



NATIONAL TELECOM EXECUTIVES' ASSOCIATION (NTEA)

(An Association of Telecom Executives in BSNL/MTNL)

Reg.No.:NGP/4994 (Under Trade Union Act, 1926)

Website: www.nteachq.in E-mail: join@nteachq.in

S. K. PANDEY

PRESIDENT

C5,BSNL Staff Quarters ,
Kala Talav, Kalyan (W)-421301
Mobile: +919421139191

THIPPESH. Y.B

GENERAL SECRETARY

F-IV- 6, P&T Quarters, K B Sandra,
R T Nagar Post, Bangalore-560032
Mobile: +919448080235

No. NTEA / CHQ /CMD/2010-11/ 02

Dated, 31st May 2010

To

**The CMD,
BSNL, Bharat Sanchar Bhavan,
New Delhi – 110001.**

Sub: Funding by BSNL for union/association activities-reg.

Dear Sir,

As we all know Union and Associations play a very vital role in uninterrupted growth of a company. They are the only bridge between employees and management. Existence of a healthy & strong Union/Association in a Company ensures a trouble free working environment. With satisfied and happy employee base, Management can fight strongly with the competitors and other external factors for speedy development of our company. To make our Union/Association healthy, strong and more responsible Management may adopt/initiate a new way of funding which we are going to advocate.

Presently all the Union / Associations are getting fund through their members (**employees**) with different fund raising techniques and subscriptions. This does not provide level playing field between different Union/Associations.

Since the subscriptions are ultimately paid by the employees, so why don't Management manage this subscription itself. As per rule a specified percentage of salary of each employee will be deducted as a subscription against Union/Association development and with this fund, Management will manage all the eligible Union/Associations. This will enable Management in efficient handling and utilization of Human Resources for the growth of the company.

Management will have a number of advantages by adopting this funding technique, a few of them are enumerated below:

1. This will promote the internal democracy within the Union/Association.
2. This will fix the accountability and responsibility of all the Union/Association.

3. Dispute within Union/Association for subscription amount will be mitigated.
4. This will provide a cordial atmosphere for all the Union/Association to work for the betterment of company.
5. After adopting this technique management will have active and decisive role in Union/Association functioning.

This technique is being adopted in many countries and it is very successful. After all the prime role of Union/Association is to safeguard the interest of the employees and create a harmonious atmosphere of work and this method of funding will surely boost the effectiveness of Union/Association.

So, as a part of restructuring activity the management can think of using this technique of funding/managing the Union/Associations.

We, NTEA urge upon the management to think about the new innovative idea of funding the Associations/Unions for the overall interests of our esteemed company.

With Warm Regards,

Sincerely Yours,



(THIPPESH Y.B)

Copy to:

- 1.Dir (HRD), BSNL Corporate Office, Bharat Sanchar Bhavan, New Delhi-01.
- 2.GM (SR), BSNL Corporate Office, Bharat Sanchar Bhavan, New Delhi-01.
- 3.GM (Restg), BSNL Corporate Office, Bharat Sanchar Bhavan, New Delhi-01.