



P. Abhimanyu
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/158 (COC)

04.12.2024

To,

Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane,
Janpath, New Delhi – 110 001

Sub: - **Withdrawal of pay cut directions – req.**

Ref: - **BSNL letter no.BSNL/7-1/SR/2023 dated 03.12.2024.**

Sir,

We wish to bring the following to your kind notice for your favourable consideration and necessary action.

The SR Branch of the Corporate Office, vide the letter cited under reference, has issued instructions to all Heads of Circles to impose a pay cut on employees who participated in the peaceful dharna held on 27.11.2024. This action of the Management is in response to the dharna organised by the Coordination Committee of BSNLEU, the All India BSNL DoT Pensioners Association (AIBDPA), and the BSNL Casual Contract Workers Federation (BSNLCCWF), demanding the settlement of wage revision, pension revision, and other issues.

The dharna organised on 27.11.2024 was primarily attended by retired employees. Only a limited number of working employees participated in it. Hence, the dharna did not cause any disruption to BSNL's services or inconvenience to our esteemed customers.

BSNL has been in a financial crisis since the financial year 2009-10. During this period, BSNLEU, along with other unions and associations, has organised various campaigns such as "Customer Delight Year," "Service with a Smile," and "BSNL at Your Doorstep." These programmes are aimed at improving customer satisfaction, enhancing the quality of BSNL's services, and increasing revenue.

Even after the new CMD of BSNL assumed charge, BSNLEU has extended full cooperation and requested steps for involving unions and associations in effectively implementing Management's action programmes to steer the Company toward better financial health. Thus, portraying irresponsible BSNLEU as an organisation causing customer dissatisfaction and disrepute to the Company is totally unfair.

Organising peaceful agitational programmes, demanding settlement of burning problems of the employees, is a democratic right of trade unions. It is incorrect to portray such peaceful programmes, held occasionally, as affecting BSNL's performance. In reality, the financial crisis being faced by BSNL is the result of the government's flawed policies and the Company's ineffective Management.

Peaceful agitational programmes are being organised by trade unions in other government companies also, such as banks and LIC. However, those peaceful agitations have not affected the financial conditions of those organisations. As a matter of fact, the financial conditions of government banks and LIC have considerably improved over time, even in the midst of stiff competition. Hence, the BSNL Management should change its mindset, that peaceful agitational programmes such as dharna, etc., organised by the employees, affect the efficiency and financial condition of BSNL.

The dharna organised by the Coordination Committee of BSNLEU, AIBDPA, and BSNLCCWF on 27.11.2024 was a peaceful protest, not a strike. According to the Hon'ble Supreme Court's orders, the concept of "No Work – No Pay" applies only to strikes and not to peaceful agitations. Hence, the direction issued by the SR Branch of the Corporate Office, vide the letter cited under reference, is unwarranted and should be withdrawn.

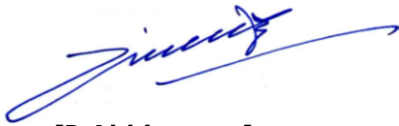
In recent times, BSNL Management has taken measures to restrict peaceful protests such as dharnas and hunger strikes by employees. Organising peaceful agitations is a part of freedom of expression, which is enshrined as a fundamental right in the Constitution of India. Various Hon'ble High Courts and the Hon'ble Supreme Court have also upheld this right through categorical judgments.

As a government of India company, BSNL should honour these judgements and should not impose undemocratic restrictions on peaceful agitations by its employees. Therefore, we request the withdrawal of the instructions contained in the Corporate Office letter no. BSNL/7-1/SR/2023 dated 26.11.2024.

Finally, we once again assure the Management of our full cooperation and involvement in all its endeavours to restore BSNL's past glory.

Thanking you,

Yours sincerely,



[P.Abhimanyu]
General Secretary

Copy to: (1) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(2) Ms. Anita Johri, PGM(SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001