



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/39-1/SR/2018

Date : 08 .04.2019

To

1. All Chief General Managers,
Bharat Sanchar Nigam Limited.
2. PGM (Personnel), BSNL C.O.

Subject: Deduction of salary for strike period held from 18.02.2019 to 20.02.2019 - reg.

Some of the Associations/Unions (AIBSNLOA, SEWA & FNT0) have represented (copy enclosed) that they have either not served any notice to participate in the strike or deferred the strike held from 18.02.2019 to 20.02.2019 .They have further informed that at some places, their members were willing to perform their normal duties but due to some unavoidable circumstances (like locking of Office Gates, controlling officer on strike etc.), they could not perform their normal duties. In some cases, as claimed, reporting officers have also confirmed their presence on duty. Despite this, their salary has been deducted.

In view of the representations regarding their member's non participation in strike, the matters needs to be examined with due regard to the facts of each case and their salary may be revised accordingly if deduction was not to be done.

Encl: As above.

(Pardeep Kumar)

Assistant General Manager (SR)

Tel. No.011-23037492

UNI

INTUC



NATIONAL UNION OF BSNL WORKERS (FNTO)



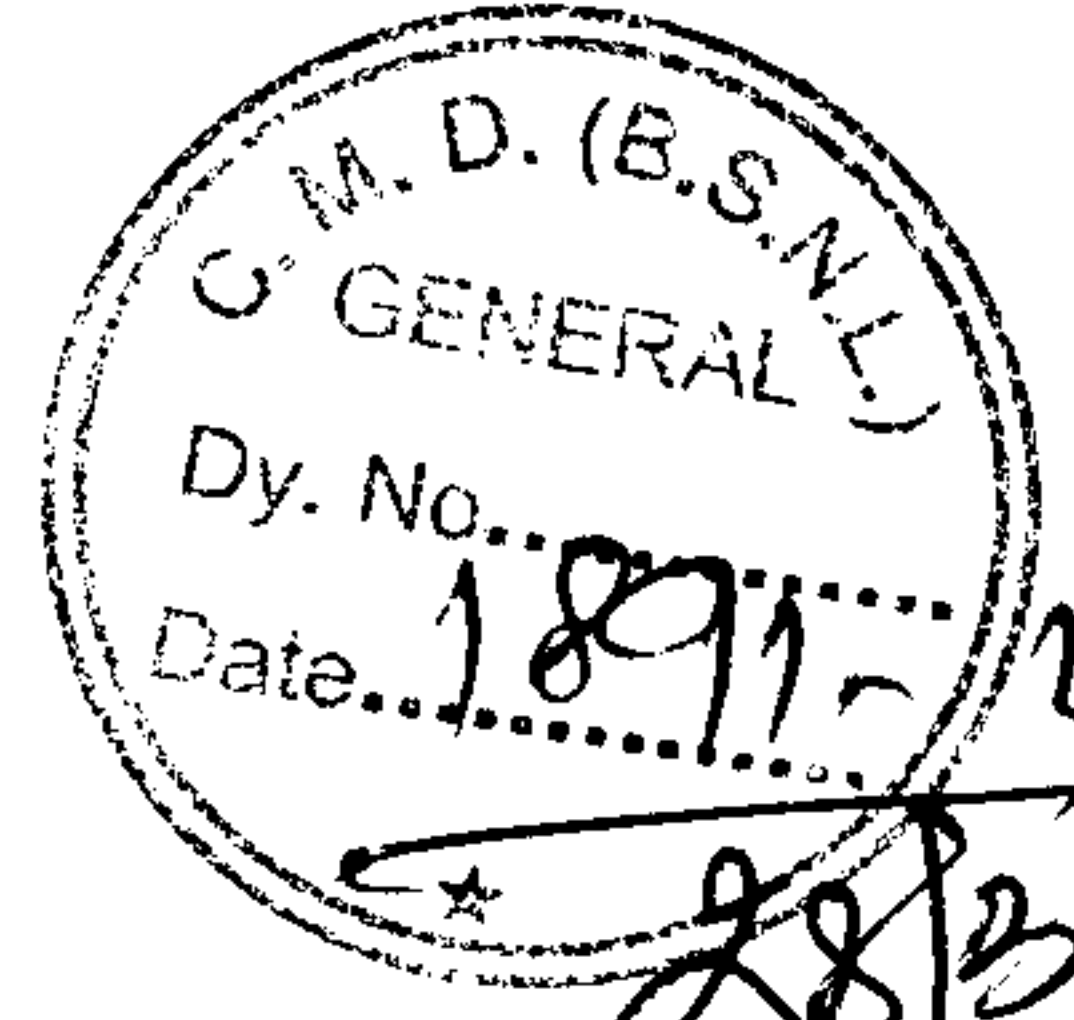
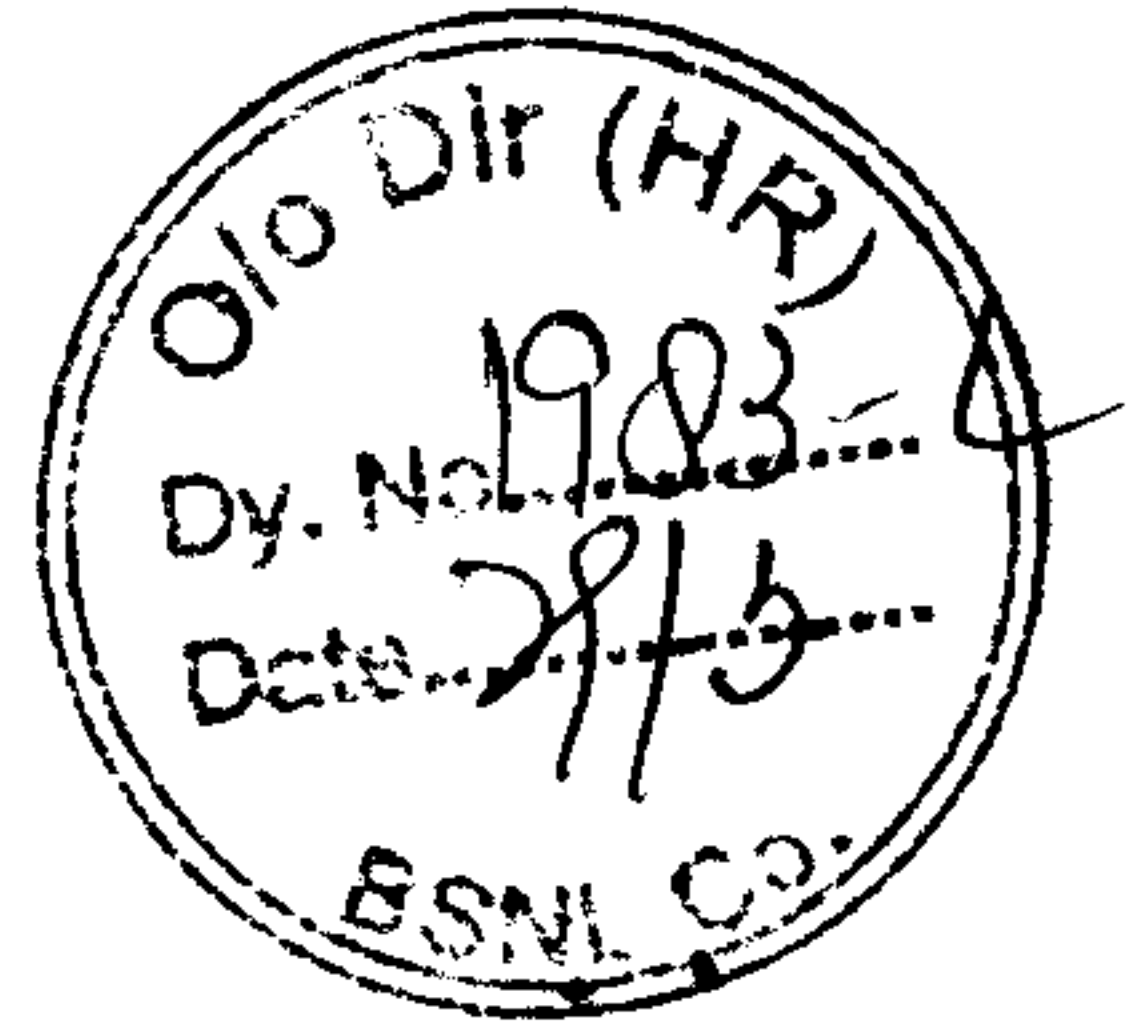
(Regd. No. 4897)

