



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 -3/SR2018

Dated, the 01.03.2019

Appeal

Sub: Lunch Hour demonstration on 01.03.2019 in protest against non-payment of salary –
Appeal reg.

It has come to our notice through website of some of the Unions and Associations of BSNL have given a call for Lunch Hour demonstration on 01.03.2019 in protest against non-payment of salary for the month of February 2019.

2. It is mentioned that the payment of salary will be resolved by BSNL at the earliest. However you may remember that Management has time and again has been stating that BSNL is facing acute financial crisis due to cut throat competition and such activities at this stage will further worsen the situation. It was also reiterated that repeated strikes and demonstrations will hamper the productivity and deepen the financial crisis which may even jeopardize disbursement of salary. Kindly appreciate that in spite of the financial crunch the Management has so far managed to disburse the salary in time and in future also it will be the effort to disburse salary in time.

3. It is also informed that the proposal for revival of BSNL and sanction of loan etc. are under active consideration of DoT and outcome may be expected shortly. When things are moving in positive direction and process for it is already underway, it is expected from every employee to cooperate with the Management.

4. It may kindly be noted that the collective body with the name and style 'All Unions & Associations of BSNL' is neither a body recognized by the Management nor the Management is aware of its credentials, registration as Trade Union etc. Any Union or Association or their Forum (Federation) to hold discussion on the demands of employees, registration of such body with the appropriate authority is necessary. Any unrecognized/ unregistered body (grouping of two or more Union) is therefore incompetent to raise any demand for and on behalf of the employees.

5. Members of Executives' Associations are officers/ managers and not workmen. It is reiterated that as per BSNL (REA) Rules 2014, the Association will not join hands with Non Executive Unions for furtherance of their issues and/ or participate in any joint trade union action.

6. It is a fact that company is facing toughest ever competition with Private Telecom Service Providers. In spite of such competition, BSNL has to generate revenue for growth of the company and maintain goodwill of the customers. At this juncture it is mentioned that any protest will not augur well as it, not only impairs the productivity, but also affects adversely the company's image in the eyes of the customers. It is expected from every employee that he will devote his whole time energy to improve the customers' satisfaction and quality of service and do best for retention and acquisition of the customers. The Management, therefore, calls upon all concerned to avoid any protest/demonstration programme and join hands with the Management in its efforts to restore the pristine glory and focus on revenue growth of the company.



(A.K. Sinha)

DGM (SR), BSNL C.O.

To,

1. GSs of concerned Unions & Associations.
2. All CGMs, BSNL
3. PGM (Pers)/PGM (Admn) /Sr. GM (Estt), BSNL CO.

Copy for information to:

1. PPS to CMD, BSNL.
2. PPS to Director (HR) BSNL