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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL
Central Headquarters
Regn. No. 4906, Dated 17/09/2001
MS-II, Q.No. 21 & 17, Atul Grove Road, New Delhi-110001

TF-20/3(d)

Date: 04.11.2026

REMINDER

To

The PGM (SR)
BSNL Corporate Office
New Delhi.

Subject:- Reminder – Request for reconsideration and keeping in abeyance the clarification regarding admissibility of Transfer Immunity to Executive employees functioning as office bearers of Recognized Non-Executive Employees' Union.

Reference:
(1) NFTE-BSNL letter No. TF-20/3(d) dated 13.08.2026.
(2) BSNL Corporate Office clarification No. BSNLCO-SR/14(12)/3/2024-SR, dated 27.07.2026.
(3) BSNL clarification No. BSNL/39-2/SR/2017 dated 28.08.2017.
(4) BSNL letter No. BSNL/1-1/SR/2015 dated 17.11.2015.
(5) BSNL clarification No. BSNL/5/SR/2002/Pt dated 27.08.2002.

Respected Sir,

With reference to our above-mentioned representation dated 13.08.2026, we regret to observe that no response or decision has been communicated by the competent authority so far.

The issue involves an important matter of principle concerning the rights, protection and functioning of duly elected office bearers of the Recognized Non-Executive Employees' Union. We, therefore, once again urge the administration to reconsider the clarification dated 27.07.2026 in the light of the following established facts and precedents:

1. Established Precedents of BSNL: BSNL Corporate Office, vide its letter dated 28.08.2017, explicitly extended the facility of transfer immunity to the recognized union office bearers at All India, Circle and SSA levels, including the District Secretary of NFTE-BSNL, Shri V. Marri, Karaikudi SSA, who was an Executive employee.

2. Earlier Consistent Practice:BSNL Corporate Office had also issued an order dated 17.11.2015 permitting retention of Shri V. Abhilash, JTO, at Pathanamthitta on the request of the recognized union. These instances clearly establish that such protection has been extended to Executive employees functioning as office bearers of the Recognized Non-Executive Union.

3. Legal and Administrative Position: The clarification issued by BSNL vide No. BSNL/5/SR/2002/Pt dated 27.08.2002 categorically clarified that there is no prohibition under the Trade Unions Act, 1926, for an Executive employee to become an office bearer of a Non-Executive Employees' Union. The provisions of the BSNL Non-Executive Union Recognition and Council Rules, 2012, therefore, deserve due consideration while deciding the admissibility of facilities and protections to such elected representatives.

4. Adverse Consequences: The implementation of the present clarification has already resulted in the transfer of elected District Secretaries from Tamil Nadu and UP (West) Circles. Such actions create unnecessary uncertainty and apprehension among elected representatives and adversely affect the democratic functioning of the Recognized Union and the established industrial relations mechanism.

In view of the above, it is neither equitable nor administratively consistent to disregard the established precedents of BSNL itself while dealing with the present issue.

We, therefore, once again strongly request that:

(a) The clarification dated 27.07.2026 may immediately be kept in abeyance pending a comprehensive review.

(b) The matter may be reconsidered objectively in the light of the earlier BSNL orders, statutory provisions and established practices.

(c) Transfer immunity and other admissible facilities under the BSNL Non-Executive Union Recognition and Council Rules, 2012, may be extended uniformly to duly elected office bearers of the Recognized Non-Executive Union, irrespective of their executive or non-executive cadre.

(d) No further coercive transfer action may be initiated against such office bearers on the basis of the disputed clarification until a final decision is taken.

We sincerely expect that BSNL management will uphold its own established precedents and ensure that the legitimate rights and functioning of the Recognized Union are not adversely affected by an inconsistent interpretation of the existing provisions.

An early, reasoned and favourable decision in the matter is earnestly solicited.

With highest regards,

Yours faithfully,

(Chandeshwar Singh)
General Secretary