



**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  
Dated: 06 July, 2018

No. BSNL/7-2/SR/2018

**To**

- 1. All CGMs, BSNL**
- 2. GM (Pers.), BSNL C.O.**

**Sub: Maintenance of services and office discipline in view of agitational programme from 09.07.2018 by SNEA- Regarding.**

Ref.: Notice dated 04.07.2018 and the information published on SNEA website on 04.07.2018.

**Sir,**

Please refer to communication under reference of SNEA wherein following agitational programme has been intimated:

"In case management does not accept our demand for parity in promotions in all the equivalent cadres in all the streams, we will be forced to go for agitation on very short notice, even without completing the formalities, from next Monday, 09.07.2018 onwards"

2. As all are aware that Management has time and again been issuing advisories/ appeals to the Unions/ Associations not to resort to any agitational programme inter alia in view of pending conciliatory proceedings before the RLC. Thus, the above aforesaid agitation programme is in violation of provision of Section 22 of ID Act 1947 and is illegal.

In addition, the Hon'ble Patiala House Court at New Delhi has also passed an interim injunction order "restraining them from further intensifying the ongoing strike so as to impede the functioning of the BSNL..." (conveyed vide this office letter dated 08.05.2017). Despite all the advisories / appeals made by the management, there is no intimation of withdrawal of above said programme on 09.07.2018.

3. Apart from above, efforts are being made by Management to convince the SNEA and AIBSNLEA Associations to withdraw the above agitation programmes and issued appeal. However, in order to handle the situation that may arise due to the agitation, it is advised that appropriate action may be taken in accordance with the instructions issued from time to time, which may include :

- a) Non-grant of any kind of leave.
- b) Cancellation of leave if already granted for the proposed agitation programme. However, in exceptional circumstances, leave applied for can be granted for genuine reasons subject to the personal



satisfaction of the leave sanctioning authority and with prior approval of next higher authority. Leave should always be refused i/c permission to leave headquarter when an employee wants it for participating in any such agitation programme. In cases where after obtaining leave on some other pretext an employee participates in any such agitation programme, suitable disciplinary action should be taken against him for dereliction of duty.

- c) Principle of "No Work No Pay" against those employees who participate in the agitation programme.
4. In view of the above, a compiled status report on the agitation on 09.07.2018 onwards may be furnished by the Circles/ PGM (Pers) ( in respect of Corporate Office units) to the SR Cell, Corporate Office positively everyday as per the prescribed proforma.

SSAs and units of Corporate office should not send the report direct to SR Branch, BSNL CO. The email address and Fax number for sending the report to BSNL CO are :

**E mail address** : agmsr2016@gmail.com **Tele**: 011-23037608 / 7493  
**FAX** : 011 23734338

It is requested to ensure strict compliance of the above instructions.

Yours faithfully,



(A.K.Sinha)

**DGM (SR), BSNL C.O.**

Copy for info to :

1. PS to CMD, BSNL
2. PS to All Director's, BSNL.
3. All PGMs/Sr.GMs /GMs, BSNL C.O.
4. CLC, New Delhi, for kind information please.
5. RLC, New Delhi is requested to necessary instructions as it amounts to wilful contravention of the provisions of ID Act.