



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/ 323 (PJB)

01.07.2022

To,

**Shri Arvind Vadnerkar,
Director (HR), BSNL,
Bharat Sanchar Bhawan,
H.C. Mathur Lane, Janpath,
New Delhi – 110 001**

Sir,

Sub: - **Sexual harassments and misuse of official power by the GMTD, Ludhiana – requesting to make immediate intervention - req.**

Ref: - (1) BSNLEU letter no.BSNEU/323 (PJB) dated 14.09.2021
(2) BSNLEU letter no.BSNEU/323 (PJB) dated 02.12.2021
(3) BSNLEU letter no.BSNEU/323 (PJB) dated 04.12.2021
(4) BSNLEU letter no.BSNEU/323 (PJB) dated 05.03.2022
(5) BSNLEU letter no.BSNEU/323 (PJB) dated 22.06.2022

Kindly recollect the telephonic discussion that I had with you today, on the subject mentioned above. In this connection, I would like to bring the following to your kind notice, for favour your immediate intervention.

Vide letters cited under reference, BSNLEU is continuously drawing the attention of the CMD BSNL and the Director (HR), regarding the sexual harassments, misuse of official power and biased actions against BSNLEU, of the GMTD, Ludhiana.

Repeatedly, BSNLEU has drawn the attention of the CMD BSNL, as well as the Director (HR), regarding the sexual harassments involved in by the GMTD, Ludhiana. However, it is highly unfortunate that the Management had made no intervention at all. Since the CMD BSNL and the Director (HR) remain as mute spectators in this episode, the affected women employees, who had already given their complaints, remain in a helpless position.

I have already brought to the kind notice of the Director (HR) that, a young woman employee has been forced to go on leave without pay for an indefinite period, to safeguard her honour. These unfortunate developments are taking place since the sexual harassments of the GMTD, Ludhiana continue unabated. It is a sorry state of affairs, since neither the CMD BSNL, nor the Director (HR) have made any intervention despite the repeated pleadings of BSNLEU, vide letters cited under reference.

As I have already pointed out in the letter cited under reference (5), the GMTD, BSNL, Ludhiana, is pressurising members of BSNLEU, through his officers, to leave BSNLEU and to join NFTE. The GMTD, BSNL, Ludhiana, is hell-bent to eliminate BSNLEU in Ludhiana district, since he considers BSNLEU as the main obstacle for his sexual harassments of women employees. Despite the lapse of many months, the Corporate Management has not taken any meaningful action to check the highhandedness of the GMTD, BSNL, Ludhiana.

Emboldened by the studied silence of the Corporate Management, the GMTD, BSNL, Ludhiana, is involving in actions of 'no-holds-barred'. Recently, the Punjab circle union of BSNLEU gave call for holding demonstrations outside the office premises, demanding settlement of some long pending issues. This demonstration was also organised in Ludhiana by BSNLEU. This demonstration has taken place without creating any inconvenience for the administration, employees on duty and the general public who come to the BSNL office at Ludhiana. Some members of the All India BSNL / DoT Pensioners Association (AIBDPA), which is a sister organisation of BSNLEU, also participated in this demonstration, to extend their solidarity.

However, we are appalled to note that the GMTD, BSNL, Ludhiana, had issued legal notices through the advocate for taking legal action. It is important to mention here that, the Hon'ble Supreme Court of India has held on a number of occasions that, participation in peaceful agitations is the basic right of the citizens of the country. However, it is painful to note that the GMTD, BSNL, Ludhiana, is issuing legal notice, even for participation in peaceful demonstrations. This is nothing but an arrogant and highhanded action of the GMTD, BSNL, Ludhiana, denying the basic democratic rights of the employees and pensioners.

This highhanded action of the GMTD, BSNL, Ludhiana, is already telephonically brought to the kind notice of the Director (HR) at 10:00 am today. Copies of the legal notice issued to six retired employees are enclosed herewith for your kind perusal.

In view of the foregoing, I once again urge upon the CMD BSNL and the Director (HR) to immediately intervene in this matter and to ensure safety to women employees from sexual harassments in Ludhiana district. We also implore upon you to stop the misuse of official powers by the GMTD, BSNL, Ludhiana and harassments of members and supporters of BSNLEU. I fervently hope that, needful action would be taken at least at this late point of time.

Thanking you.

Yours sincerely,



(P.Abhimanyu)
General Secretary

Encl: As above.

Copy to: (1) Shri P.K. Purwar, CMD BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(2) Shri S.C. Joshi, Chief Labour Commissioner (Central), Shram Shakti Bhawan, Rafi Marg, New Delhi-100 001
(3) Shri Satish Chandra, Additional Chief Labour Commissioner (Central), Jeevan Deep Building, New Delhi-110 001
(4) Shri Abhijeet Kumar, Dy. Chief Labour Commissioner (Central), Jeevan Deep Building, New Delhi-110 001
(5) Ms. Anita Johri, PGM (SR), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001