CHQ T-16, Atul Grove Road, New Delhi-110001, Phone/Fax : 011-23358891
Mobile 09968854636 E-mail : fntochqnewdelhi@gmail.com, jayaprakashgfnto@gmail.com
(camp Office at Hyderabad - 094400 75366)

No NU/CHQ/ 162

Dated 27-03-2019

To,
The General Manager (SR),
Bharat Sanchar Nigam Limited,
New Delhi 110001,



Sub: - Deduction of salary for strike period from 18-02-2019 to 20-02-2019
Regarding.

Respected Sir,

This has reference to our letter No. Agitation/BSNL/2019 Dated 15-02-2019 where in it was intimated that "we have deferred agitational program considering present situation in BSNL". And as such the National Union of BSNL Workers (FNTO) had not participated in strike w.e.f. 18-02-2019 to 20-02-2019.

It is however, noticed that salary for the strike period is being deducted from the members of FNTO. For example in Andhra and Telangana Circles the absentee statement was prepared and sent for salary purpose. The members/workers shown in the absentee statement on duty are members of FNTO. It is a matter of great concern that salary is deducted for those also who are shown on duty.

It is therefore, requested to kindly issue directions to all Circle Heads not to recover the salary of FNTO workers/members since they have not participated in the strike and also request to take action against the concerned who have deducted salary of members/workers who were on duty.

With regards,

Yours Sincerely

(K. Jayaprakash)
General Secretary

Copy to.

1. CMD BSNL New Delhi for information & necessary action please.
2. Director Finance BSNL New Delhi for information & necessary action please.
3. Secaratry DOT New Delhi for information & necessary action please.

Handwritten notes:
Din (HR)
2/4
28/3/19

Handwritten signature:
Sh. Pardeep
4/4/19

Handwritten note:
GM (SR)



SC/ST EMPLOYEES WELFARE ASSOCIATION OF BSNL (SEWA)

(The Recognised Association in BSNL. Regn. No. S/58891/07 Delhi)

CENTRAL HEAD QUARTER



Chief Advisor

P.N. Perumal

M. : 09444545696

President (CHQ)

