

AIBSNLEA Rajasthan – Modification/ Suggestions for BSNL's Own Rules and regulations governing Conduct of Membership Verification of Executives' Associations in BSNL.

Clause	Proposed	To be modified as
4(5)	<u>The Associations will not seek any right to negotiate a settlement with the management.</u>	We should have right for negotiation
4(6)	With a view to develop leadership in the associations, the Executives shall hold any post of President, Vice President, General Secretary, Assistant General Secretary or the Financial Secretary (Treasurer) in <u>the Associations for maximum number of four tenures, with hiatus of at least one tenure, after any two consecutive tenures.</u> The Circle level and SSA level bodies shall also be governed by these guidelines.	The condition should apply post wise. i.e. four chance on each mentioned post should be allowed. Break after any two consecutive tenure should be removed
7(1)	Continuing the current practice, the organizational structure of the Association in BSNL shall be at three tiers operating at All India Level i.e. CHQ body with head quarter at New Delhi (co-terminus with BSNL C.O.); Circle level body (co-terminus with the Circle HQ) and District/SSA level body (<u>headed not below the level of GM</u>).	Underlined condition should be removed i.e. all SSA should be allowed to District Level Body
7(2)	<u>CHQ level body of the Association shall consist of 15 (Fifteen) members, Circle level and SSA level bodies shall have 9 (Nine) and 4 (Four) members respectively.</u>	SSA level body should consist of 5 (five) members or it should be as per constitution of the concerned Association.
8(1)	<u>The verification of membership for the purpose of recognition of an executive association shall be done by the check-off-system in pay roll through deduction of subscription fee equivalent to the monthly subscription of the Association as per their constitution. Only ONE entry will be made against each member.</u>	The verification of membership should be done through Secrete ballot.
9(4)	Provision of special casual leaves for the office bearers of the associations, limited to <u>maximum 5 in numbers</u> for any unit of any level, can be made. The utilization of these special leaves would be during and for the support of verification process related activities only.	The underlined condition is to be cleared whether it is 5 Special C/L or Special C/L to 5 Office Bearers?

10	-	All the facilities extended to Gr-C/D unions including well equipped office space should be extended to Executive association too.
10(3)	Formal meetings with the concerned appropriate administrative authorities at associated level of function of the association once in a quarter. <u>The maximum no. of representatives of the association is to be restricted to 5 only,</u> at any such meeting/occasion. The Association would be required to submit agenda for the proposed meeting at least one month in advance of the meeting.	Underlined condition should be removed; there should not be any condition. Nothing has been mentioned about informal meetings.
10(4)	Immunity from transfer shall be granted as per organization's guidelines, as issued by the SR cell, on the subject. The concession of immunity from transfer from the HQrs. of recognised Association is applicable to the <u>General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer)- during the first year of their election.</u> <u>Further, such immunity would be available for tenures only.</u>	Underlined condition should be applied to Circle/District Branch also.
10(5)	Immunity from transfer shall be granted as per organization's guidelines, as issued by the SR cell, on the subject. The concession of immunity from transfer from the HQrs. of recognised Association is applicable to the <u>General Secretary, Assistant General Secretary and Financial Secretary (or Treasurer)- during the first year of their election.</u> <u>Further, such immunity would be available for tenures only.</u>	Immunity should also be extended to President too. Immunity should also be extended to Circle/SSA level Office bearers.
10(6)	<u>The office bearers of the recognised association would be entitled for a mobile service connection, the usage limits of which would be decided by CS Cell in consultation with SR Cell. If technically feasible, these office bearers would be put into a CUG group.</u>	The should also be extended to each level of Organisation. i.e. CHQ/Circle/SSA level. Also a well-equipped office facility should be extended.
12(2)	Formal meetings shall be given to the executives body of the majority association at appropriate levels as per the prescribed guidelines as per para 10(3) as above.	Emergent Informal meetings should also be given

14	Do's and Don't's	Conditions should be applied as per the labor law
14(1)	<u>The association eschews completely the agitational approach, such as resorting to strikes or practices or conduct, which is likely to result in or results in cessation or substantial retardation of work, and also to coercion or physical Duress. Further, the Association will not join hands with the non-executives' unions for furtherance of their issues and/or participate in any joint trade union action.</u>	Complete para should be removed,
14(5)	<u>The executive association shall not send any representation or delegation except in connection with a matter which is of common interest to members of the association.</u>	Complete para should be removed,
14(6)	<u>The Executive Association shall not espouse or support the cause of an individual executive/officer relating to service matter.</u>	Complete para should be removed,
14(10)	The association shall not do any act or assist in the doing of any act which, if done by an executive/officer would contravene any or the provisions of the BSNL CDA Rules, 2006.	Condition is not agreeable hence to be removed.