

	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-110001
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No. BSNLCO-SR/16(12)/1/2025-SR

Date: 04.10.2025

APPEAL

To,

Sh. M.S. Adasul
GS, SNEA.

Sub: Appeal to withdraw lunch hour demonstration on 06.10.2025.

Ref: (1) Letter No. Unions and Associations of BSNL/CHQ/2025/CGM TN issue dated 23.09.2025.
(2) No. BSNLCO-SR/16(12)/1/2025-SR dated 01.10.2025

I am directed to refer to your letter under reference regarding the proposed **Lunch Hour Demonstration on 06.10.2025 at all OA, BA, Circles, and BSNL Corporate Office Headquarters**, and the appeal issued by this office vide letter dated 01.10.2025.

2. As aware, Management has consistently issued advisories and appeals to Associations to refrain from resorting to any form of agitation or demonstration drawing reference to the rule provision on this subject and the situation of the Company.
3. It is also reiterated that executives do not fall within the definition of "workman" under Section 2(s) of the *Industrial Disputes Act, 1947*. Therefore, any strike or demonstration undertaken by executives would not only be in violation of the said Act, but would also contravene the provisions of the BSNL CDA Rules.
4. You are reminded that the collective forum called "All Unions and Associations of BSNL" is not a body recognized by BSNL Management, and its credentials or registration as trade union/federation are not known. As per norms, only recognized Associations are entitled to raise issues and hold formal meetings with Management.
5. While BSNL Management, in the interest of industrial peace, has engaged in occasional discussions in the past even with non-recognized Associations, such engagements do not imply recognition or entitlement to formal facilities.
6. Recognized Executive Associations are extended the facility of formal meetings under the BSNL Recognition Rules. Their alignment or joint action with unrecognized unions or with non-executive unions, is against the spirit of the recognition framework and not permissible.
7. Any joint discussions involving both recognized and unrecognized entities undermine the purpose of the Membership Verification process, which is designed to determine representative status. Accordingly, the Management will continue to hold formal discussions only with recognized Non-Executive Unions and recognized Executive Associations, and that too separately on issues concerning their respective cadres.
8. Executive Associations are not permitted to align or act jointly with Non-Executive Unions or to participate in any form of joint trade union action.

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9. Any participation in demonstrations or similar agitational activities is strictly prohibited under Rule 5(23) and Rule 8 of the BSNL CDA Rules, and may attract disciplinary action as well as wage deduction under the principle of *"No Work, No Pay."*

10. In light of the above, the Management appeals to your Association to withdraw the proposed Lunch Hour Demonstration scheduled for 06.10.2025, and to extend full support toward the financial revival and sustained growth of the company.

This is issued with approval of competent authority.


(Asha Bawalia)
DGM (SR)

Copy for kind information to:

1. PPS to CMD, BSNL
2. PS to Director (HR).
3. All CGMs, BSNL, for kind information and necessary action please.