V.K. Paswan

M. : 09431173777

Finance Secretary

S. Titussam

M. : 09486102676

General Secretary

N.D. Ram

M. : 09868094176

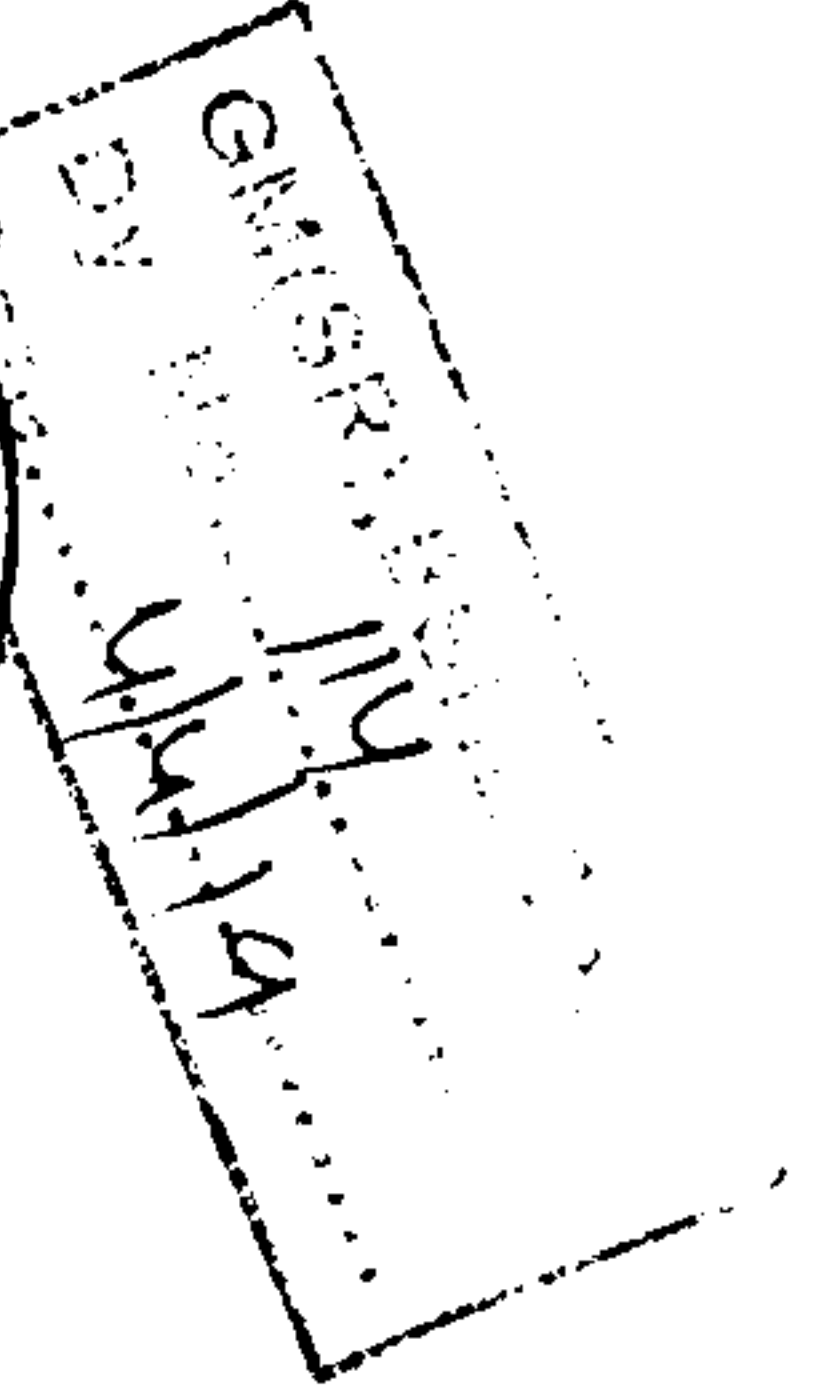
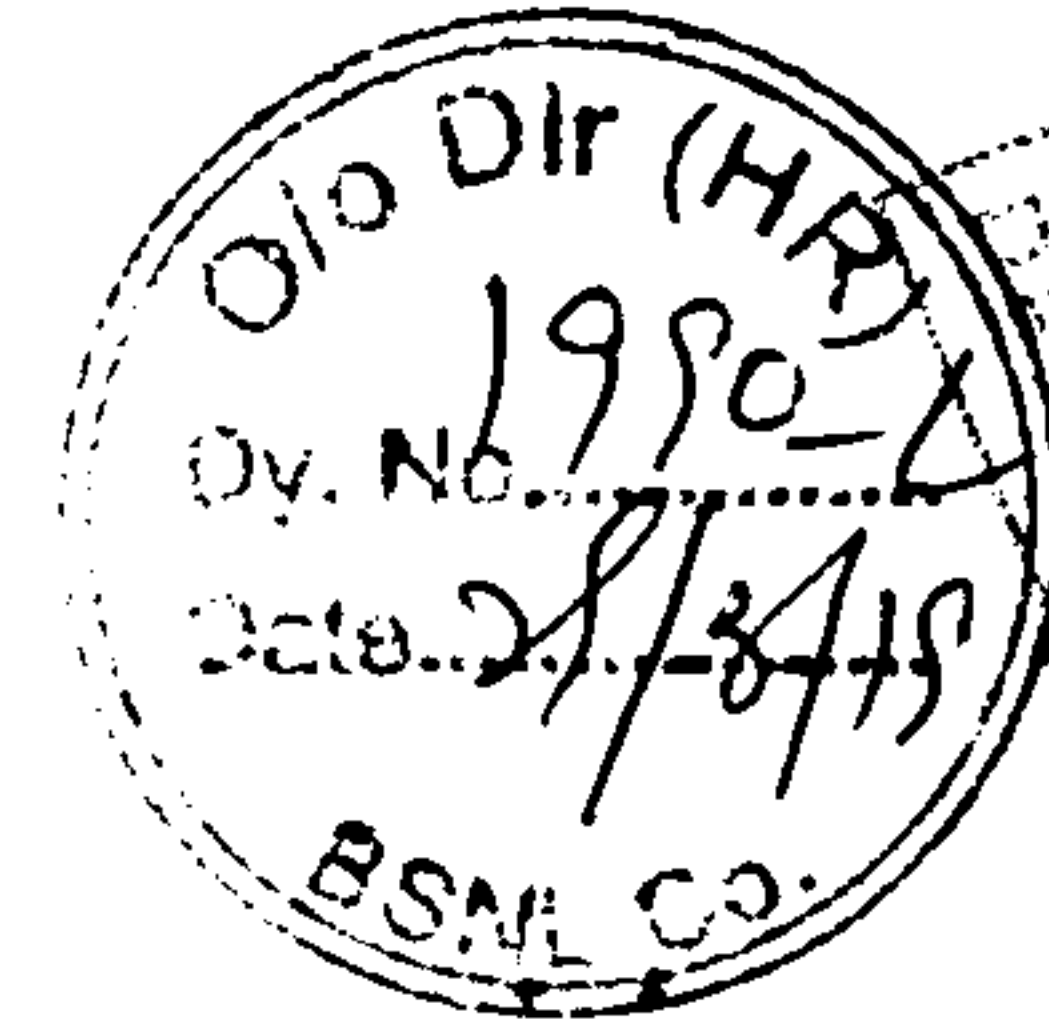
SEWA CHQ /DIR (HR)/Strike/2018-20

