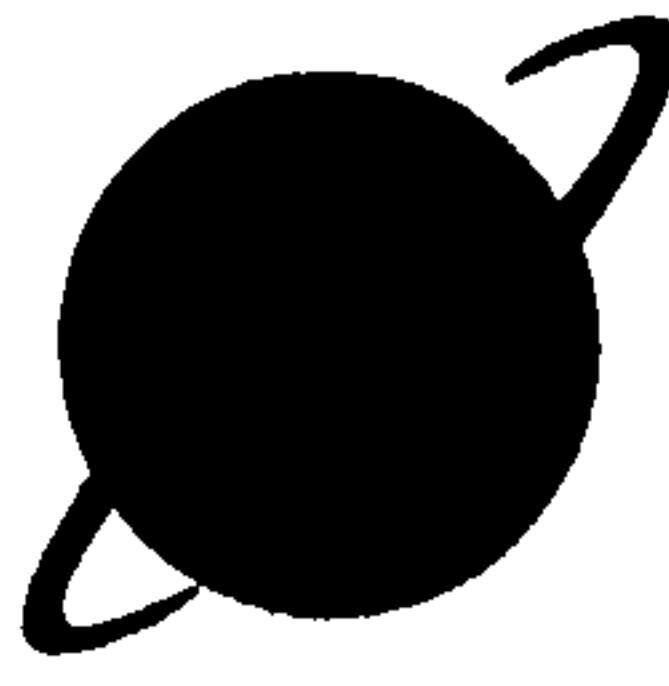


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**सुजाता तपन रे**

निदेशक (एच.आर.)

**Sujata T. Ray**

Director (H R)

No. BSNL/5-1/SR/2016  
Dated : 1<sup>st</sup> December, 2016

**MESSAGE**

Subject:- 1<sup>st</sup> Member Verification of recognition of representative Executive Association.

BSNL framed BSNL(Recognition of Executives' Association) Rules, 2014 to put in place a system so that Association and the Management together can work harmoniously & effectively. At the centre of this system, there is a commitment to hold regular, free and fair Membership Verification(MV) for recognition of majority Executives' Association. We are all aware that 1<sup>st</sup> Membership Verification for recognition of representative Executive Association is in the advanced stage. It is being conducted according to the provisions of the said Rules. The polling for MV is slated for 07.12.2016. It is an event in BSNL involving large scale manpower mobilisation and organisational complexity on an unprecedented scale. Apart from most of our executives and even non executives, a number of Police Personnel for security purpose and officers from other organisations have been deployed to ensure that the elections are carried out in peaceful, free and fair manner. We have been interacting with the office of Chief Labour Commissioner and Election Commission of India to seek their support and guidance. Needless to say that the conduct of Membership Verification is one of the biggest events in BSNL. Approximately 44,000 voters will be casting their votes in 511 polling stations spread over large and varied geographic and climatic zones of the country. To make it successful, we have to ensure that the entire team performs coherently and demonstrates highest level of team spirit and does not leave any room for any untoward incident which may adversely affect the image of the Organisation. At the same time we have to ensure that it does not affect the efficiency of our delivery system nor it causes any inconvenience to our esteemed customers.

2. All Executives are expected to cast their votes as per their choice, without fear and pressure from any group. I would emphasize that electing an Association is not merely a right but a primary responsibility of every employee towards the Company.

3. In my earlier message dated 27.05. 2016, I had appealed to all Associations to extend wholehearted cooperation to ensure smooth conduct of MV. I hope all the Executives of the Company understand the significance of this process and their responsibility towards successful completion of this process in a free, fair & peaceful manner.

4. I also assure that the relationship of mutual trust and understanding with all the Associations will continue and I am confident of their continued contribution towards the rapid growth of the Company.

  
(SUJATA T. RAY)