

## **VIII Trade Union Facilities**

### **A. Recognised Representative Unions**

1. Space for Notice Board;
2. Telephone facilities as per existing procedure;
3. Immunity from transfer as per existing ruling;
4. Nomination of Staff side members (proportionate representation) to the National Council, Circle Councils and Local Councils at BSNL HQrs., Circles and SSAs level respectively as per the existing guidelines and also grant of formal meetings in the form of Council meetings;
5. Facility of Special Casual Leave as per the existing procedure;
6. Deduction of union subscription from the salary of its members; and
7. Marking of copies of circulars / orders related to staff matters, such as general letters, orders, circulars, circle gradation list, etc., which are not marked as 'Top Secret', 'Secret', 'Confidential' or 'For Official Use only'.

### **B. Union securing 2% or more votes at All India basis**

1. Space for Notice Board;
2. Telephone facilities as per existing procedure;
3. Facility of informal communication of significant common interest to the management;
4. Deduction of union subscription from the salary of its members.