

- (7) In addition to recognised representative Association, the facility of deduction of monthly subscription will be available to all the applicant Associations, on demand. Necessary instructions shall be issued by SR Cell separately.
- (8) Special CL shall be granted to office bearers as per the extant guidelines of the organization on the subject and subject to overall ceiling of 20 (Twenty) Special CL in a year to an eligible individual.
- (9) BSNL Management would reserve the right to make any additions/deletions/ alterations in the facilities, after taking views of the recognised representative association, or to formulate any criteria for extending the facilities to the recognized representative Association.

10(A) Facilities to be extended to the Support Association : The following facilities will be extended to the Support Association during the period of recognition :-

- (1) The Support association will be formally permitted to take up issues permissible within the scope of associations. Though the management will accept their communications to be used as feedback/ inputs, it will not be obligatory for the management to respond to/ generate dialogue with this association on the issues raised by the said association.
- (2) Informal meetings at the discretion of the management.
- (3) One User ID/password for accessing union/ association section of intranet shall be given at CHQ & Circle levels.
- (4) The concession of immunity from transfer from the **CHQ/Circle/SSA** is applicable to the General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer) upto the recognition period of the concerned Association as Support Association, irrespective of the post held or the cadre to which he/she belongs. The facility enjoyed once at any level, viz. CHQ/Circle/SSA, will not be available for the second time at the same level either in the same Association or in any other Association, in case the incumbent so joins another Association.
- (5) The facility of deduction of monthly subscription will be available to the Support Association, on demand. Necessary instructions shall be issued by SR Cell separately.

11. Role and responsibilities of the Association :

- (1) The primary role and responsibility of Associations shall be to work in the paramount interest of the Company and to strive to achieve overall growth of the Company.
- (2) The association will not do any act or assist or encourage the doing of an act which may create disaffection or dis-satisfaction amongst the employees of the organization or undermines discipline or in any way lower the prestige or image of the organization.

