



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR CELL, Corporate Office
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Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/7 -3/SR2018

Dated, the 19.02.2019

Sub: Three days strike from 18.02.2019 – Appeal reg.

All concerned are aware that our company is rendering services in a fiercely competitive market dominated by Private Telecom Service providers. BSNL is taking best possible measures to compete with these Telecom Service providers. The matter of revival of BSNL is under active consideration of DoT, Govt. of India and DoT is in the process of finalizing a proposal for revival of BSNL to be considered by Digital Communications Commission (DCC) very soon. It has been continuously emphasized by the DOT that Government recognizes the inherent strength and strategic position of BSNL in the Telecom sector in the country. All efforts are being made, and will continue to be made, to make BSNL robust and financially viable.

2. BSNL Management has issued a number of appeals to all the Unions, Associations and employees not to resort to any agitational program at this critical juncture – when the organization is engaged in sincere and serious efforts to protect and enhance its' market-share, and when any disruption in services can only impact adversely the interests of BSNL and its' customers, employees and other stakeholders. Every time Management is engaged in positive dialogues with the Unions / Associations for keeping them well informed about the actions of the Management so that unwanted agitation programmes may be avoided. The Management has always been positive and transparent towards the demands of the employees.
3. But inspite of all such efforts a number of employees has gone on strike on 18.02.2019 and they carried out their agitational activities during the working hours resulting in cessation of work, which at this juncture does not augur well

and needless to emphasize that such activities may impair the productivity and adversely affect the company's image in the eyes of the esteemed customers.


4. It is mentioned that in the wake of incident at Pulwama in J&K the whole country is on high alert. At this stage it was our duty to make special efforts to maintain uninterrupted communication support to the nation. It is regretted to observe that employees going on strike at this juncture is highly irresponsible act.
5. Attention is again invited to the fact that during pendency of the conciliation proceedings before the RLC no person employed in Public Utility Service {Telecommunication is a Public Utility Service as per para 2(n)(iii)} shall go on strike and any strike in contravention of section 22 & section 24 of the ID Act is to be treated as illegal under the ID Act. The conciliation on your demands is pending in the O/o Dy.CLC(C)/ RLC(C), New Delhi. Thus the present call of strike is **illegal**.
6. The present strike is also in violation/contempt of the injunction order dated 6.5.2017 passed by Hon'ble Patiala House Court, New Delhi.
7. Attention was also drawn to the Rule 5 (23) & 8 of BSNL CDA Rules which prohibit any kind of strike by the employees.
8. The present strike is also in violation of DoP&T instructions dated 12.09.2008 & 15.03.2017 issued in compliance with observations of Hon'ble Supreme Court pointing out that there is no constitutional statutory moral or equitable right of the strike to the Govt. employees.
9. It may be noted that the employees taking part in strike which amounts to unauthorized absence in pursuance of concerted action by a group of employees acting in combination, and the strike which has been declared illegal, as per the provisions of FR-17 A, shall be deemed to cause an interruption or break in service of the employee.
10. It was also brought to the notice that as per FR 11 whole time of the employees is at the disposal of the Company which is fully owned by the Govt. of India.

11. Thus all concerned may kindly note that any employee participating in strike will be liable to disciplinary action apart from deduction of wages under "No work, No pay Principle" and action under FR 17 A i.e. dies non with break in service.

12. It is to inform that DoT vide its letter dated 16.02.19 has advised all State Govt./U.Ts to consider imposing ESMA pointing out that Telecommunications is an essential service under ESMA(Essential Services Maintenance Act) .

13. It is hoped that the employees will not jeopardize the interests of the organization by going on strike at a time when it is in their own interest to protect their customer-base and revenue by providing uninterrupted, high-quality services. BSNL is facing acute financial crisis and such activities will only deepen such crisis and even the disbursement of salary will be jeopardized

Therefore, in the interest of the company, all concerned are requested to come together and desist from the three days strike and join hands with the Management in its efforts to restore the pristine glory and continue the forward march.


(A.M. Gupta) 19/02/19.
GM (SR), BSNL C.O.

Copy for info. to :

1. PPS to Secretary, DoT
2. PPS to Addl Secretary, DoT
3. PPS to Member Services , DoT
4. PPS to CMD, BSNL CO.
5. PPS to All Directors BSNL CO
6. Joint Secretary (Admn), DOT
7. DDG (SR), DoT
8. CLC (Central), New Delhi
9. RLC (Central), New Delhi
10. Dir(PSU-I), DoT
11. The All CGMs. BSNL Circles
12. PGM (Pers)/PGM (Admn) /Sr. GM (Estt), BSNL CO.