



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

General Secretary

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All Communications
to the General Secretary

To,

Dr. Kalyan Sagar Nippani ji,
Director HR, BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
H.C. Mathur Lane, Janpath, New Delhi.

No. SNEA CHQ/Corr/Dir HR /2025-28/MV

Dated 21st September 2026.

Sub: Request to decide the issues related to Membership Verification of Associations in view of completion of recognition period of third MV.

Ref: 1. Letter No. BSNL/31-2/SR/2009 Dated 06/01/2014.
2. Letter No. BSNL/5-2/SR2023 Dated 25/09/2023.
3. Letter No. BSNLCO/SR/14(11)/2/2023-SR Dated 26/12/2023.

Respected Sir,

With reference to above subject and letters, vide letter under reference 2, SNEA has been elected as only Recognized Majority Representative Association of BSNL for the period of three years and this Periodicity of Third MV is scheduled to be completed on 24/09/2026. In view of the above, we were expecting the declaration of the Fourth MV well in advance, but the notification for the same is not yet issued.

On our queries, we are always assured of timely action to conduct Fourth MV scheduled in Sept 2026 or for enhancement of Periodicity of Recognition of MV of Associations from Three years to four years as approved by BSNL Board.

We are now nearing the last date of Recognition as per Third MV, but till no action has been taken by the SR Cell either for process for conduction of Third MV or for enhancement of Three Year MV Periodicity to Four Years and it is matter of concern as it is mandatory under REA Rules to conduct MV within Three years period or extend the period well within time of the recognition period.

But, as discussed in the Formal agenda meeting held on 02/09/2026 and seen from the actions of BSNL management in respect of 10th MV of Unions, the Management is facing financial crises for the conduction of 10th Membership Verification of Unions and the same is reason given for such delay in declaring the process of Fourth MV for the recognition of Associations.

Similar crises were noticed by the Management after starting the Process of Third Membership Verification of the Associations. By taking serious note of it, during the ongoing process of Third MV, BSNL Management initiated the process for enhancement of Periodicity of MV of Unions as well as Associations from existing Three Years to Four Years by calling the opinion of all applicant Unions and Associations at that time.

While calling the opinion of Unions and Associations for enhancement of MV Periodicity, we were informed that the enhanced Periodicity will be applicable for Periodicity of Third MV of Associations and hence the process was started when the process of Third Membership Verification was at its peak. But in an afterthought

process, the decision of enhancement of MV Periodicity from three to Four Years was not implemented after declaration of results of Third MV.

Finally after a wait of three months and with consent of all the Associations, vide letter under reference 3, the Periodicity of Membership Verification has been enhanced from Three Years to four years but its applicability was postponed from Third MV to Fourth MV. The similar action was taken for Unions and Periodicity was enhanced from three to Four Years and its applicability was postponed to 10th MV.

It may be seen that though next and 10th MV of Unions was supposed to be completed 17/10/2025, SR Cell has not conducted 10th MV of Unions and the Periodicity of existing recognition has been extended, The details are as follows,

- a. First Extension: vide Letter No. dated 16/10/2025 for Three Months or date of Notification for 10th MV
- b. Second Extension vide letter Dated 16/01/2026 for Six Months or date of Notification for 10th MV.
- c. Third Extension vide letter Dated 16/08/2026 for Six Months or date of Notification for 10th MV.

Thus, the existing Periodicity of Recognized Unions is extended 15 Months and till the process for 10th MV of Unions is not yet initiated and uncertainty on conduction of Membership verification continues even after three continued extensions for 9th MV recognition of Unions. .

Though this enhancement of one year Periodicity was not applied for Associations from Third MV even though it was initiated for its applicability of Third MV, the same has been applied for Unions from ongoing Periodicity of 9th MV by extension of One Year and three months. The only issue is that the same has been extended in pieces of three or six months and not continuously for a period of One year as approved by BSNL Board.

As such, the enhanced Periodicity of Unions has been indirectly applied to the ongoing Recognition period of Unions as the process for 10th MV of Unions was supposed to be started from 17/10/2025 is not yet started.

The same is the case with recognition of Associations and as of now it is up to 26/09/2026 and no process for Fourth MV is started as the Management is still facing financial crises in conduction of Fourth MV Process for Recognition of Associations.

We fully agree with serious concern by BSNL Management is reducing expenditure on Membership Verification Process and if management really want to save the hard earned Money of BSNL and stop avoidable expenditure on Membership Verification of Associations, then please give due consideration to the proposal submitted by all three Associations representing 99.5 % of Executive Membership vide letter dated 24/10/2024 for applicability **One PSU, One Association** concept in BSNL which is applicable in all PSUs.

We have repeatedly brought to your kind notice that the committee constituted for the same has given very positive recommendations and further as desired by CMD BSNL, the SR Cell has confirmed in 2025 from all major PSUs and confirmed that **in about all PSUs, only a single Association is functional** and is representing the entire executive Community of that PSU. But since then the file is pending at SR Cell and even after our repeated requests and reminders, no action has been taken on this issue and after one year period also the proposal is not resubmitted for approval of CMD BSNL.

If this proposal of One Association One PSU is implemented in BSNL then it will save a good amount of BSNL on the avoidable expenditure of MVs for Associations. As there will be a single Association, there will be no need for any Membership verification to declare the Majority Representative Association as being done now and thus more than 95% of money spent on Membership Verification of Associations will be saved.

The only Required is to decide changes required in REA Rules and finalization of procedure and constitution of such a single association representing all Executives in BSNL. As per the Clause 16 of REA rules, BSNL Management is empowered to make changes in REA Rules in consultation with the Recognized Majority Representative Association and we are ready for it.

In view of the above submission, we submit the following for kind consideration and take final call to clear the stalemate and dilemma in continuation of recognition of the Majority Representative Association.

1. Please issue **notification for Conduction of Fourth MV without further delay** and complete the Fourth MV process in a time bound manner through Secret Ballot Paper and enhanced periodicity of Four years.

OR

2. Implement the decision of BSNL Board for **enhancement of periodicity of Membership verification from three years to four years from continued Third MV recognition period** and the process of Fourth MV of the Associations may be conducted /completed in August /Sept 2026.

OR

3. **Approve the proposal of One PSU One Association submitted by the three Major Associations in BSNL** representing about 99.5 % of Executives membership and the present recognition of SNEA as Majority Representative Association may be extended till finalization of required Modifications in REA Rules, finalization of Constitution of this Single Association and conduct elections so that new Representatives of this single association of BSNL are functional in BSNL OR for period of six months whichever is earlier.

We are hopeful that timely consideration will be given to our above submission and either of above action will be taken for continued recognition of Majority Recognized Majority Representative Association.

With Warm Regards,

Sincerely Yours,

Encl: AA


21/09/2026
M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for kind information please.
2. PGM Pers/SR BSNL CO for kind information and n/a please.