

## **FAQs on Proposal of One PSU, One Association and its Clarifications**

### **1. Query I: What is the use of unification of associations in BSNL?**

#### **Response:**

- Normally, there are no multiple associations in any Govt Organisations and PSUs for Officers/Executives and everywhere there is only one Associations viz. RCF Officers Associations, BPCL officers Associations and so on. There are multiple Unions in many PSUs but not multiple associations.
- Further over the past few years, we all have witnessed that all the Associations have common aims and common HR issues but issues are unresolved as the way of pursuation and its priority is different for leadership of different Associations.
- You may have experienced when it was a cadre based association earlier and being presently followed in Govt Offices and PSUs that Leaders do not have to be behind executives to become members of Associations.
- But due to multiple associations, leaders have to be behind members, pursue for accepting membership of their association and further put their energy for retention of membership.
- The window for the Membership is opened every year and leaders of each association have to put their two months in pursuing with executives to first become and then further to continue membership.
- Thus 50% of strength as leaders which needs to be used for the resolution of pending HR issues, is being diverted in getting members and proving strength of association, which is not much important for resolution of issues. If this total energy is used in a focused manner on resolution of HR issues, the executives may get more benefits out of it.
- Apart from this Associations have to face Membership Verifications and even after emerging one association with more than 50% Votes, the concept of multiple associations exists.

Further, Management is meeting each and every association and even groups of certain executives which are not part of membership verification and if any issue is resolved successfully by Major Associations, others are claiming the credits due to such meetings.

- Sometimes important issues are spoiled by sharing indifferent opinion by some group of Executives from particular applicant associations and disputes in different promotions and court cases thereof is the best example of it.
- If Management wants to meet each and every association, why there is need of Membership verification, and showing strength of Association by wasting Crores of rupees of BSNL and lakhs of rupees of Associations, is the matter of serious concern.
- Thus multiple associations have reduced the successful bargaining of the Association, which has to resolve the issues. Further, since the last three MVs we have seen that whichever is the Majority Association, due to the existence of multiple associations, the percentage of successful resolution of HR issues has reduced.
- Apart from this many such groups approach the courts by collecting money on the platform of Association and keeping creating hurdles in resolution of HR issues through dialogue and discussions which is the real strength of Association.
- Further, in the last MV management has raised concern that there is huge expenditure on Membership Verification of Associations and the term of MV has been enhanced from three years to four years, but the same will be implemented from 4<sup>th</sup> Membership verification. Thus Management also understands the issues with Membership verification and expenditure thereof.
- Apart from this management has to face multiple associations at all levels and with one Association, all the issues will be discussed with leaders of this association and issues will be successfully resolved in favour of Executives in BSNL.
- We also have seen that a good amount of Association Money is being spent on facing the Membership Verifications and there is

no special provision of funds for facing the Membership Verification process for any association and this has directly affected the financial positions of all existing Associations.

- Further, we have witnessed that when leaders of different Association take up the issues together, certain pressure is created on Management and certain issues are resolved in favour of executives, but the percentage of resolution of HR issues is less and there is a need for the focused approach on resolution of pending HR issues of the executives from platform of One Association.
- Out of 29500 Executives about 4500 are not members of any association that means only 25000 are attached to any of the existing Associations.
- Out of these 25000 executives who are members of Associations, about 14000 are members of SNEA, about 10000 are members of AIGETOA and about 1600 are members of AIBSNLEA. Remaining all six applicant associations have a total of about maximum 500 members and naturally the blame for non-resolution of HR issues comes to major associations only.
- Thus 99.5% of membership is of BSNL Executives with SNEA, AIGETOA and AIBSNLEA and other applicant Associations are having comparatively negligent membership and hence no existence on PAN India basis.
- These Three Major Associations, SNEA, AIGETOA and AIBSNLEA have understood the real issues and are of the opinion that there is need for One PSU, One Association concept in BSNL and are pursuing this proposal together with BSNL Management.
- In present REA Rules, there are no restrictions for having minimum membership or existence in minimum District/Circles for forming association/s and no condition to become applicant association and only required is registration in Society office before one year of MV.
- Thus the entire pressure for retaining /adding membership and successful pursuation of HR issues is with these Associations and

others are free even not to pursue the issues but get credit if issue is resolved and blame Major Associations for non-resolved issues.

