



All India Graduate Engineer Telecom Officers Association

(An Association of DR Graduate Engineers / Account Officers of BSNL)

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No. GS/AIGETOA/2018/9

Dated 14.05.2018

To,

**Shri A. M. Gupta,
GM (SR), BSNLCO,
New Delhi.**

Subject: Continuation of Secret Ballot system for membership verification for granting recognition to Unions/Associations of BSNL employee's - reg.

Reference: L. No. : BSNL/20-4/SR/2018 dated 15.03.2018.

R/Sir,

The last membership verification among Executives Associations was held under secret ballot as per provisions of Recognition Executive Associations Rules, 2014 and due to exclusive status of AIGETOA, we had not been allowed to participate. Moreover, a committee had also been formed regarding our concerns but outcome of the same has not been shared with us. Presently, the matter regarding the same is sub-judice in the court of law.

In response to reference letter and subject cited above, following are submitted for the consideration of BSNL management.

1. We oppose any move to suppress/change the existing "secret ballot system" of electing representative of association/union in BSNL.
2. After the membership verification among the Executives Associations, it was well known to all about exclusive facilities granted to the majority Association. The members of other associations were attracted / forced to move in the name of taking up of their issues.
3. In court, it was also submitted by BSNL that DoPT guidelines are not relevant and MV 2016 was held as per REA Rules-2014 through secret ballot system, which is best suited to hold the free and fair election.
4. In a democratic system, such as ours Elections/Referendums are held under secret ballot. It is the essence and soul of free choice of the individual who through his choice and gives his verdict on the incumbent dispensation. The secret ballot is the only voting method in which a voter's choices in an election or referendum are anonymous, free from any external influence. It provides safeguard against malpractices of influencing voter by intimidation, blackmailing and potential vote buying threat. The system is one means of achieving the goal of political privacy thereby upholding the basic tenets of democracy.

5. The success for acceptance of any Election/Referendum verdict, by the winner or loser is mainly due to Secret Ballot method. Any attempt to jeopardize this method is sure to have grave consequences in maintaining sense of harmony among all the stakeholders of this process.

6. Further, as seen in the democratic history of our Country and Institutions, it's quite evident that this is the only system which provides level playing field and give equal opportunity to all stake holders. This is the system through which any associations/unions can be selected or rejected as per their performance by the voter (i.e. BSNL employees) without disclosing his identity, thereby safeguarding the interest of voters and completing the process in a peaceful manner.

Thus AIGETOA is having SERIOUS objection and we oppose any introduction of "**check off system**" in place of "**secret ballot system**" to conduct future membership verifications. We are utterly surprised that how such a non democratic process is in consideration of the management. Any laxity in recognizing this fact by administration will only lead for litigation/unrest, which we feel is not in the interest of our beloved Company at this critical Juncture.

AIGETOA has been the sole torch bearer of all umbrella issues of BSNL Recruited Executives since long and thus we are of firm conviction that any Election/Referendum of this scale should be done by time tested **Secret ballot system** giving due representation to each and every distinct Segment of executive workforce.

With regards,

(Ravi Shil Verma)

Copy to:

1. Smt Sujata T. Ray, Director –HR, BSNL Board for kind information and n/a please.