



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

M. S. Adasul

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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

Dated 11th July 2025.

Sub: Request for granting facility of Immunity to the Office Bearers of Recognized Associations as per the Immunity guidelines issued by SR Cell.

Ref: 1. Order No. BSNLCO-PETS/12(11)/1/2025 -PERS1/1 Dated 30/06/2025.
2. Letter No. BSNL/31-2/SR/2009 Dated 06/01/2024.
3. Letter No. BSNL CO/SR/14(13)8/2024-SR Dated 23/08/2024.

Respected Sir,

With reference to above subject and letter, we convey thanks for considering some cases of grant of immunity to the Office Bearers of the Recognized Associations.

But while granting immunity, Pers Section has applied some stringent Conditions which is out of purview of Pers Section and is in direct violation of BSNL REA Rules 2014. Pers section is only responsible for implementation of guidelines issued under BSNL REA Rules and SR Cell is responsible for framing and issuing any amendments in BSNL REA Rules in consultation with Recognized Association since introduction of BSNL REA Rules.

We have already brought to your kind notice that now days the officers in BSNL Corporate Office have stopped applying their mind and also do not bother to check their powers and authorities and are blindly issuing any such arbitrary instructions for which they are not authorized.

It seems that some officers are of the opinion that the facility of Immunity is given for interest of individual Office Bearer, but it may be please seen that Immunity is granted for safeguarding and smooth functioning of the Association at respective level and till now BSNL is respecting these guidelines.

There were certain ambiguities created by some Circle/BA Heads as being created by Pers Section now, and to overcome this in recent past vide letter under reference 3, SR Cell has issued amendments to Clause 10(5) of BSNL REA Rules and clarified that the concession of immunity from transfer for OBs pf Recognized Association is applicable up to recognition period of concerned Associations or up to validity of association Body (subject to the association remaining being recognized) whichever is later irrespective of the post held or the cadre to which he/she belongs.

These guidelines are already in use and Pers Section has granted this facility to certain Office Bearers up to period of concerned Body and in case of re-election on same post or on any other post eligible for immunity, the facility of immunity is continued till period of MV.

When such excellent and crystal clear guidelines are available from SR Section and same are already implemented by Pers section in many other immunity cases, while issuing order dated 30/06/2025, the same are not given any consideration.

Now in blind approach and with direct violation of these known and already followed BSNL REA Rules 2014 by Pers section, the same Pers section while granting facility of immunity after wait of two months vide clause 2 of transfer order dated 30/06/2025 under reference 1, has put stringent conditions which are against BSNL REA Rule 2014 and modifications issued thereof. The details are as follows.

- a. The immunity is granted up to current Tenure as an office Bearers of the Association and on completion of Tenure, he/she will stand automatically relieved even though he will be age barred.
- b. In the event of re-election, the officer will not be eligible for continued immunity beyond his/her current Tenure.
- c. The age Criteria fixed in the transfer policy , will not be apply to office Bearers on completion of Tenure.
- d. Officers should submit an undertaking in this effect in the prescribed format agreeing conditions which are not asper the BSNL REA Rules.

With this deliberate violative action, the Pers section has withdrawn already granted immunity facility to certain OBs of recognized association, reduced period of already granted facility of immunity and if facility has been granted or allowed to continue in some cases then OBs are being compelled to give undertaking against the provisions of REA Rules 2014.

Further, the facility of immunity is granted to only three most responsible Office Bearers of Recognized Association at each level as per the BSNL REA Rules 2014 framed by SR Section and Pers section has no role or authority for such modification in BSNL REA Rules as being done now, but in an total violative action, the Pers section has issued Modifications beyond their jurisdiction and hence highly objectionable.

As per REA Rules clause no , the modifications and changes in REA Rules are to be done by SR Section that to be in in consultation with Recognized Majority Association and such changes will be applicable for prospective date and not from retrospective date.

As such, it is requested to look into such serious and deliberate violations by crossing official boundaries, authorities, capacities and that to be against existing rules and please issue binding directions to the officers in Pers section to:

- A. Give due consideration and respect the BSNL REA Rules in true spirit while granting facilities to Office Bearers of Recognized Majority Association.
- B. Withdraw the modifications issued in BSNL REA Rules 2014 vide order dated 30/06/2025, as this action is not part of authority and jurisdiction of Pers section.
- C. Restore or approve a fresh immunity up to recognition period of SNEA being Majority Association up to validity of association Body or 4th Membership Verification whichever is later irrespective of the post held or the cadre to which he/she belongs as per BSNL REA Rules
- D. Please issue written directions to Circle/BA Heads, not to compel for submission of undertaking as being asked from the Office Bearers of SNEA and Office Bearers should not be relieved just on completion of Tenure of his/her body up to recognition period of concerned Associations up to validity of association Body or completion of period of 3rd MV whichever is later.
- E. Issue binding instructions to concerned officers in BSNL, to adhere and respect BSNL REA Rules in true spirit and facility of immunity may be granted as being recommended by CGMs concerned and well within BSNL REA Rules.

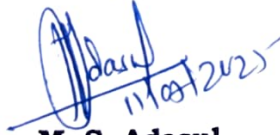
We are hopeful that your honour will be convinced with our above factual submission and till if any additional information or documents are required in support of our say, we are ready to submit it and ready for discussions on it.

We are confident, your high office will respect the BSNL REA Rules issued by your own office and Pers section will not be given free hand to harass the Office Bearers of SNEA, the Recognized Majority Association and all the immunity cases may be reviewed and accordingly and immunity may be granted till ongoing period of 3rd MV to all eligible Office Bearers who have submitted representation in given format and cases are duly recommended by Circle Heads.

With Warm Regards,

Sincerely Yours,

Encl: AA


M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

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