



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/ 503 (CDR)

11.11.2020

To,

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

Sir,

Sub: - **Amendment to the CDA Rules, to compulsorily retire employees who have either attained 50/55 years of age or who have completed 30 years of service - expressing our stiff opposition to the amendment and requesting to repeal the amendment – req.**

Ref: **Letter no.BSNLCO-RSTG/18(11)/2/2020- RSTG dt. 06-11-2020.**

We wish to bring the following to your kind notice, for favour of information and necessary action.

The Corporate Office, vide letter cited under reference, has issued amendment to the CDA Rules. According to this amendment, the existing Rule 55 (ii) (b) has been deleted. In its place, Rule 55(A) has been inserted.

According to the newly inserted Rule 55(A), it is stated that, the company has the absolute right to prematurely retire an employee, who has completed 50 / 55 years of age, or an employee who has completed 30 years of service.

BSNL Employees Union, being the Main Recognised Union in BSNL, stiffly opposes the aforementioned amendment to the CDA Rules. The newly inserted Rule 55(A) empowers the Management to arbitrarily retire an employee, without giving an opportunity to defend themselves against any allegation /charge.

The aforementioned Rule 55(A) is having its genesis in the draconian provisions, contained in the Service Rules put in place by the British Imperialists, for dismissing any employee without conducting a proper enquiry. Presently, we are living in independent India, which is being ruled based on the principles of a democratic Constitution. Hence, compulsorily retiring any employee, without providing an opportunity to defend themselves, is against the spirit of our Constitution.

We are of the firm opinion that, reasonable opportunity should be given to any employee, to defend themselves from any allegation. Prematurely retiring any employee, under the aforementioned rule 55(A) will be denial of the principles of natural justice. Further, there is every possibility that, this provision can be misused to victimise trade union leaders.

In view of the foregoing, we demand that the amendment made to the CDA Rules, vide the Corporate Office letter cited under reference, should be withdrawn immediately.

Thanking you,
Yours Sincerely,

[P. Abhimanyu]
General Secretary

Copy to: (1) Shri Arvind Vadnerkar, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(2) Shri Manish Kumar, GM (Restr.), BSNL C.O., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(3) Shri A.M.Gupta, GM (SR), BSNL Corporate Office, Bharat Sanchar Bhawan, Janpath, New Delhi – 01