- As on today, leaders of association has to put his energy first is becoming leader, then strengthening Association by going table to table to add members, to defuse pressure created by issue wise groups being created in BSNL, face legal cases filed by such groups, then getting his/her association recognised through Membership verification and then he/she has to put energy in resolution of issues by overcoming different stand/hurdles /issues created by group of executives or leaders of issue centric associations having negligible membership.
- At present out of 100% Energy of leaders of Major Associations, about 70 % energy is wasted in these multiple and avoidable processes and remaining only 30% is used for successful pursuation of issues and this reason for non-settlement of issues successfully in favour of executives.
- Even though Membership Verification Process is completed and One Association is recognised as Majority Association and other as Support Association, Management takes stand that they have taken views of other associations.
- Even if management does not invite them, they are free to write letters and make complaints on different issues and on the basis of such complaints the pursuation of issues is derailed as we are witnessing now in different promotions. All these issues will be over with the existence of One Association.
- As on today resources available for Association Leaders are divided and even minimum facilities available for single Associations in other PSUs are not available to even recognised Majority Association in BSNL. All the associations have to struggle to create infrastructure for them, but in case of One Associations, such facilities are provided by the Management as seen in many other PSUs
- It is understood that the leaders in other PSUs including MTNL in Telecom Sector are getting certain fixed financial support like

Vehicle, Furnished Office & Residential Accommodation, and TA/TA even for attending Internal Meetings of the Association and here in BSNL we have to bear it from the contribution collected from the esteemed members.

- With one Association all these facilities and resources will be available for leadership fighting for rights of Executives in BSNL, without wasting his/her energy in issues created by other groups/associations.
- Further, no separate and special bank account will be available for collection of Money for court cases, number of court cases will be reduced and issues can be pursued by the leaders with full strength of negotiations with equal support from all corners.
- Thus by understanding all these aspects, which we have always discussed in length in different meetings, all the major Associations SNEA, AIGETOA and AIBSNLEA has come to conclusion that existence of Multiple associations is the main reason for huge list of pending HR issues and if we adopt One PSU One Association concept in BSNL, we will definitely find out solution of majority of the Pending HR Issues.

## **2. Query II: What are procedures or formalities to merge the associations?**

### **Response:**

- The committee will have its own internal meetings, then meetings with Majority Association, Support and then on the representations of all other applicant Associations and stakeholders and will decide its recommendations. On the basis of the recommendations of the Committee further course of action will be decided.
- On proposal by all three associations representing 99.5% membership of Executives to Management for One PSU, One Association, now a Committee has been constituted to analyse the viability of this proposal and it first meeting of Committee with these associations, all have reached to conclusion that accepting

this proposal is win-win situation for BSNL Management as well as the associations and all executives in general and its membership in particular.

- If the committee does not recommend in the support of the proposal for One Association in BSNL, then we will have to pursue further and fresh for the said demand and present arrangements of multiple associations will continue as is going on. We will request for amendments in REA Rules for minimum number/percentage of Votes for continuation of applicant Status of associations and related changes.
- If the Committee agrees with the proposal and recommends One Association Proposal, then the following actions will be taken by SR Cell.
  - a. Scrapping/Modifying REA Rules
  - b. Framing Constitution of One Association.
  - c. Deciding name of new Associations
  - d. Conduction of Elections starting from District Level, Circle Level and CHQ level
  - e. Recognition of new Bodies at different levels.
- As on today, BSNL is using the concept of one Association for Welfare Association SEWA BSNL and similar guidelines will be framed for One Service Associations.

