



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/7-9/SR/2016

Dated, the 30th June, 2017

To

K Sebastin
General Secretary
SNEA

Shri P Abhimanyu
GS BSNLEU

Shri Ravi Sheel Verma
General Secretary
AIGETOA

Shri Suresh Kumar
General Secretary
BSNLMS

Shri Rewati Prasad
General Secretary
BSNLATM

Shri N Kabeer Das
General Secretary
BSNLOA

Sub: Withdrawal of all support and cooperation extended to BSNL Management by Unions/ Associations of BSNL from 01st July 2017 onwards - Reg

Ref.: Your Notice No. UA/103/11 dated 28.06.2017.

Please refer to the your notice dated 28.06.2017 on the above subject intimating thereby withdrawal of all the cooperation and support extended to the Management from 01.07.2017 onwards.

Needless to say that this type of action in concerted manner result in retardation of productivity.

It may also be noted that every employee of the company at all times has to maintain devotion to the duty and conduct in the manner conducive to the best interest of the company.

Apart from above, by such action, the very purpose of the said rules is frustrated as it will disturb seriously the harmonious environment of the company which is required essentially for maximizing the productivity.

In addition to the above all are apprised of the following sub-rules of the BSNL (REA) Rules :

- 4 (1) The association should be formed primarily with the objective of promoting the common service interest, promoting welfare measures for its members and inculcating a team spirit or otherwise improving the morale and efficiency of the executive community while keeping the interests, health and image of the organisation in proper perspective/focus through constructive approaches and positive contributions.

11 (1) The association will not do any act or assist or encourage the doing of an act which may create disaffection or dis-satisfaction amongst the employees of the organization or undermines discipline or in any way lower the prestige or image of the organization.

11(2) The association eschews completely the agitational approach, such as resorting to strikes or practices or conduct, which are likely to result in or results in cessation or substantial retardation of work, and also to coercion or physical duress.

14 (1) The association eschews completely the agitational approach, such as resorting to strikes or practices or conduct, which is likely to result in or results in cessation or substantial retardation of work, and also to coercion or physical duress. Further, the Association will not join hands with the non-executives' unions for furtherance of their issues and/or participate in any joint trade union action.

14 (10) The association shall not assist/incite in the doing of any act which, if done by an executive/officer, would contravene any of the provisions of the BSNL CDA Rules.

As regards Unions of non executives, the non cooperation and non support to Management is against the spirit of Code of Discipline provided in BSNL Recognition of Non Executives' Unions and Representation in the Councils Rules, which Unions have agreed to.

It may be appreciated that BSNL Management has always responded to the issues of Unions/ Associations positively and kept them informed about the progress of their issues from time to time.

As such all concerned are advised to withdraw the above said notice dated 28.06.2017 and cooperate with Management for growth and productivity of company.



(A K Sinha)
Dy. General Manager (SR)

Copy to:

1. PS to CMD, BSNL CO.
2. PS to All Director's, BSNL CO.
3. All PGMs/ Sr.GMs/GMs BSNL CO.
4. All CGMs BSNL.
5. GM (Admn) BSNL CO.
6. CLC, New Delhi alongwith copy of notice.
7. RLC(Central) , New Delhi alongwith copy of notice