



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

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BSNLEU/521 (LEAVE)

20.10.2023

To,

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

Sir,

Sub: - **Deduction of salary for early departure and late attendance – requesting to review the harsh provisions - req.**

Ref: - **BSNL letter no.BSNL CO-A/11(25)/4/2022-ESAB dated 29.08.2023**

With reference to the letter cited above, we wish to bring the following to your kind notice for favour of your kind intervention.

At the outset, we wish to state that, BSNLEU stands for improving the work culture of the employees. In fact, the Union has stood in the forefront in the implementation of campaigns such as “Customer Delight Movement”, “Service With A Smile”, etc., called on by the AUAB, for the improvement of the work culture of the employees.

Having said this, we wish to bring to your kind notice the letter cited under reference with regards to implementation of online attendance system. As per this letter, salary of the employees has been deducted for early departure and late attendance. It has been brought to our notice that, salary of a good number of employees has been deducted for the aforementioned reasons. Vide the earlier OM dated 02.09.2022, leave is to be deducted for early departure and late attendance. This has been modified now and salary is being deducted.

We wish to bring to your kind notice that, deduction of salary is harsh. As such, the earlier procedure of deducting leave may be followed for some more time to come. In view of the foregoing, we request you to kindly ensure that, the salary deducted from the employees on account of early departure and late attendance may kindly be refunded.

While placing this request before you, we assure that, BSNLEU will take all out efforts to educate the employees on the need for punctual attendance.

Thanking you,

Yours sincerely

[P. Abhimanyu]
General Secretary