

**Bharat Sanchar Nigam Limited  
( A Govt. of India Enterprises)  
Bharat Sanchar Nigam Limited  
HC Mathur Lane, Janpath  
New Delhi-110001  
( SR Cell)**

NO. BSNL/39-1/SR/2018/Pt

Dated : 21.06.2019

**Subject : Advisory against formation of alliance in 8<sup>th</sup> membership verification for recognition of majority representative union(s) of Non Executives employees in BSNL.**

Please refer to this office letter No. BSNL/5-1/SR/2019-(i) dated 03.06.2019 notifying thereby process of 8<sup>th</sup> Membership Verification of Non-Executive Unions.

In this regard, it is informed that no Association having Executives as its member should interfere and influence the member of Non-Executives Unions to vote for a particular Union. Also, the Associations having Executives as members should not form any alliance with the Unions participating in the Membership Verification for the purpose of campaigning in favour of participating non-Executive Union.

It is further advised that Unions should abstain from forming alliance with other Unions. Forming such alliance may result in cross voting which would not give true representative character of Unions. It would also not remain true membership verification when it would be compared with the subscription details of the Union vis a vis votes it get in polling.

It is reiterated that this process is for verification of membership and any Unions asking its member to vote for some other Union would vitiate the whole process. Therefore, forming alliance is undesirable.

  
(A.M. Gupta)

**General Manager(SR)**

Copy to :-

1. All non-executive employees' Unions in BSNL which participated in the last membership verification.
2. All Associations in BSNL.
3. All CGMs – with the request to give wide publicity to this circular.
4. All PGM/GM, HR Vertical, BSNL CO/GM(CLO), BSNL CO, New Delhi.
5. CRO/GM(Rectt.), BSNL C.O.
6. DDG(SR),DoT, New Delhi.
7. CLC( C), Ministry of Labour,Shram Shakti Bhawan, New Delhi.