

- (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.

- (3) The association eschews completely the agitational approach, such as resorting to strikes or practices or conduct, which are likely to result in or results in cessation or substantial retardation of work, and also to coercion or physical duress.
- (4) Once any policy of executives is approved by the management with the due consultation/consideration of recognized association, it shall be co-owned by the association. The association will help in implementation of such policies and no representation will be entertained unless there are sufficient reasons for the management to review the same.

12. Role and responsibilities of the management :

- (1) Management shall take due cognizance of the issues/representations of recognized association and shall initiate suitable dialogue if that be desired.
- (2) Formal meetings shall be given to the executive bodies of the majority association at appropriate levels as per the prescribed guidelines as per para 10(3) as above.
- (3) Emergent meeting, if considered necessary by the management, can be given on issue to issue basis.
- (4) Any additions/alterations on general instructions issued by BSNL management on the instant subject, after taking views of the recognised representative association, would form part of these guidelines on verification process.

13. Publication of Journal/Newsletter or hoisting web-site :

- (1) All the participating Associations shall duly intimate the management its intention of publishing its journal, periodical or hoisting its web-site. The association shall furnish the following information -
 - a) Name of the Association publishing the journal/ newsletter
 - b) Name of the web-site
 - c) Name of the Journal/newsletter
 - d) Place of publication
 - e) Name of the Editor
 - f) Registration number allotted by the Registrar of Newspapers, with a copy thereof.
- (2) In case the Association is already publishing any journal or periodical or has its web-site, the Association shall furnish the above information within a period of 45 days from the date of issue of notification for conduct of membership verification.
- (3) A member of the association, who is a serving employee, is eligible to become Editor of the journal.
- (4) The Associations will ensure that -
 - a) The journal/news-letter/web-site does not contain any offensive language or publish wild allegations against the management.

- b) Circulation of the journal is restricted to its members only.
 - c) The journal/web site deals with service matters and matters relating to growth and viability of the company only.
 - d) No material is published in the journal or put on web-site in violation of the provisions of BSNL CDA Rules, 2006, as amended from time to time.
 - e) Copies of the journal are invariably sent to the officers concerned for their information.
- (5) The Association may publish Souvenirs on the eve of their annual conferences etc. subject to the conditions enumerated above.

14. **Do's and Don't's** : Every executive association under these rules shall comply with the following guidelines, namely:-

- (1) 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.
- (2) The association shall abide by and comply with all the provisions of its constitution/bye-laws.
- (3) Any amendment in the constitution/bye-laws of the executive association under these rules shall be made only in conformity with the extant guidelines on the subject and with the approval of the concerned Registrar of Societies.
- (4) A list of members and office-bearers, and up to date copy of the rules and an audited statement of accounts of the association shall be furnished to the management through proper channel after the annual general meetings.
- (5) 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.
- (6) The Executive Association shall not espouse or support the cause of an individual executive/officer relating to service matter.
- (7) The association does 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.
- (8) The executive body of the association is appointed from amongst the officers/executives working in the organization. No person who is not an executive/officer working in the same company should be connected with the affairs of the association.

- (9) The association may start or publish any periodical, magazine or bulletin with prior intimation to BSNL management.
- (10) The association shall not assist/incite in the doing of any act which, if done by an executive/officer, would contravene any of the provisions of the BSNL CDA Rules, 2006.
- (11) Communication addressed by the association or by any office-bearer on its behalf to the management shall not contain any disrespectful or improper language. Communications should only be at the corresponding levels, i.e. to Corporate office from the General Secretary; to Circle office from Circle Secretary and to SSA head from District Secretary.
- (12) The association shall raise its funds only by way of subscription from its members, advertisements in journal/web-site/souvenir and/or through grants from the Government/BSNL, and these funds are utilized for furtherance of the objectives of the association.

15. **Withdrawal of Recognition** : If in the opinion of the BSNL management, the recognised Association under these rules has failed to comply with any of the conditions set out in rules above, the management may after giving an opportunity to the Association to present its case, withdraw the recognition accorded to such Association.

16. **Relaxation** : The BSNL management may dispense with or relax the requirements of any of these rules, in consultation with the recognised representative association, to such extent and subject to such conditions as it may deem fit in regard to any Service Association.

17. **Interpretation** : If any question arises as to the interpretation of any of the provisions of these rules or if there is any dispute relating to fulfillment of conditions for recognition, it shall be referred to Director (HR), BSNL Board, whose decision thereon shall be final.

6.1.2014

(Satish Wadhwa)
DGM (SR), BSNL C.O.

To

1. CMD, BSNL
2. All Directors / Executives Directors, BSNL
3. All PGMs/Sr.GMs/GMs, BSNL C.O.
4. All CGMs, BSNL
5. DDG (SU), DOT
6. GSs of all registered Associations in BSNL
7. Guard File.