



SANCHAR NIGAM EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS

All Communications
to the General Secretary

M. S. Adasul

General Secretary

(M) : 9423082352

E-mail : gssnea2022@gmail.com

To,

Dr. Kalyan Sagar Nippani ji,
Director HR BSNL Board,
3rd Floor, Bharat Sanchar Bhavan,
Janpath, New Delhi 110001

Letter No. SNEA CHQ/2022-2025/Dir HR

Dated 25th July 2024.

Sub: Request for restoration of functioning of District/SSA/OA level Bodies of Recognised Associations at each OA level and at Circle Offices of all Circles including Non- Recruiting Circles and BAs of Non-Recruiting Circles with the facility of immunity for eligible Office Bearers.

- Ref:** 1. Letter No. BSNL/31-2/SR/2009 Dated 06/01/2014.
2. Letter No. BSNL/5-2/SR 2023 Dated 25/09/2023.
3. Letter No. BSNL/20-4/SR/2022 Dated 14/10/2022.
4. Letter No. BSNL/39-1/2024-SR Dated 07/05/2024.
5. Letter No. BSNL/20-4/SR/2022 Dated 21/07/2023.

Respected Sir,

With reference to above subject and letters, we are submitting herewith the hardship faced by Recognised Associations in BSNL in smooth organisational activities due to misinterpretation of the REA guidelines on OA/BA level and Circle Office association functioning by field units and clarifications issued by BSNL CO.

As per REA rules under reference 1, the functioning of recognised Associations is defined under clause 7 (1) as three tier functioning i.e. CHQ, Circle and Districts and the maximum number of Office Bearers in the respective level body are also clearly defined vide clause 7(2) of this letter.

But it is seen that same guidelines are not followed by some field units uniformly and some of Circles are objecting on full functioning of Bodies at third Tier i.e. at erstwhile District/SSA/Circle Office level and present OA/BA/Circle Office levels and forcing associations to abolish existing bodies at OA & Circle Offices and form single body at BA level. In recognition letter under reference 2, issued by SR cell, it has been mentioned that facilities will be available only up to BA level whereas it should have been mentioned as OA level.

As per REA Rules the functioning of Associations is allowed at erstwhile SSA renamed as OA level including Circle Office at third Tier and till today no modification issued in REA rules for withdrawal of OA level functioning of the Recognised Associations. As per the clarification dated 14/10/2022 under reference 3 issued for grant of immunity by SR Cell, it is conveyed that facility of immunity will be available at BA level bodies and later same was clarified vide letter Dated under reference 4, that immunity will be available for maximum three eligible Office Bearers of Association in particular BA.

Further vide letter dated 07/05/2024 under reference 4, SR Cell has clarified that functioning of Unions will continue to be at **OA level** including Circle Office level but similar clarification is not issued for the functioning of Recognised Associations. Hence the hardship of associations continues even after repeated persuasion. After implementation of VRS 2019, the members of Unions are decreasing and membership of Associations, specifically SNEA as Majority Recognised Association has increased and with addition of 974 Net members in the July 2024 window, we have about 13500 paid members.

SNEA has secured 52.05% Historical votes in 3rd MV and we are having the highest membership among all Associations/Unions. These figures are just to bring it to the notice of your high office that the presence of SNEA members is at every unit of BSNL, which justifies the need of functioning of Recognised Associations at OA levels.

We quote it proudly that SNEA members are available at each unit of BSNL starting from administrative/technical units and naturally its official functioning is required at each OA including Circle Office. But it is unfortunate that after SNEA become a majority association, many of our existing SSA/OA level branches are being denied its functioning by BA Heads without any changes in REA Rules.

Further, these wrongly interpreted only BA level functioning is also not uniformly implemented across the Circles/BAs. This BA concept is used only for Recruiting Circles excluding Chennai TD Circle and Kolkata TD Circle. It may be seen that the Circle office unit of each Circle also is BA which has minimum 10% Executives of each Circle as many office activities are centralised at Circle Office, but till District Body at Circle Offices is not allowed. **This BA concept functioning is not allowed at BAs in Non-Recruiting Units, Chennai TD Circle, Kolkata TD Circles and at Circle Offices.** As such it is crystal clear that functioning of Recognised Majority Association is unofficially being forced to stop at about 70 % units where it was officially functioning.

Surprisingly, there are no restrictions on functioning of non-recognised associations and just because of the modifications done in the immunity facility, the recognised associations are forced to stop their very active and alert branches at OAs and Circle Office. **It means only recognised associations are in trouble which is not and should not be the intention of administration at any level.**

Further, as per the REA Rule Clause 14 (2), the recognised association has to abide by the provision of the constitution/Bye-laws of Association and as per the constitution of SNEA Clause 3 (f) and many other relevant clauses, the functioning of Association is defined at Telecom District/Division level and we are bound by the constitution to form the District Body at District level and now BSNL has renamed Districts as Operational Areas (OAs) and hence District Bodies at OA needs to be continued as OA/District Bodies. If we do not follow the constitution then it will be violation of REA rules and we do not want to violate the REA Rules.

In recent long stay orders issued by the Pers section some of the District Level Office Bearers of the SNEA are transferred and BSNL CO has asked for recommendations in format. All such requests for grant of immunity at OA level are kept on hold by BAs/Circle and asking for BA level Body formation and then claim the immunity.

One side, mass long stay transfers are issued and other side it is propagated that after VRS number of request for immunity has increased and some case 15 OBs

from Unions and Associations are claiming immunity, which is totally false as in no case these many OBs are transferred from Unions being SSA cadre.

The existing OA Bodies are elected as per the defined guidelines in REA Rules and as per the constitution of Association and we are duty bound to follow both. But now BA Heads are forcing us to violate these guidelines and form a BA level Body.

Further SSAs are merged as per revenue and not as per geographical area and some of BAs cover the area of states and some of BAs cover small areas and there is no uniformity in geographical area. If OA Body is stopped all such members will have to attend meetings at BA HQ which are at more than 200 Kms in some cases and hence members will not be able to attend the General Body meetings which are to be conducted every three months as per the constitution of association.

Further, vide letter dated 21/07/2023 under reference 5, SR cell has SR cell has defined minimum numbers required for formation of Branch of recognised association and it is also defined that facility of immunity will be available as per the membership of branch and not for all three office Bearers if and hence there should not be any issue in it.

Thus, the facility of immunity limited to few executives as per the membership of the branch and hence the chances of getting immunity by any Office Bearer has reduced to 30% of what was available earlier. District/ SSA/OA Bodies are the foundation of Recognised Associations and it stabilises organisational structure and functioning and stopping its functioning will destabilise working of recognised associations.

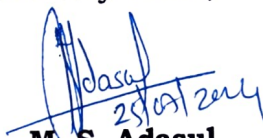
All these actions are defeating the very purpose of allowing working of associations and granting immunity for certain responsible Office Bearers of Recognised Associations.

In view of above, we request for kind intervention from your high office and necessary instructions to SR Cell **restoration of functioning of District/SSA/OA level Bodies of Recognised Associations at each OA level, at Circle Offices of all Circles including Non- Recruiting Circles and BAs of Non-Recruiting Circles with the facility of immunity for eligible Office Bearers as was available earlier.**

We are hopeful for consideration of this genuine request and allowing smooth functioning of Recognised associations in BSNL.

With Warm Regards,

Sincerely Yours,


M. S. Adasul
General Secretary
SNEA CHQ

Copy to:

1. CMD BSNL for information please.
2. CGM SR BSNL CO for kind information and with request to resolve this issue for smooth functioning of recognised associations.