



**No. BSNL/39-11/SR/2007**

**Dated, the 24<sup>th</sup> July, 2008**

**To**

**All CGMs, BSNL.**

**Sub: Formation of Works Committees at SSA level – wider representation by the employees regarding**

Sir,

Reference this office letter of even number dated 9<sup>th</sup> October, 2007, regarding formation of Works Committees at SSA level.

2. In order to give wider representation to the employees in the Works Committees, it has been decided to enlarge the constitution of the Committees. The following sub-clauses and a new para on “tenure” shall form part of the circular letter under reference :-

“ 5 (d) Two members from the union(s), other than the recognised union, which secured at least 15% of votes at SSA level in the last membership verification, to be nominated by the SSA head, who in the wisdom of the SSA head, are capable of making the Works Committees discharge its functions more efficiently. The members so nominated shall (i) be only serving employees & that too working in the same SSA, and (ii) continue to be members till the validity of the current Works Committee or replaced by another member nominated by the SSA head, whichever is earlier.

6 (d) Two members from the union(s), other than the recognised union, which secured at least 15% of votes at SSA level in the last membership verification, to be nominated by the District head, who in the wisdom of the District head, are capable of making the Works Committees discharge its functions more efficiently. The members so nominated shall (i) be only serving employees & that too working in the same district, and (ii) continue to be members till the validity of the current Works Committee or replaced by another member nominated by the District head, whichever is earlier.

Tenure

7. The tenure of the Works Committees will be for a period of two years. However, consequent upon conduct of membership verification for electing a majority union of non-executive employees and grant of recognition to the majority union, Works Committees will be formed afresh in accordance with the provisions contained in Paras 5 and 6 above. The tenure of these committees will be two years or till the period of recognition of the majority union, whichever is earlier. “

3. Other terms and conditions of this office letter dated 9<sup>th</sup> October, 2007, referred to above, shall remain unchanged.

Yours faithfully,



**(Shakeel Ahmad)**  
**DDG (SR), BSNL C.O.**

**Copy for information to: -**

1. PPS CMD, BSNL
2. PPSs to All Directors, BSNL Board
3. All Sr. DDGs / DDGs, BSNL C.O.
4. BSNL Employees Union.
5. All applicant unions.
6. Guard File.