### **3. Query III: What about the assets of association all over India?**

#### **Response:**

- All associations have to decide about their Assets as per provisions of constitution of these associations, but this question arises when the Management accepts the Proposal of One Association.
- If the proposal is accepted, then SNEA will take a decision on utilisation of its asset by holding its All India Conference and resolutions thereof.

**4. Query IV: The legacy association has certain principles and ideology; will we work with blame game ideology people and credit mongers.**

**Response:** One Association concept is being brought to overcome the different ideologies and blame games. There may be issues within leaders of associations or executives but after elections elected OBs at that level will be responsible for all association activities and pursuation and others who will not be successful in Elections, will have to wait for next elections as per periodicity decided. Thus for that tenure elected leaders will be pursuing HR issues and they will be responsible for all association activities.

**5. Query V: Name of which association will continue after merger of Associations?**

**Response:** There is no merger of Associations and it will be a new association with its own constitution covering all executives in BSNL and all these individual associations will be dissolved. As one new Association is being formed by dissolving all associations, naturally the name of any existing association will not be continued in this new Association and only association with the new name will be functional. The name of new associations and its constitution will be decided once this proposal is principally approved by the BSNL Management.

**6. Query VI: How will elect new Office Bearers/leaders at each level?**

**Response:** As of now elections are being held by all associations individually as per their constitution and only the members of that association are participating in the election process. For the new Association, the elections for OBs will be held as per the Constitution of this new Association wherein in democratic election process, each and every executive of BSNL will be a voter and also can contest elections for any post at any level of this new association as per provisions of its constitution.

**7. Query VII: If it is a single association/leader, he may become dictator, then executives will not have any other option?**



**Response:** No one can become dictator as you find no dictator in any of the existing associations. This will be a fair and transparent Election Process as per the constitution and if any leader is re-elected in Elections, we should not have any issue and we have to believe in the outcome of democratic Election Process as we are believing now. Further each body of the new Association will be for a fixed period as defined in the constitution and a new body will be elected on completion of tenure of that body.

**8. Query VIII: What about affiliation of this New Association? Will it be affiliated to any other organisations as some of associations are now affiliated?**

**Response:** After One Association, there is no role for individual association and existing affiliations. As this will be a new association with its own constitution to decide on affiliation as every association. In this new association group ideology will not work and one has to face the Elections and all executives will decide who will be their leader for that particular term. Decision on affiliation also will be taken by the All India Conference with a fixed percentage of Votes. Also such a single Association does not need any affiliation except from that from the Management as can be seen in other PSUs. The Management of PSUs do not allow any provision in constitution for affiliation of such association to any outside political/non-political parties/groups/NGOs, and the same will be followed in the BSNL also.

**9. Query IX: What is Major issue after One Association Existence:**

**Response:**

- After the formation of one Association, naturally the number of existing leaders will be reduced and limited to one elected body at that particular level who will be leading from the front.
- Present leadership by some leaders by forming issue based groups/associations will not be able to continue leadership as seen in some cases and one has to prove and establish himself and his leadership by giving desired results.



- If anybody is not performing, he will have to face impeachment as per the provision of the constitutions as presently available with all associations and if not at least while facing fresh elections, re-elections.
- It is not that there are no negativities on formation of One Association of losing present position of leadership by leaders of all associations, but the same can be cleared with democratic elections within the new association and decisions can be taken as per the respective bodies and being taken in individual associations.

**Conclusion:** In conclusion, we would like to share that we are proposing One Association with Nobel Cause of Resolution of pending and arising issues of the executives in BSNL with focused approach and strongest unity so that the right and due benefits and facilities are passed to the BSNL Executives as is done in other PSUs. We have witnessed such strong successful negotiations by Bank associations and associations of some other PSUs and hence following their footprints. As such at this stage, by giving feedback as and when called from us, we have to wait for the outcome and recommendation of this Committee Constituted by BSNL Management for One PSU One Association and final decision of BSNL management and we have to decide further course of action accordingly.

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