

**BHARAT SANCHAR NIGAM LIMITED**  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

**No. BSNL/5-1/SR/2015/Vol.II**

**Dated, the 29<sup>th</sup> April, 2016**

**To**

- 1. All CGMs, BSNL**
- 2. GM (Pers.), BSNL C.O.**

**Sub: Conduct of seventh membership verification on 10.05.2016 for electing majority representative union(s) of non-executive employees in BSNL - appointment of Observers from the Ministry of Labour regarding**

**Ref: Ministry of Labour & Employment [Office of CLC (C)] letter no. 32(22)/2016-Vfn. dated 29th April, 2016**

Please find enclosed a copy of letter no. 32(22)/2016-Vfn. dated 29th April, 2016 received from the office of Chief Labour Commissioner (C) along with a copy of list of Dy. CLCs(C)/RLCs, who can be contacted for appointment of Observers in connection with conduct of membership verification for electing majority representative union(s) of non-executive employees in BSNL.

2. It is requested that the Dy. CLC (C)/RLC (C) stationed in your Circle or in the adjoining Circle may be approached for appointment of maximum number of Observers from the Ministry of Labour & Employment. Necessary transport facility may be provided to them to supervise the area under their jurisdiction and stay arrangements made as has been done in the past. An official fully conversant with the topography of the area, the local conditions and the location of the polling booths may also be attached to assist the Observer. It may be ensured that the officials so deputed are neutral and of impeccable integrity. In the remaining SSAs, the Observers should be nominated, as per the Procedure already circulated vide this office letter of even number dated 11<sup>th</sup> April, 2016, by the concerned CGMs themselves.

3. The CGMs are also requested to kindly interact with the concerned Regional Labour Commissioners (C) / Dy. Chief Labour Commissioners (C) to apprise them of the date and timings of the elections/counting, venue etc. so that the Election is conducted in a free & fair and peaceful manner.

---sd/---  
(A.M. Gupta)  
GM (SR), BSNL C.O.

Encl: **As above**

Copy for information to :

- 1. Chief Labour Commissioner (Central), New Delhi - with reference to his office letter referred to above.**
- 2. PPS to Director (HR), BSNL Board**
- 3. GM (Restg.), BSNL C.O. - CRO.**
- 4. All the participating unions.**

**URGENT**

File No. 32(22)/2016-vfn  
Government of India  
Ministry of Labour & Employment  
New Delhi

Dated : 29/04/2016

To,

The Dy.CLC(C)/RLC(C), New Delhi, Nagpur, Patna, Raipur,  
Ajmer, Bangalore, Bhubaneswar, Chandigarh, Chennai, Dehli, Jabalpur,  
Kampur, Mumbai, Kolkata, Asansol, Ahmedabad, Cochin, Guwahati, Hyderabad, Visakhapatnam  
Subject:- Holding of 7<sup>th</sup> membership verification through secret ballot for electing majority  
union(s) of non-executive employees in BSNL- appointment of observers regarding.

Sir,

This is in reference to the direction given by the Ministry of Labour & Employment vide their letter no.L-52025/07/2013-IR(Imp-I), dated 29.04.2016 whereby, in view of the request made by the BSNL management, it has been decided to provide "observers" for the work of secret ballot election to be carried out by the BSNL Management which is scheduled to take place on 10/05/2016 followed by counting of votes on 12/05/2016.

In this connection it has been decided that all the **ALC(C)s and LEO(C)s** in the field will act as observers under the overall control and monitoring by the Regional Heads who in turn will appoint ACL(C)s and LEO(C)s as observers in coordination with the concerned BSNL Management for the purpose of date, time and place of deployment of the observers for the polling and counting under intimation to this office.

The observers are advised to oversee and ensure "free and fair" election (including counting of Ballots) in the areas assigned to them by the Regional Heads. They are also required to submit a confidential report to CLC(c) endorsing a copy to the Chief Election Officers, BSNL immediately after the election. It is clarified that they will not associate themselves with the process of Secret Ballot Election. They may also contact CLC(C)/Addl. CLC(C),HQ over phone in emergency cases. BSNL management will provide transport and other facilities and will meet related expenses.

This issues with the approval of Competent Authority.



(Hemant Singh)

Regional Labour Commissioner(C)

Copy to:-

1. Shri Shameem Akhtar, Principal General Manager(SR), BSNL Corporate office, 8<sup>th</sup> floor, Janpath, New Delhi-110001 with reference to their letter no. BSNL/5-1/SR/2015 dated 17/03/2016. It is requested that the respective Regional Heads i.e. Dy. CLC(C)s and RLC(C)s (List of Regional heads along with telephone no. etc. is enclosed) may be contacted by the BSNL management so as to make the necessary arrangements towards deployment of observers for the purpose of secret ballot election.

Shri R.K. Agrawal Dy. Director, IR(Imp-1), Ministry of Labour & Employment, New Delhi with reference to their letter no. L-52025/07/2013-IR(Imp-I), dated 29.04.2016 for kind information.

No L-52025/07/2013-IR(Imp-I)  
Government of India/Bharat Sarkar  
Ministry of Labour & Employment/Shram aur Rozgar Mantralaya  
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Shram Shakti Bhawan, Rafi Marg,  
New Delhi, dated 29th April, 2016

To

The Chief Labour Commissioner (C)  
Ministry of Labour & Employment  
New Delhi

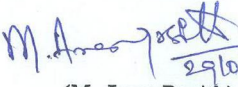
Sub: Deployment of Observers to supervise the SBE in BSNL in accordance with the provisions of BSNL Recognition of Non-Executives Unions and Representation in the Council Rules, 2012 - Reg.

Sir,

I am directed to refer the O/o Secretary, Ministry of Communication and Information Technology, Department of Telecommunications' DO Letter No. BSNL/5-1/SR/2015 dated 28.03.2016 and the O/o CLC(C)'s Note no. 32(22)/2016-Vfn dated 27.04.2016 and to convey the approval of this Ministry to depute Observers to supervise the Secret Ballot Election in BSNL.


This issues with the approval of JS (GVR)

Yours faithfully

  
29/04/16  
(M. Arun Rasith)  
Assistant Director

335-VN  
29/04/16

Urgent  
Pl. put up

  
29/04/16

SS  
29/04/2016  
Ase (HL)