



**BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001**

No. BSNL/7-3/SR/2018

Dated: 26.03.2019

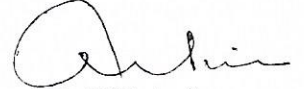
**APPEAL**

**Sub: Appeal to withdraw proposed March to Sanchar Bhawan on 05.04.2019.**

It has come to our notice through website of the Unions and Associations of BSNL that a March to Sanchar Bhawan has been organized on 05.04.2019 by some of the Unions and Associations of BSNL.

- 2 In this regard, kind attention of Unions and Associations is invited towards this office letter of even No. dated 16.02.2019 (copy available on intranet) reiterating that the collective body with the name and style ' All Unions & Associations of BSNL' is neither a body recognized by the Management nor the Management is aware of its credentials, registration as Trade Union etc. Any Union or Association or their Forum (Federation) to hold discussion on the demands of employees, the registration of such body with the appropriate authority is necessary. Any unrecognized/unregistered body (grouping of two or more Unions including non-recognised Unions) is, therefore, incompetent to raise any demand for and on behalf of the employees.
- 3 Members of Executives' Associations are officers/managers and not workmen. As such it is reiterated that as per BSNL (REA) Rules, 2014, the Associations will not join hands with Non executive unions for furtherance of their issues and/ or participate in any joint trade union action.
- 4 The attention is also invited to the fact that the conciliation proceedings before the RLC are already under way on the demands in the O/o Dy. CLC@/RLC(C), New Delhi. Thus, the present call of a March to Sanchar Bhawan is totally uncalled for.
- 5 Further, the websites of certain Unions and Associations have reported that political parties will be invited to address the proposed march on 05.04.2019 which amount to association of the employees with political parties and attracts the prohibitory provisions of BSNL CDA Rules 5(27) and (10).
- 6 It would also be worth mentioning that BSNL is passing through a very crucial phase as there is a cut throat competition in the telecom sector and it has further aggravated due to the new entrant in this field. In spite of such competition, BSNL has to generate revenue for growth of the company and also maintain goodwill of the customers. At this juncture, any agitation programme will not augur well as it not only impairs the productivity, but also affects adversely the company's image in the eyes of the customers. It is expected from each employee that he will devote his whole time and energy to improve the quality of service, customers' satisfaction and do his best for retention and acquisition of the customers. Hence, at this juncture a March would not only hamper the growth but also affect customer base. Recently BSNL has got wide attention in media causing a bit negative image of the company in the eyes of customers and such March will aggravate it..

- 7 Apart from above, it would be appreciated that the Management has been serious about the important issues raised by various Unions and Associations and is taking every possible step to improve the productivity and revenue of the company. The Management, therefore, calls upon all not to resort to any form of protest and withdraw the proposed March to Sanchar Bhawan on 05.04.2019 and make concerted efforts to bring the company again to the forefront of telecom industry.



(A.K.Sinha)

Deputy General Manager(SR)

To

1. GSs of concerned Unions & associations.
2. All CGMs, BSNL. It is requested that leave of any kind may not be granted and leave if already granted may be cancelled. Principal of 'No work No pay' against the employees who participate in the March may be applied.
3. PGM(Pers)/PGM(Admn.)/Sr. GM(Estt.), BSNL CO.

Copy for information to :

1. PPS to CMD, BSNL
2. PPS to All Directors, BSNL

Endst. No : CGMT/MH/Admn-I/Agitation/2018-19/Part-File/34

Dated at Mumbai the -- 26 /03/2019.

Copy of Appeal No. BSNL/7-3/SR/2018 dated 26-03-2019 received from Deputy General Manager (SR) ,BSNL C.O. New Delhi is endorsed for information & necessary action.

To:-

- 1] All SSA / Unit Heads of Maharashtra Telecom Circle.
- 2] All Circle Secretaries / Representatives of Unions / Associations functioning in BSNL Maharashtra Telecom Circle.



Assistant General Manager (Admn)

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