



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/202 (VFN)

18.11.2025

To,

**Shri Rajeev Kumar Kaushik,
PGM (SR) BSNL CO.,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001**

Sub: - **Management's proposal regarding the 10th Membership Verification – req.**

Ref: - **BSNL letter no.BSNLCO-SR/14(11)/1/2025-SR dated 16.10.2025.**

Sir,

With reference to the letter cited above, we wish to bring the following to your kind notice for favour of information and necessary action.

As regards the conduct of the next Membership Verification for the purpose of granting trade union recognition, it has been proposed in the above-cited letter to dispense with the physical process of Membership Verification and to determine recognition of unions on the basis of ERP membership data as on 16.07.2025.

The proposal of the Management was discussed at length in the Central Executive Committee (CEC) meeting of BSNLEU held on 13.11.2025. The meeting reiterated that the granting of trade union recognition should be determined only through the process of conducting a secret ballot. The meeting pointed out that, so far, nine Membership Verifications have been successfully conducted in BSNL and the granting of recognition has always been decided in a fair and transparent manner. Hence, it is the considered opinion of BSNLEU that the secret ballot should continue to be the methodology adopted for granting trade union recognition in BSNL.

At the same time, the Management's proposal to grant trade union recognition on the basis of ERP membership data as on 16.07.2025 was also discussed by the CEC. The Management has stated that the physical conduct of Membership Verification involves considerable expenditure and diversion of manpower across field units down to the OA level. In the months of August and September 2025, BSNL has added more mobile customers than Airtel, which is a significant achievement. Moreover, the ARPU of BSNL has also increased from ₹81/- in the first quarter of the current financial year to ₹92/- in the second quarter. The Management has also set a target of increasing BSNL's revenue by 20% in the current financial year, to ₹27,500 crore. There can be no two opinions that, at this crucial juncture, the undiverted support of the employees is essential to achieve the financial turnaround of BSNL.

Keeping this in view, the CEC meeting of BSNLEU has decided to accept as a onetime measure, the proposal of the Management to grant trade union recognition based on the available ERP membership data, i.e., as on 16.07.2025. The CEC meeting has also decided that, the Management must consider granting recognition based on the membership on 16-07-2025 and this crucial date should not be changed on any account.

The CEC meeting further decided to accept the proposal of the Management to grant trade union recognition based on ERP membership data as a one-time measure, provided the Management agrees to permanently remove the condition contained in the RNEU Rules-2012, which stipulates that the second union will not be granted recognition if the first union secures more than 50% of the votes.

It is important to mention here that, earlier BSNLEU has written several letters demanding the removal of this 50% condition. In case the management does not agree to remove the 50% condition contained in the RNEU rules 2012, then, BSNLEU cannot agree to the proposal to grant recognition based on membership as on 16-07-2025.

Thanking you,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Animesh Chandra Mitra', with a stylized flourish at the end.

[Animesh Chandra Mitra]
General Secretary