



**ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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AIBSNEA/CHQ/REA-2014/2023

Dated 08.09.2023

To

**Ms Anita johri,
PGM (SR) BSNL CO,
New Delhi-110001.**

Respected Madam,

Subject: Representation and Suggestion for Amendments to REA Rules 2014 reg.

Ref: BSNL Letter No BSNL/5-2/SR/2023 dated 23-08-2023

As per the letter in reference, comments on the "Recognition Period of the Representative Associations of BSNL REA Rules 2014" were solicited from only two Associations, earlier MA and SA, during the period of the 3rd MVP. This approach, in our view, neglects the voices of the other representative associations that represent a significant portion of the executive community. Moreover, we understand that all participatory associations in the MVP are considered equal after the MVP is declared. Therefore, we propose that all constituent representative Associations that participated in the 3rd MVP shall be given an opportunity to share their views before any amendments are made to the REA Rules 2014. We firmly believe that a diverse range of perspectives can lead to better decisions, and sometimes even hearing unconventional ideas can pave the way for innovative solutions.

Initially, the recognition period for the MA/SA under the REA Rules 2014 was set at 2 years and later extended to 3 years. We have learned from the recent correspondence in the letter in reference that BSNL Management has plans to further extend this period to 4 years. In the same process, BSNL management may further enhance this period to 5 years at par with the general assembly elections. In democratic systems, political parties securing 2-3% of votes with a single MLA or MP have ample opportunities in the dialogue process to devise new policies and modifications to existing policies by expressing their valuable viewpoints. **On the contrary, as per REA Rules 2014, BSNL Management will listen only to MA who secure 35% of votes or above, neglecting the views of all the other participant associations who secure the lion's share of 65% of votes. This is a rigid dichotomy**

between democracy outside of BSNL and that inside BSNL implemented through REA Rules. In this context, any unilateral move to enhance the recognition period may be unacceptable for the majority of BSNL Executives as their voice will be unheard for a long period of 4 years.

As per REA Rules 2014, only MA is permitted to have agenda meetings with BSNL Management, while SA may have limited opportunities at the mercy of management. This concept neglects the viewpoints of the remaining associations representing a significant portion of BSNL executives, or rather, the other participatory associations who are representing the lion's share of executives are blocked from submitting their views to BSNL management. This concept may be modified due to the fact that even if the MA represents 51% of Executives, how can management neglect the viewpoints of 49% of executives? **In this background, any proposal for increasing the recognition period alone to 4 years will be highly detrimental to the future of BSNL and its executives unless the following points are considered:**

In light of the above concerns, we urge your kind authority to consider the following points as well if any modifications to REA Rules 2014 are in the pipeline:

- 1. In the case of "Recognition Rule 2012" for Unions in BSNL, limited trade union facilities are extended to any Union securing a minimum of 2% votes at all India Level. The same treatment of limited trade union facilities shall be extended to any Association securing a minimum of 2% votes at all India Level. Otherwise, a negative feeling among executives will be brewing up in their minds that BSNL management is uncaring about the views of executives at par with those of non-executives. The intellect of executives shall also be seen as at least as good as that of non-Executives. As you are well aware, the whole BSNL is being steered ahead by Executives, turning down the feelings of executives compared to those of non-executives won't be better for the early turnaround of BSNL to its pristine glory.**

Hence, once again, we emphasize that the same treatment of limited trade union facilities extended to Unions in BSNL shall be extended to any Association securing a minimum of 2% votes at all India Level.

- 2. Since association activities are permitted at the Branch, Circle, CHQ levels of BSNL, after MVP, the Association that secures majority votes/2nd**

Majority votes at Branch, Circle levels shall be additionally recognized as MA/SA at Branch, Circle levels and the same trade union facilities shall be granted at Branch, Circle levels in addition to the Association who secured MA/SA status at CHQ Level. As your kind sagacity is well aware, there is vivid geographical, cultural and demographic diversity prevailing all across our "Bharat". Hence, the diversified demographic verdict of Executives at BA, Circle levels may not be ignored. By ignoring the verdict of BA, Circle levels by forcefully enforcing Another Association alone as MA/SA at BA, Circle levels against the wishes of the Executives will not be healthy for the wellbeing of BSNL and its executives.

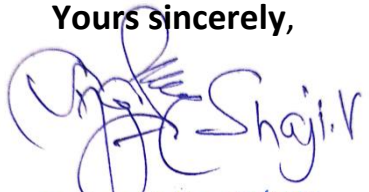
Hence, once again we emphasize that the Association secure majority votes/2nd Majority votes at Branch, Circle levels shall be additionally recognized as MA/SA at Branch, Circle levels and the same trade union facilities shall be granted at Branch, Circle levels in addition to the Association that secured MA/SA status at CHQ Level.

We earnestly request your kind consideration of these representations and suggestions before any amendments are made to the REA Rules 2014. We believe that a more inclusive, democratic, and fair approach will be beneficial for the future of BSNL and its dedicated workforce.

Thank you for your time and attention to these important matters. We look forward to a positive response and the opportunity to contribute to the betterment of BSNL.

With Kind Regards,

Yours sincerely,


General Secretary
AIBSNLEA

Copy for the Kind information and necessary directions to:

1. Shri P. K. Purwar ji, Worthy CMD BSNL, Bharat Sanchar Bhavan, New Delhi.
2. Shri Arvind Vadnerkar, Director HR BSNL Board, BSNL CO , New Delhi.

Copy for the Kind information to

1. Shri S N Gupta, PGM (Pers), BSNL CO, New Delhi
