

***There is nothing new in BSNL's circular dated 05.01.2012.
No second union is recognized.***

BSNL issued a circular No.BSNL/39-2/SR/2011 dated 5th January, 2012 in continuation of its earlier orders No. BSNL/39-2/SR/2007 dated 2nd August 2007 & 3rd September, 2007 and No. BSNL/7-1/SR/2009 dated 18th February 2009.

All these circulars are about maintaining industrial peace in the organization (and not about recognizing a second union in addition to the existing recognized union) and about the grievances of the members of the non-recognized unions.

This circular dated 5-1-2012 clearly mentions that the recognized representative union of non-executives enjoys the right to take up the issues/grievances of all non-executive employees. It only mentions that the management is having the prerogative to consider any significant issue raised by the non-recognized union and if felt necessary, the management can meet the non-recognized union informally that got 15% votes in the last verification. No negotiation or formal meeting will be there with any unrecognized union. But management can meet and discuss informally with any body and there is nothing new in this.

But to satisfy their cadres, the NFTE at certain places is campaigning as if they got recognition! The fact is that no union other than the existing recognized union can be recognized unless next verification takes place after the completion of the recognition period of two years for the present recognized union.

In fact, at the time of holding the first verification, BSNLEU demanded for recognition to all unions who will get more than 15%. But NFTE opposed it. After the completion of the first verification, NFTE was recognized as the sole representative union although it got only about 35% and BSNLEU was not recognized even though it got more than 15% votes (nearly 30% at that time). BSNLEU AP circle filed a case in the Hon'ble High Court of AP requesting for recognition since it got more than 15% votes. But at that time NFTE opposed it. But after the victory of BSNLEU in the second verification, NFTE started demanding recognition to it also since it got more than 15% votes.

BSNL Employees Union discussed the issue of bringing changes in the Union recognition in the Central executive Committee meeting held at Jaipur in September 2011 and took the decision in favor of recognition to unions based on proportionate representation. Accordingly a letter was written by the Union on 28-12-2011 to the management to take steps necessary for framing new recognition rules based on proportionate representation.

The management has to hold a meeting with all the unions to discuss this issue of framing new recognition rules. It is also to be noted that the Ministry of Labour issued a circular No. L-52025/5/2011-IR(IMP-I) dated 8-4-2011 as per which it will continue the consultations with central trade unions so that a wider consensus is arrived through the forum of Indian Labour Conference and in that forum the amendments to the Code of Discipline will be deliberated.

Hence until the recognition rules are changed through the procedure mentioned above, it is not possible to recognize more than one union in BSNL. Hence the propaganda that NFTE was recognized as second union is false and baseless.