



**BHARAT SANCHAR NIGAM LTD.**

**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/7-13/SR/2011

Dated, the 9<sup>th</sup> December, 2011

To

**Shri Chandeshwar Singh,  
Convener,  
BSNL Workers Alliance,  
New Delhi.**

Sub: Notice for one day strike on 15<sup>th</sup> December, 2011 - regarding

Ref: BSNL Workers Alliance letter no. TF-38/3 dated 19.11.2011

Sir,

This has reference to BSNL Workers Alliance letter no. TF-38/3 dated 19.11.2011 giving a notice for one day strike on 15<sup>th</sup> December, 2011 in support of your demands.

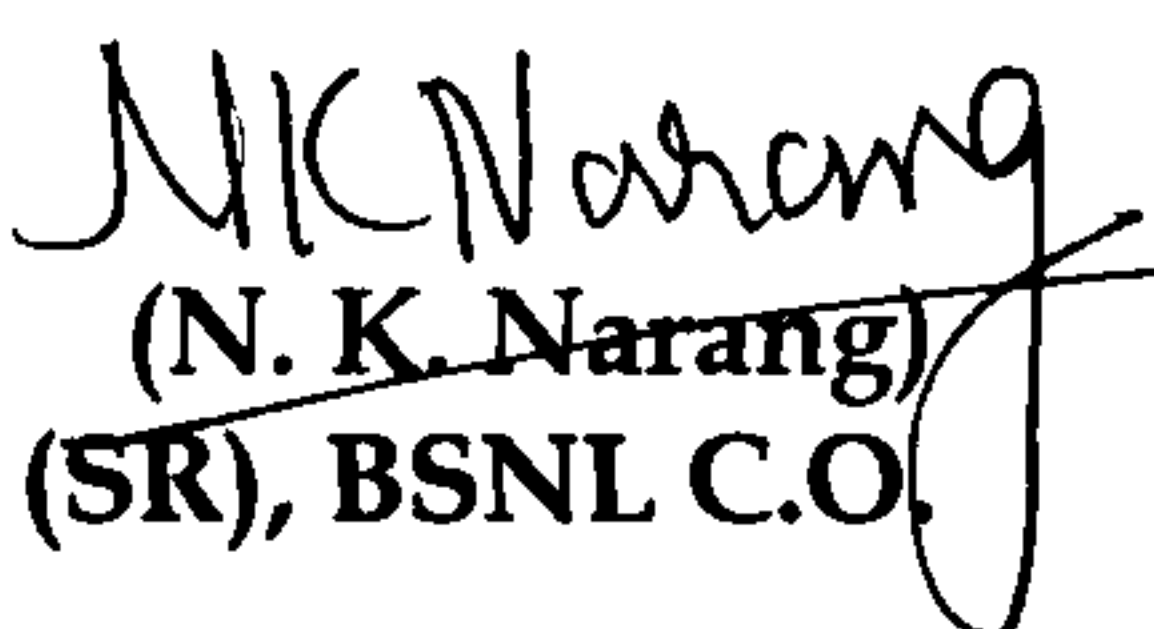
2. You would appreciate that the management is holding discussions with the unions and associations from time to time on most of the issues raised by the BSNL Workers Alliance in its notice referred to above. While commenting on the issues, I would like to inform you that the management is contemplating introduction of VRS with a view to ensure sustainability of the company, however the issue is still with the administrative ministry, but no final decision has been taken so far. Further, repatriation of Group 'A' officers has already started and 387 officers have so far been repatriated and the remaining will be repatriated in a phased manner with a view to ensure uninterrupted services to our customers. On the issues of restoration of Medical Allowance, Leave encashment, etc., management had to take certain decisions keeping in mind the financial position of the company. Further, it has already been conveyed to you that the Company decided to defer implementation of the benefit of 78.2% of IDA merger for pay fixation till the Company's financial position improves considerably and there are visible signs of recovery.

3. The Forum has also taken up certain issues which relate to the Government. On the issue of pension contribution to DOT only on actual basic pay instead of maximum of pay scale, BSNL has already been taken up with the DOT and recently CMD BSNL has written a d.o. letter to Secretary (T) on 19.8.2011. In such a situation, when management is striving to resolve the internal issues and is in touch with DOT on issues related to Government, any kind of agitational action by the BSNL Workers Alliance is totally unwarranted and uncalled for.

4. Needless to mention that when the company is facing stiff competition from other private operators and its revenue has gone down considerably, any agitational approach by the unions and associations will not only affect its financial viability, but also help its competitors and alienate the consumers from BSNL. Keeping these factors in mind, on behalf of the management, I sincerely request you to withdraw your notice for the

proposed agitational programme and attend a meeting with Director (HR), BSNL Board in the 3<sup>rd</sup> floor Board Room at 1530 hrs. on 12<sup>th</sup> Dec., 2011 for resolution of the demands.

Yours faithfully,

  
(N. K. Narang)  
PGM (SR), BSNL C.O.

Copy to :

1. CMD, BSNL / Director (HR) - For kind information Pl.
2. DDG (SR), DOT - with a copy of the strike notice received from the BWA.
3. CLC (C), New Delhi - with a copy of the strike notice received from the BWA and with the request to intervene in the matter.
4. Sr. GM (Pers.)/GM (Admn.), BSNL C.O.
5. All CGMs - Efforts are being made to persuade the union leaders to withdraw their notice for the proposed one day strike on 15<sup>th</sup> December, 2011. In case, the BWA finally resorts to holding of strike, it is requested that necessary steps may be taken to maintain the office discipline and provision of uninterrupted services to our customers including applying the principle of 'no work no pay' against the employees participating in the said agitational programme.