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# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi

( The Recognised Representative Association of BSNL )

( Affiliated to BMS )



Regn. no. HR/019/2018/02138

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**GS / AIGETOA / 2023-24 / 89**

**Dated 06.09.2023**

To,  
**Shri Remis Tiru Ji,**  
**Chief Labour Commissioner (Central),**  
**Shramev Jayate Bhawan, New Delhi.**

**Subject: Violation of Membership Verification/Election Code of Conduct by BSNL Management with Clear intent to Sabotage the Executive MV Process by Influencing the Minds of Voters and Encroaching into the Rights of Executives against REA Rules – Regarding.**

**Reference:**

1. BSNL/5-2/SR/2023 Dated 14.07.2023.
2. Different Transfer orders even with HQ Change of postings even after preparation of the final Voter list.
3. No. BSNL CO-A/11(25)/4/2022 Estab 29.08.2023.
4. BSNLCO-11/13/1/2023-RECTT-CO Dated: 01/09/2023
5. BSNLCO-11/13(11)/3/2023-RECTT-CO Dated:- 01/09/2023
6. BSNLCO-11/13//2/2023-RECTT-CO Dated: 05/09/2023
7. GS / AIGETOA / 2023-24 / 86 Dated 05.09.2023.
8. GS / AIGETOA / 2023-24 / 85 Dated 01.09.2023.

**Respected Sir,**

We bring to your kind attention a matter of utmost importance concerning the violation of Membership Verification/Election Code of Conduct by the management of Bharat Sanchar Nigam Limited (BSNL). Election for the Membership verification of Executives Association in BSNL is scheduled to be held on 12<sup>th</sup> Sept 2023. The BSNL Management, with clear intent has attempted to sabotage the Executive Membership Verification (MV) process by influencing the minds of voters and encroaching into the rights of executives against the Rules of the Recognized Employees' Association (REA). A series of activities initiated by them after the notification of the Executive Membership Verification Process.

**These activities include as below:**

1. **Issuance of transfer orders for our office bearers, contrary to established transfer policies.**
2. **The denial of eligible agenda meetings for AIGETOA despite the meetings being due.**

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**3. Notifications of LICEs (Limited Internal Competition Examinations) to create deliberate unrest and confusion amongst executives against the present incumbent Majority Association i.e. AIGETOA (Affiliated to Bhartiya Mazdoor Sangh).**

**4. Modifications in the online attendance system.**

The timing and intent behind these activities that directly influence voters' minds are puzzling. We have already raised objections to these moves, which were made without discussion or concurrence with the recognized executive association. However, to our dismay, the Management are persisting in such actions.

We also wish to bring to your attention that the **HR/recruitment section is attempting to exploit the absence of any representative association for executives, specifically during the MV process. This constitutes a direct violation of the BSNL REA rules in force.** The Management should have refrained from making such policy decisions against which divergent view and unrest is prevailing in the minds of executives before the election of the representative association through the scheduled MV process on 12/09/2023.

It is well-known that AIGETOA (Affiliated to Bhartiya Mazdoor Sangh) is the present majority executive association in BSNL for the term (2020-23). The association enjoys overwhelming support from every section of executives and is definitely poised to continue as the recognized executive majority association representing executives once again. **Given this scenario, the actions of BSNL HR group is in clear violation of MV code of conduct with the intent to influence the thoughts of executives against the BMS-affiliated association AIGETOA are deeply concerning.**

In light of the above, we request your goodself for **immediate intervention and thorough investigation into these violations.** We urge you to take appropriate measures to withdraw all such orders issued during the election code of conduct and to ensure the Executive MV process is conducted in a **fair and transparent manner, free from any interference or manipulation by the management.**

**We believe that your timely intervention will help restore the integrity of the Membership Verification (MV) process and uphold the democratic rights of BSNL executives.**

**With Warm Regards,**



**Ravi Shil Verma  
General Secretary**

**Copy to:**

- 1. Shri P K Purwar Ji, CMD BSNL for kind information and n/a please.**
- 2. Shri Ravindra Himte Ji, GS Bhartiya Mazdoor Sangh for kind information and necessary intervention please.**