



All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

(The Recognised Representative Association of BSNL)

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GS/AIGETOA/2022/119

dated 27.10.2022

To,

Shri P. K. Purwar,
Hon'ble CMD BSNL,
Bharat Sanchar Bahwan, New Delhi

Sub: AIGETOA strong objection on one sided modification in the existing immunity available to OBs of Majority/Support Association by ignoring inputs submitted by AIGETOA - We demand rollback of the modification and holding of discussion with AIGETOA for Single Association concept in BSNL -Reg.

Reference:

1. BSNL Letter No BSNL/20-22/SR/2022 dated 14.10.2022
2. BSNL Letter No BSNL/20-22/SR/2022 dated 18.07.2022 and 04.08.2022
3. BSNL REA Rule notified vide BSNL/31-2/SR/2009 dated 06.01.2014
4. DoT letter No 10-7/72-SR dated 06/06/1978

Respected Sir,

At the very first outset we hereby object and register our strong protest on the modifications or changes issued unilaterally by the management vide letter No BSNL/20-22/SR/2022 dated 14.10.2022 during the ongoing recognition period, which directly encroaches the rights envisaged in BSNL REA Rules-2014 & guidelines thereof. Here, it is worth to note the provisions of BSNL REA Rule-2014 under clause 10(1), 10(2), 10(9), 11(4) & clause 16, which states that "***BSNL management may dispense with or relax the requirements of any of these rules only in consultation with the recognised representative association, to such extent and subject to such conditions as it may deem fit in regard to any Service Association***". But despite of our demand for discussion/meeting on the whole issue, SR Cell has gone ahead ignoring our request and unilaterally proposed the curtailment of immunity available to OBs of Majority and Support Association, which is a basic protection available to them from being victimized by the authority for raising voice of the Executives and Employees.

A recent example is the victimization of our District Secretary of Ludhiana BA, who has been transferred from Ludhiana HQ to Khanna HQ without following any norms by the BA Head. This has been done in the fit of rage by the BA Head to harass him for raising voice for issue of members and interest of the organization. Despite of the matter brought in the knowledge of the PGM SR, CGM Punjab and Director HR, the BA Head is unmoved and continuing harassment of the officer by questioning even medical leave. This proves our apprehension of victimization of OBs by the authorities in field units, in the shadow of the revised policy.

Further, the strength of Executives and Non Executives are almost similar i.e. about 30K. Then why this discriminatory treatment to only Executives Associations, whether BSNL management is going to adopt similar policy for Recognised Unions or Welfare Association! If not then we deny accepting this modification in policy, which is nothing but arm twisting for OBs of Majority and Support Association. The management can't go ahead unilaterally and change the rule in between of the recognition period without consulting the recognised association. The modified proposal will only fuel victimization in the field units which in turn will simply defeat the very purpose of immunity.

A look of the revised policy issued vides BSNL/20-22/SR/2022 dated 14.10.2022 by SR Cell , BSNL CO New Delhi states following about the immunity to the OBs of Majority and Support Association.

Regn. No. : HR/019/2018/02138

Regd. Office : Flat No. A-302, Life Style Residency, Plot no: GH 41-42, Sector-65, Faridabad, Haryana-121006

S. No	No of executive members of the MA/SA in BA (including OA)	Eligible beneficiaries of immunity at BA Level (Recognition in BA)	Recognition in OA Level
1.	0-20	NIL	NIL
2.	21-50	DS and DT	NIL
3.	51 and above	All three i.e. DS, DT, ADS	NIL

Note: No dual membership allowed.

The modification in existing immunity to OBs has severe implications as detailed below:

1. The suggestions submitted by us has been completely ignored and not included. The changes done unilaterally are completely against the guidelines of BSNL REA Rule approved by the BSNL Board.
2. Instead of discussing for a constructive approach like Single Association concept in BSNL, SR Cell is busy in creating chaos by bringing unilateral changes and diminishing available facilities.
3. Out association structure at OA Level, which spreads across BSNL has been made totally vulnerable of victimization of OBs for raising any issue of importance for executives as well as organsiation.
4. The concept of SSA has been withdrawn and changed from earlier 330 SSA to 160 BAs only in restructuring. This is primarily based on the revenue parameters and withdrawing OA level immunity shall pose serious challenges for executives to raise the grievances with OBs of BA, which in many cases spreads across up to 200-300 Km.
5. It is being wrongly projected that the number of executives asking for immunity has been increased after the post VRS scenario and so the existence of OA wise District Bodies has been indirectly withdrawn and it is limited to BAs only. A wrong notion has also been created that OBs are not transferred for life time, which is far from truth as the said provision exists for single tenure only.
6. It is really unfortunate to note that the Elected Recognised Representatives will be dependent on the number of membership existing in the OA/BA. It means that management is forcing the associations to devote their time for enrolling members instead of focusing on the growth of BSNL.
7. Immunity has been withdrawn for only representatives of majority and support associations and not touched to the welfare association or recognised unions, which shows that modifications are discriminatory in nature and violates the policy of equal treatment for employees across BSNL.
8. The point (d) mentioned in the letter under Ref #1, directly contradict the rights of association as envisaged in the respective constitution and bylaws by which it's registered. The provision restricting the immunity for only those with one year membership and six months occupancy at designated post for claiming immunity is direct interference in the bylaws/memorandum of the association as well as subverting the right of an individual in democratic setup and can't be agreed.
9. Finally, the rule of law can't be changed in between of the game and hence any changes can be affected by discussing it with the recognised association and the same can be implemented after next membership verification process.

In the light of above, we request for immediate withdrawal of the letter issued by SR Cell under Ref #1 curtailing existing immunity to OBs of Majority and Support Association. If management is interested to relook the BSNL REA Rule, a formal meeting should be convene with the recognised association and matter may be deliberated as per the circulated agenda and our submission must be honored.

Thanks and Regards

Yours Sincerely

Sd/--

**General Secretary
AIGETOA CHQ**

Copy to:

1. The Director HR, BSNL Board, New Delhi for kind information and intervention please.
2. The PGM SR, BSNL Corporate Office, New Delhi for kind information and NA please.