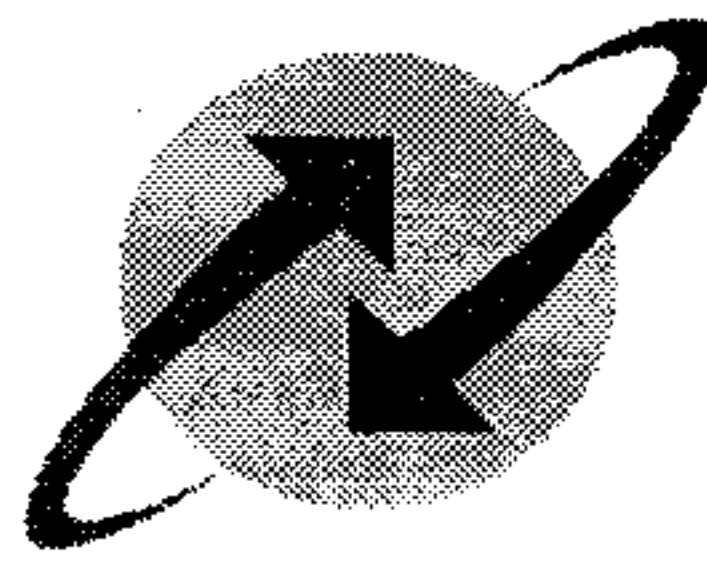




BHARAT SANCHAR NIGAM LTD.
SR CELL, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/39-10/SR/2008

Dated, the 21st October, 2016

To

All Chief General Managers,
BSNL.

Sub: Issue of Contract labours and the role of Unions in BSNL.

Sir,

With reference to the subject mentioned above it is reiterated that while keeping in mind the fact as a Principal employer, it is our duty to ensure implementation of various statutes with regard to contract labourers. It also needs to ensure that no negotiations/discussions are held with any union in BSNL including the recognized union for the issues related to contract labourers and also that no such issues should be allowed to be discussed in the circle/local councils level. Any complaint or queries for contract labour shall be taken up with the contractor as per terms and conditions of contract with due regard to labour laws

2. It may therefore, be taken into consideration by all concerned in BSNL.

Yours faithfully,

(A.K. Sinha)
DGM (SR),
BSNL C.O.