



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
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F.No.BSNL/20-3/SR/2018

Dated the: 20.08.2018

To,

All CGMTs, BSNL

Sub: Clarification on individual cases related to service matters received from Unions/Associations-regarding.

This office has been receiving references seeking clarification on the matter of espousing or supporting the cause of an individual non-executive/executive/officer relating to service matter eg transfer, disciplinary cases etc by various Unions and Associations.

In this regard guidelines are already available in BSNL(REA) Rules, 2014 for Executive Associations and BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules for non-Executive Unions. However, relevant provisions of these rules are reproduced below:

BSNL(REA) Rules, 2014 for Executive Associations:

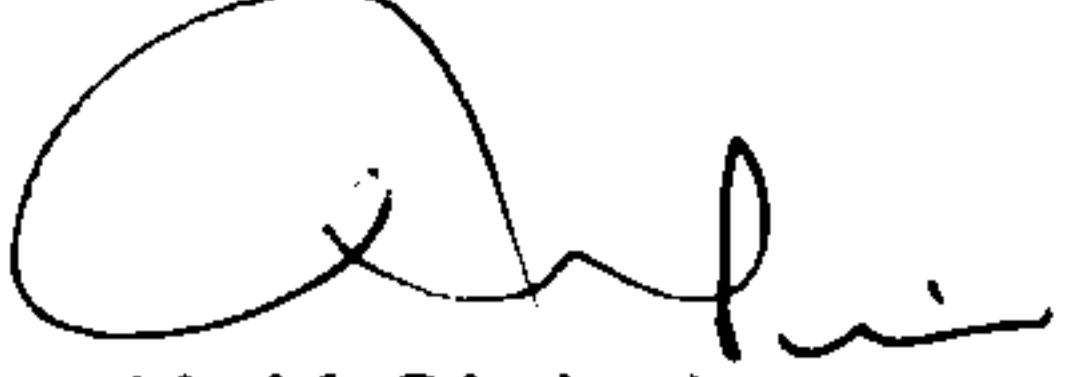
Rule 14: (5): The executive association shall not send any representation or delegation except in connection with a matter which is of common interest to the members of association.

Rule 14(6): The Executive Association shall not espouse or support the cause of an individual executive/officer relating to service matter.

BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules.

Rule IX (3). To take up the issues of its members which affect a group of employees and not to espouse or support the cause of an individual employee relating to service matter.

Hence, it is clarified that the service matters of individual Executive and Non-Executive shall be dealt keeping in view the above Rules.


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Copy to : GM(Pers), BSNL CO, New Delhi wrt his office letter No. 412-07/2018-Pers.I dated 16.07.2018