



BHARAT SANCHAR NIGAM LTD.

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

BSNL/5-1/SR/2018

Dated, the 26th August, 2019

To

General Secretaries of all the participating Unions

Sub : Guidelines regarding canvassing and prevention from defacement of building/premises during conduct of Membership Verification (MV)

During Membership Verification, it has been observed in the past that the Unions paste their posters/papers, display banners etc. at conspicuous places in the BSNL office premises and deface the official buildings in one way or the other. The defacement is quite often noticed at the entry/exit points of the building and lift lobbies etc. The defaced walls/furniture in the office premises become an eye-sore and leave shabby impression on the visitors thus tarnishing the image of the company. With this in mind, the Unions may paste or display their posters and banners at the designated places only.

2. As per the instructions issued in past vide this office letter no. BSNL/5-1/SR/2015 Vol. II dated 03.05.2016, as and when the Unions intend to organize a meeting in connection with MV, first of all prior permission of the Management shall be obtained. Management may give permission with due regard to the Rule IV(iii) of part 2 of BSNL RNEU Rules 2012 "that their member will not engage or cause other employees to engage in any Union activity during working hours, unless as provided by law, agreement of practice". This point has already been apprised to all Unions vide para 1(ii) of this office circular no. BSNL/ 5-1/SR/2012/ Vol.II dated, 11.04.2016. However the same is reiterated as follows.

" No person/official of the union will be allowed to canvass during working hours within the premises of the establishment of the company"

3. After the permission for meeting is obtained, posters/banners can be displayed in the meeting area two hours prior to the meeting. After the meeting is over, the same posters/banners should be removed within one hour. Needless to mention that the Election Commission of India has also taken a serious view of defacement of walls during the elections and impressed upon the political parties not to deface the public places.

4. In view of above, it is impressed upon all the Unions to abide by these guidelines in letter and spirit in the interest of the company.

(B.L.Kirar)

Asstt.General Manager (SR)

Endst. No : CGMT/MH/Admn-I/8th Verification/2019/63

Dated - 27/08/2019.

Copy of letter No. BSNL/5-1/SR/2018 Dated 26th August 2019 received from Assistant General Manager [SR] BSNL C.O. New Delhi is endorsed for information & necessary action.

- 1] All SSA/Unit Heads of Maharashtra Telecom Circle.
- 2] Shri K. H. Morey – DGM (Admn) & Returning Officer ,of MH. Circle , at Mumbai.
- 3] Circle Secretaries / District Secretaries of participating Unions of Maharashtra Telecom Circle.

Assistant General Manager (Admn)

दुरध्वनी - 022-49780120 फॅक्स - 49780108

Copy to :

1. PS to Director(HR) BSNL Board, New Delhi.
 2. All CGMs.
 3. GM (Admn.), BSNL C.O.
- Suitable space for pasting/display of their posters, banners etc. in connection with conduct of MV, may be earmarked to them so that the office premises are not defaced. These posters/banners must be removed immediately after conduct of membership verification. Further, while granting permission for conduct of meetings etc., it may be ensured that the time frame for display or posters, banners etc. is strictly adhered to.