is one of the facilities granted to these associations. But BSNL Management is providing this facility of deduction of subscription to all associations regardless of the fact that they are participating in membership verification or not. This is against the principle and very purpose of the Membership verification. It is required that the facility of grant or subscription of associations needs to be granted only to the Recognized association, Majority Association or Support association or limited to the associations participating in Membership verification and securing minimum votes say up to 5% or as fixed by the management.
5. Some of the Salary Disbursing officers are changing membership of association after the window for the same is closed and this is a fraudulent attempt by misuse of authority given. There is no check on such actions by BSNL and we request to have check on such actions and fix responsibility with erring officers who are intentionally misusing the authority.
6. As per the guidelines for deduction of membership subscription of associations, executives are given free hand to opt for only one association and not more than one association at a time. But it is seen that deduction of Association subscription for some executives is being done for more than one association which is defeating the principle of membership verification and opening a window for changeover of the membership. It is required on part of BSNL Corporate Office to issue suitable instructions to Salary Disbursing Officers to limit the deduction of subscription to only one association except SEWA which is Welfare association. Either make it official to accept membership of more than one association that any executive can be a member of multiple association at given/same time so that there not be any issue for any executive who is willing to deduct the association subscription for more than one association.
7. Some executives are submitting Membership forms of more than one association and there is dispute in accepting the option for any particular association. In such cases, BSNL Management / Salary Disbursing Officer has to proactively and silently confirm from the executive concerned through e-mail/sms or in writing with which single association he/she wants to continue membership. If he/she does not confirm the name of any association in a given time of three days then his/her all forms may be rejected. But if he/she confirms the name of a single association then such forms need to be accepted and not all forms to be rejected as being done now.
8. Further, on joining new place of posting on transfers, some of Salary Disbursing Officers are making changes in membership of association subscriptions of executives to particular associations or stopping deduction of Subscriptions without knowledge or consent of the concerned executive. Some executives have opted for particular Association, but his deduction is being done to another association and such cases are reported even in BSNL Corporate office, wherein Membership of some executives have been changed without option/consent form of executive and later on complaint said amount has been refunded. but no action has been taken against the erring officer. In such cases, these executives may be allowed to raise his/her grievances and his/her subscription and membership should continue with association which he /she has opted for during the window period.
9. The Salary disbursing Officers are given permanent privilege in changeover/ withdrawal of the membership of Executives throughout the year when it is permitted only one time activity during window open or by giving few days

thereafter to make entry in ERP and later it needs to be withdrawn so that no malpractices of illegally/unofficially changeover the membership from one association to another association withdrawal or happens as being seen now.

10. Some of the Executives are under transfer and are relieved through ERP and could not join new place of posting for any unavoidable reason and entry in case of these executives cannot be made in ERP, in such specific cases the entries may be allowed on his joining/re-joining in ERP.
11. While accepting membership the signature of DS/CS/GS concerned is required but no such process is followed in withdrawal of membership and hence it will be better if executive concerned are directed to send a copy of the withdrawal of membership of any association to DS/CS concerned.
12. Some of the disbursement officers are not feeding or making entry of the membership forms in ERP system in due time and keep pending the duly filled in forms beyond last date and after that they are not feeding the data. The clear directions may be given to make entry in ERP data of the executives about the membership with fixed date preferably before processing salary of July 2022 to complete entry in ERP and the same needs to be monitored centrally from BSNL CO and at Circle Office also.
13. Further, after making an entry SMS should also be sent to concerned executives about changes, withdrawal or new membership with name of association as being done in all other cases of personal entries including leave /APR etc. This will make individuals know that certain changes are made in ERP and he/she can ascertain where the same is done as per his/her option or not. This action will reduce many of the complaints as being observed in every changeover window.
14. It is also seen that in Salary Slip only deduction of association is shown with amount and name of association is not shown in Salary slip. Though it confirms the deduction of membership, the individual member is not getting a clear idea where his/her deduction is being done to the association which he /she has opted for or to any other association. Hence it is requested that the Name of association may be in short for which membership subscription deduction is done should appear in Salary slip.
15. As per the guidelines List of members for which subscription is deducted along with amount and Transaction details is to be given to designated OB of association concerned respectively for District, Circle and all India level, and many of the officers are sending details regularly. But it is seen that the same is not supplied by some officers and if supplied it is not supplied regularly and in some cases, it is supplied only on request or reminder from concerned Office Bearers of association. It is requested to issue directions to concerned offices/Officers to send the data on given email ID and on or before given date without need of any reminder from association.
16. There is need of persuasion and verification centrally by SR Cell or any other Unit at BSNL CO that all the guidelines related to deduction of subscription and continuing/ discontinuing membership of any association are strictly followed and all Disbursing Officers are adhering to guidelines issued without any bias to any association. If any officer is found biased or reported to be biased or found misusing authorities after verification of complaint, the responsibility needs to be fixed against such erring officers, so that no one dares to deviate/violate the guidelines in support of any association.
17. As per these guidelines, the options for changeover /withdrawal and new membership are to be submitted only by offline mode when it is quite possible to make online, in our discussions with you, your good self has given consent

for implementation of online process from next window, but till as official formality required, we are conveying it officially. This online Mode will save manpower, stationary and unwanted use of Infrastructure and individuals can submit the forms with free mind. Also the online Mode of Association membership option will resolve some of the issues/difficulties faced by executives as noted above.

We have listed out some of the important issues and difficulties faced by executives and associations in respect of Membership and deduction of subscription of association and there may be some more issues for fair working of associations which needs proactive action from BSNL Management We are hopeful that above issues will be taken care by your good office and suitable directions are issued to field units for corrective actions, and to complete work of making entry of membership before processing salary of July 2022 and suitable remedy may be fixed for violation of the guidelines on subject by any erring officer regardless of his/her membership and support to any association.

With Warm Regards,

Sincerely Yours,

Sd/  
**M S Adasul**  
**General Secretary**  
**SNEA CHQ**

Copy to Director HR BSNL Board for kind information please.