Date- 28.03.2019

To,

The Director (HR)

BSNL Corporate Office,
Bharat Sanchar Bhawan,
New Delhi- 110001



Sub:- Request to mark "ON DUTY" to all SEWA Members during the strike period from 18.02.2019 to 20.02.2019- reg.

Respected Madam,

Kindly refer our SEWA BSNL CHQ letter No. SEWA BSNL CHQ/2018-21 dated 14.02.2019. As, the 3 days strike called by unregistered and unrecognized AUAB as ended with much tribulation and uncertainty on the attendance of SEWA members all over India, we put forth the below mentioned points for your consideration to ascertain the actual events of strike period and accord "ON DUTY" to all SEWA members of All Circles.

1. We are disheartened and very saddened to inform you that even after repeated instruction from DOT and BSNL Corporate Office, the entire BSNL office atmosphere of throughout India was completely hijacked and the members of SEWA BSNL were prevented from attending their regular duty. Most of the exchanges were remained closed and unionists of the AUAB intimidate the members of SEWA from entry in to office premises. No police personal was seen for the protection of BSNL Employees in any of the BSNL premises in entire country and this has caused huge apprehensions and resentments among the members of SEWA BSNL.

2. Despite the proper guidelines and instructions received from the Corporate Office and DOT regarding the maintenance of service and office discipline during the strike period, the congenial office atmosphere of all Circles was completely havoeked, thus paved way for the fierce agitators to further rampage and intimidate the innocent SEWA members, as there was no police protection. It was also noted that some of the agitators were intoxicated with alcohol in the office premises during the strike period.

3. As per the instructions issued from BSNL Corporate Office and DOT vide letter No.

- BSNL/7-3/SR/2018 dated 13.02.2019
- BSNL/7-1/SR/2018 dated 16.02.2019
- DOT's letter RJ-A/01-39/Strike/2018/25 dated 16.02.2019
- F.62-2/2018-Ssu (Pt-3) dated 15.02.2019, there was

: **Correspondance** :

CHQ. : D-3, Atul Grove Road, Behind Eastern Court, New Delhi-110001, Telefax : 011-23321792

Email : jaibheem@sewabsnlchq.com, Website : www.sewabsnlchq.com

- The BSNL Circles has failed to provide the police protection to the working employees.
- No action was taken against the agitating employee who obstructs the willing employee from entering the office premises or performing their duty (or) misbehaving with them.
- No preparatory work was done by the BSNL Circles to ensure the safety of the working employees during strike period.
- No control room was formed in many BSNL Circles/SSAs, thus putting the "willing to work" employees in standstill status as they were not aware "where to report" and "whom to report".
- No ESMA act was evoked to maintain the service anywhere or in any Circle as per the instruction of BSNL CO.
- No disciplinary action was taken against the agitating employees who have violated BSNL CDA rules.

