

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

No: UA/2020/37

24.09.2021

To

Shri P.K. Purwar,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sir,

Sub: - *Severely condemning the letter issued by the BSNL Corporate Office, denying the basic democratic rights of the BSNL employees, with the view to sabotage the 3 day Dharna programme organised at Jantar Mantar, by the AUAB - AUAB demands immediate withdrawal of the letter – req.*

Ref: - BSNL letter no. BSNL/7-3/SR/2018 dated 17.09.2021.

With reference to the letter cited above, we would like to draw your kind attention to the following, for favour of appropriate action.

The All Unions and Associations of BSNL (AUAB) organised a 3 day dharna programme at Jantar Mantar, from 21.09.2021. The programme was organised, demanding settlement of the issues related to the revival of BSNL, like immediate launching of 4G service by BSNL and other issues approved by the Govt on 23.10.2019 in the BSNL Revival package, as well as settlement of the long pending issues of the employees. However, the BSNL Corporate Office issued retrograde and illegal instructions, vide letter cited under reference, with the view to sabotage the dharna programme. The aforementioned letter carried the following instructions to the CGMs: -

- (1) No leave of any kind should be granted to the employees.
- (2) Leave of any kind should be refused, including permission to leave the Head Quarters for participating in the dharna at New Delhi.
- (3) Leave already sanctioned, should be cancelled.
- (4) The principle of "No Work No Pay" should be adhered to.


We severely condemn the above mentioned instructions issued by the Management, with the sole aim of sabotaging the 3 day dharna programme, organised by the AUAB at New Delhi to protect the Company's interests. We demand that this letter should be withdrawn immediately, on the following grounds: -


- (a) The AUAB did not organise any strike action on 21st, 22nd & 23rd September, 2021. What was organised by the AUAB was only a simple protest action, in the form of a dharna. Even a lay man will understand that, a dharna does not constitute a strike action. Thus, ordering the CGMs to impose pay cut on the participants of the dharna, only exposes the feudal and dictatorial mindset of the BSNL Management.
- (b) Further, out of the 65,000 BSNL employees, only around two hundred would participate in such a programme. Thus, the participation of two hundred employees in the dharna programme will not affect the services in any manner. The Management very well knows this. Still, it has issued retrograde instructions to break the dharna. This only reveals the

intolerant mindset of the BSNL Management, since it is afraid that such programmes would expose it's failures to take appropriate actions to revive the Company.

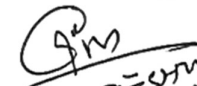
- (c) Demonstration, Dharna, Hunger fast etc are demonstrative actions to express the fundamental rights to protest. In such programmes, very limited employees are only participating. Such demonstrative actions cannot be termed as a strike as it does not affect the services and lead to cessation of work.
- (d) The Hon'ble Supreme Court of the country has delivered many judgements, which have reiterated that, **the right to peaceful protest is the fundamental right of every citizen**. The 3 day dharna organised by the AUAB was nothing but a peaceful protest action, by the BSNL employees. **Being the citizens of India, the right of BSNL employees to organise peaceful protests, has been guaranteed by the Hon'ble Apex Court of the country**. Hence, the BSNL Management has got no right to stop the employees from participating in peaceful protest actions, or to penalise them by imposing pay-cut for participating in such programmes.

In view of the foregoing, we demand the BSNL management to immediately withdraw the letter cited under reference, since it is a violation of the order of Hon'ble Supreme Court of India and also infringes on the fundamental right of BSNL employees for peaceful protest actions.



(P. ASHIMANYU)
G.S. BSNL CO



(K. JAYAPRAKASH)
G.S. NUBSNL W (FMTD)
Private Board
(Private Board)
AGS BSNL ATM

Thanking you,
Yours sincerely,


(CHANDESHWAR SINGH)
G.S. NRTB

N. D. Deo Ram
(N. D. RAM)
G.S. SEWA BSNL


SEBASTIAN K
G.S. SNEA


(SURESH KUMAR)
G.S. BSNL CMS

Copy to: 1. Shri. Arvind Vadnerkar, Director(HR), BSNL Board for information and n/a pl.
2. Smt. Anita Johri, Sr GM(SR), BSNL CO for information and n/a pl.