BSNL EMPLOYEES UNION

Recognised Union in BSNL
(Registered Under Indian Trade Union Act 1926. Regn.No.4896)
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General Secretary

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BSNLEU/ 103 **23.06.2017**

To

Shri Anupam Shrivastava,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sir,

Sub: - ***Imposition of ban on trade union activities in BSNL – Request to intervene - reg.***

Ref: - **(1) Corporate Office letter No.BSNL/5-1/SR/2016 dated 08.03.2017.**
(2) Corporate Office letter No.BSNL/9-3/SR/2017/pt. dated 08.05.2017.
(3) Corporate Office letter No.BSNL/7-9/SR/2016 dated 19.06.2017.

We wish to bring the following to your kind notice, for necessary intervention and appropriate action.

It is well known to everyone that BSNL is one of the PSUs, wherein a very cordial industrial relation is existing between the Management and the unions and associations. During the last 4 to 5 years, many struggles have been conducted by the unions and associations in BSNL. Most of these struggles were against the anti-BSNL policies of the government. Some struggles have also taken place on staff issues. However, despite conducting struggles, the unions and associations in BSNL have significantly contributed for the revival of the Company. Many movements have been conducted by the unions and associations, like Customer Delight Year, Service With A Smile, etc., to improve the work culture of the employees and to motivate them to actively take part in the financial revival of the Company. Recently, the unions and associations gave call to the employees to work one hour extra every day, from 10th February, 2017 to 31st March, 2017 mainly to increase the revenue collection of the Company, before the closure of the financial year.

However, recently things have started changing. The BSNL Management has started treating the unions and associations as an enemy. Instruction after instruction is being given to the circles for curtailing legitimate rights of the trade unions and also for crushing their peaceful agitations. As a matter of fact, the Management has declared a war on the unions and associations. We wish to submit that all these actions are whimsical and prejudiced.

When the unions of the Non-Executives and associations of the Executives have conducted many movements jointly for the revival of the Company, order was issued by the Management, vide letter no.BSNL/5-1/SR/2016 dated 08.03.2017, banning joint action programme by the unions and associations of the Non-Executives and Executives. However, due to the timely intervention of the CMD BSNL, this order has been kept under abeyance.

Subsequently, citing an order of the Hon'ble Patiala House District Court, the Corporate Office has issued the letter under reference (2) above, banning even peaceful agitations. It is very pertinent to mention here that, the order of the Hon'ble Patiala House District Court pertains to a particular agitation. It is not an order that bans all trade union agitations in BSNL. The order of the Hon'ble Patiala House District Court is quoted out of context, and the above order has been issued, to crush all peaceful trade union agitations.

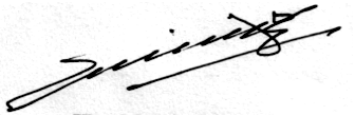
Again, another order, cited under reference (3) above, has been issued to curb peaceful trade union activities, such as dharna, hunger strike, etc. Vide this letter, the Corporate Office has instructed all the CGMs to impose “No Work No Pay” on the employees who participate in dharna, hunger strike, etc. These instructions of the Corporate Office is nothing but denial of the fundamental rights of the workers, enshrined in the Constitution of India.

In the letters cited under reference (2) & (3) above, the Management has mentioned that no agitational programme could be conducted, pending conciliatory proceedings. We wish to state that no conciliatory proceedings has been initiated by the Labour Commissioner, in connection with the agitational programme called on, for settlement of wage revision.

Finally, we would like to submit that, the unions and associations have no intension to spoil the industrial peace that is prevailing in BSNL. We wish to continue with the constructive actions, for the early revival of BSNL. However, we wish to state that the same may become impossible when attack after attack is launched on the legitimate rights of the unions and associations. We request you to kindly take necessary steps for the early restoration of normalcy.

Thanking you,

Yours sincerely,



[P. Abhimanyu]
General Secretary

Encl: Copies of letters cited under reference (1), (2) & (3).

Copy to: (1) Ms. Sujata T. Ray, Director (HR & Finance), BSNL.
(2) Shri N.K. Mehta, Director (EB) BSNL.
(3) Shri R.K. Mittal, Director (CM), BSNL.