Thus it is a complete failure of BSNL Circles to abide by the inbound instructions of higher-ups to protect and safeguard the willing employees to attend their duty. As a result, huge number of SEWA members were threatened in all Circles and prevented from attending office as the members feel the sense of insecurity and fear of imperilling at office premises and there was no one to protect them in case of any untoward incidents.

4. Management has not adhered/abide by any of the strike rules or instruction issued from BSNL Corporate Office time to time in this matter. Even the basic police protection to the staff members, who do not participate in the strike and want to perform their duty was not provided and rather a free hand was given to AUAB (agitators) to further percolate and sabotage the office premises.

5. Further it was learnt that the officers responsible (office in –charges as they belong to Executive Associations) in the administration were also under strike, hence members of SEWA BSNL, who were willing to attend the office during the striking period called by the DEFACTO AUAB was deliberately marked absent by this office in-charges on communal Aversion and biased Union/Association mind.

Therefore in light of all above, it is earnestly requested and to instruct all Circles to mark "ON DUTY" to all members of SEWA BSNL in all Circles.

It is also further requested your kind self to take/initiate disciplinary action against the agitators who unlawfully locked the office premises to desist and coerce the willing employees to do their normal duty so that it will be a deterrent for the others to do such heinous and unlawful act. This kind of act even warrants legal action under Prevention of Atrocity act 1989 as most of the SC/ST employees across the Country were abused, manhandled and coerced from attending their normal official duty.

Madam, protecting and safeguarding the rights of an SC/ST employee is an utmost task to be accomplished in an organization as it deals with the development of a community to attain the egalitarian society as envisaged by GOI. In this view we request you to protect each and every employee of BSNL from further harassment and ill-treatment by AUAB and mark "ON DUTY" during strike period to all SC/STs of all Circles.

Hoping for the justice at your end.

Thanking You

With kind regards,

Sincerely Yours,



N.D.RAM

General Secretary

Copy to:-

1. The **Chairman, Parliamentary** Committee on the welfare of SC/STs, Parliament house, New Delhi.
2. The **Chairman NCSC** Govt. of India New Delhi.
3. The **Chairman NCST** Govt. of India New Delhi.
4. The **Secretary, DOT**, Ministry of Telecommunication, New Delhi.
5. The **CMD, BSNL CO**, New Delhi
6. The **GM (SR) & Nodal Officer for SC/STs** BSNL CO, New Delhi.
7. The **GM & CLO (SCT)** BSNL Corporate Office, New Delhi.



ALL INDIA
BHARAT SANCHAR NIGAM LIMITED
OFFICERS' ASSOCIATION
CENTRAL HEAD QUARTER
AD-87 B, PITAMPURA, DELHI-110034

PRESIDENT
P. RAMACHANDRAN
MOBILE: 9444903777

No. AIBSNLOA/CHQ/2019/15

FINANCIAL SECRETARY
V. K. SHARMA
MOBILE: 9868174965

GENERAL SECRETARY
RAKESH SETHI
MOBILE: 9868210449

Dated: 29th March 2019

To

Shri A. M. Gupta,
General Manager (SR),
BSNL Corporate Office,
New Delhi.

Subject: Unwarranted and wrong deduction of salary for strike period i.e. 18th to 20th February 2019 from members of AIBSNLOA by the circle administration, UP West - regarding

R/Sir,

You are quite aware of the facts that AIBSNLOA has neither given any notice for strike nor had directed its members to participate in the strike held on 18th to 20th February 2019. However, our Circle Association, UP West has brought to our notice that the UP West circle administration has issued instruction for deduction of salary for strike period for all the employees including our members.

In this regard, UP West circle administration wants us to get a letter from BSNL Corporate Office that AIBSNLOA has not given any notice for strike during the said period. Further this is for your kind information that during the strike period our members were on duty and their controlling officers have also reported the same.

3. In view of above, it is requested to kindly intervene in this matter and issue necessary instruction to all field units, including UP West circle, for not deducting salary for strike period from our members. An early action at your end is highly solicited.

With kind regards,

Yours sincerely,

(Rakesh Sethi)

General Secretary

D/Gen (SR)
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29/3
Surandeep
Alor
29/3/19