

**Representation from non-recognised Unions**  
**on the eve of the 7<sup>th</sup> Membership Verification**

11<sup>th</sup> January, 2016

To

The Chairman/Managing Director,  
Bharat Sanchar Nigam Limited,  
Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001.

Sir,

Sub: Conduct of 7<sup>th</sup> Membership Verification of non-executive employees in BSNL-reg.  
Ref: BSNL CO Lr. No. BSNL/5-1/SR/2015 dt. 31.12.2015

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It is requested to recall the discussion during the deliberations for evolving new code of discipline for BSNL's own recognition rules for electing majority union(s) of non-executive employees in BSNL.

The record of discussions of the meeting held with applicant unions on 19<sup>th</sup> Nov.2012 to discuss and finalise framing of BSNL's own recognition rules and grant of facilities to the unions of non-executive employees in BSNL was circulated vide Lr.No.BSNL/5-2/SR/2012 dt. 27<sup>th</sup> Nov.2012. In that letter the unions were requested to submit their comments in writing within a period of 10 days i.e. by 29<sup>th</sup> Nov.2012 to form a final view in the matter. When the date of the letter was 27<sup>th</sup> Nov. the last date would have been 10 days from the date of receipt of the letter by the Unions. i.e. if the Unions received the letter in 3 days at least the last date for submission of their comments would have been at least by 10<sup>th</sup> Dec.2012. But even before the receipt of the circular the last date for submission was fixed as 29<sup>th</sup> Nov.2012 thus denying the opportunity for the unions to submit their comments.

Even though the new code of discipline was imposed on us ignoring our view points and denying the time to submit our final comments many unions participated after giving letters seeking certain modifications in the rules. All the unions extended full cooperation for the smooth conduct of election with the hope that our view points would be considered by the BSNL administration even after the election. But even after the lapse of 3 years the modifications/suggestions of the applicant unions not at all considered and again another election is imposed denying the due democratic opportunity for us.

While we are grateful for calling this meeting of BSNL applicant unions, the undersigned unions request that the following view points which were proposed by us during the last verification itself may be given serious consideration (incorporation of the modifications) at least before the implementation of the code of discipline for 7<sup>th</sup> membership verification.