

# **SNEA, AIGETOA & AIBSNLEA**

Date: 23<sup>rd</sup> October 2024.

To,

**Shri. A. Robert J. Ravi Ji  
The Chairman & Managing Director  
Bharat Sanchar Nigam Limited,  
New Delhi.**

**Sub: Request for implementation of One PSU One Association concept in BSNL as well.**

**Respected Sir,**

We would like to draw your kind attention towards the important issue related to the functioning of Associations and way of representation of grievances of the executives for getting proper solutions and in framing policies for HR functioning of BSNL.

We are thankful to your honour and the Director HR that in recent meetings of the associations, your good self has responded very positively to the concerns about One PSU One Association Concept in BSNL and accordingly we are submitting the following for your kind and timely consideration.

BSNL is a PSU and every other PSUs have been functioning with only one Association concept and nowhere the present practice of Multi Associations and the lethargic process of Membership Verification through REA Rules is being followed in BSNL. Even in the Government set up such Multi Association Concept with membership verification is not followed. This concept is followed in certain PSUs for recognition of Unions and never for that of Associations.

Since REA Rules are implemented and Membership Verification has started, two associations are granted recognition as MA or SA. The General Secretaries of the undersigned associations represent almost 100 percent of the executives. We have the higher responsibility of resolution of HR issues and we are putting efforts for it, but we have experienced that this Multi Association Concept in BSNL is one of the prime reasons for non-resolution of the pending issues. We have seen some results, whenever we have pursued for the issues on a single Platform and hence the thought process has started amongst executives for implementing One PSU One Association Concept in BSNL also.

This issue has been discussed among Prominent Associations and the SNEA, AIGETOA and AIBSNLEA leaders have been discussing and analysing this issue since last few months and have come to an understanding that this multi association functioning in BSNL with Membership verification after every three years is not only against the guidelines on this subject but also causing damages to persuasion of HR issues as well as affecting performance of BSNL and it is also one of the core reasons for losing brotherhood among the Executives in BSNL.

Accordingly, this issue has been discussed in our internal meetings and we wish to formally convey a significant decision taken by the three associations to move forward with the concept of **One PSU, One Association** in BSNL.

This initiative is aligned with practices followed in other Public Sector Undertakings (PSUs) wherein a single executive association is formed, and office bearers are elected by the executives instead of multiple associations vying for representation.

Unfortunately, presently BSNL executives are going through double process to precipitate their issues, first for elections of Office Bearers and then for membership verification. During last Membership Verification, SR cell has also raised its concern about the heavy expenditure on Membership Verification Process and has principally enhanced the Tenure of MV from three years to four years, which is to be implemented from next Membership verification.

We strongly believe that having a **Single Executive Association with all executives as members instead of having the concept of multiple associations** will lead to better representation, reduce fragmentation, and enhance the collective strength of executives, thereby leading to quicker resolution of long-standing issues.

  
23/10/2024





This will also reduce the overhead burden of BSNL Management as the present procedure of existence of the multiple associations and conducting MVs is utilising man power, incurring financial expenditure and a substantial productive time. This **One PSU, One Association** concept will not only help in building industrial peace and harmony among executives in BSNL, but also will enhance productivity of our beloved Organisation.

We also recognize that the primary objective of any association is to address and settle the concerns of BSNL executives and contribute to the growth of the organization. In principle, we are committed to the concept of a single association for all executives and we are ready to work together towards achieving this goal.

The focus of management on resolving pending HR issues for the welfare of executives has motivated us to expedite this process of unification. We are optimistic that this step will lead to a more cohesive executive structure that will strengthen the resolve to work for the growth and development of BSNL.


We take this opportunity to seek the kind support of BSNL management in facilitating the transition towards **One PSU, One Association** and in encouraging all executives to come together under a single banner. This will not only streamline the representation of executive interests but will also foster a united workforce capable of tackling the challenges faced by BSNL and contributing towards its revival and growth.

We are open to finalizing the modalities through further discussions and arriving at a common consensus that will benefit all executive members and ultimately the organization as a whole.

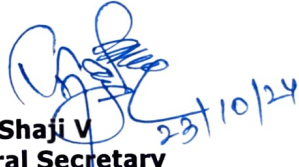
We also assure the management that all the three associations remain committed to supporting the organizational goals of increasing the revenue, improving the services, and ensuring the overall well-being of our organisation BSNL and its executives.

We solicit for your positive and vibrant support and look forward to further discussions to implement this resolution for the benefit of both BSNL and its executive fraternity and to bring synergy among the executives, which is the need of hour and to utilise the man-hours and talent for the overall growth of our beloved BSNL.

With Regards,

  
**M. S. Adasul**  
General Secretary,  
SNEA  
9423082352

  
**Ravi Shil Verma**  
General Secretary,  
AIGETOA  
8373967633

  
**Shaji V**  
General Secretary  
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**Copy to:**

1. Dr. Kalyan Sagar Nippani Ji, Director HR BSNL Board for kind information and with a request for implementation of **One PSU, One Association** concept in BSNL.
2. Smt. Anita Johri, PGM SR, for kind information and for n/a to initiate the proposal for implementation of One PSU One Association Concept in BSNL.