

intolerant mindset of the BSNL Management, since it is afraid that such programmes would expose it's failures to take appropriate actions to revive the Company.

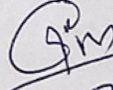
(c) Demonstration, Dharna, Hunger fast etc are demonstrative actions to express the fundamental rights to protest. In such programmes, very limited employees are only participating. Such demonstrative actions cannot be termed as a strike as it does not affect the services and lead to cessation of work.

(d) The Hon'ble Supreme Court of the country has delivered many judgements, which have reiterated that, **the right to peaceful protest is the fundamental right of every citizen**. The 3 day dharna organised by the AUAB was nothing but a peaceful protest action, by the BSNL employees. **Being the citizens of India, the right of BSNL employees to organise peaceful protests, has been guaranteed by the Hon'ble Apex Court of the country**. Hence, the BSNL Management has got no right to stop the employees from participating in peaceful protest actions, or to penalise them by imposing pay-cut for participating in such programmes.

In view of the foregoing, we demand the BSNL management to immediately withdraw the letter cited under reference, since it is a violation of the order of Hon'ble Supreme Court of India and also infringes on the fundamental right of BSNL employees for peaceful protest actions.

Thanking you,


Yours sincerely,

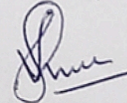
  
(CHANDESHWAR  
SINGH)  
CS, NCTE

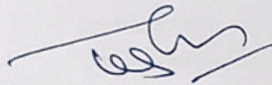
N. D. Rao Ram

(N. D. RAM)

G.S. SEWA BSNL

  
SEBASTIAN K  
CS/SEWA

  
(SURBESH KUMAR)  
CS BSNLMS



(K JAYAPRAKASH)

G.S. NUBSLW (FNTD)

Private Board  
(Private Board)  
AGS BSNL ATM

Copy to: 1. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for information and n/a pl.  
2. Smt. Anita Johri, Sr GM(SR), BSNL CO for information and n/a pl.