



BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR CELL, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001

No. BSNL/7-9/SR/2016

Dated, the 6th March, 2017

To

Shri K. Sebastin,
General Secretary,
Sanchar Nigam Executives' Association
New Delhi.

Sub: Notice for agitation programme against delay in replacement of E1A and E2A by standard pay scales of E2 & E3 – regarding

Sir,

I am directed to refer to your Notice SNEA/CHQ/SEC DOT/2015-18/08 dated 28.02.2017 served to Secretary, DoT for following agitation programme against delay in DoT's approval of replacement of E1A and E2A by standard pay scales of E2 & E3 :

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|----------------------|---|--|
| 07.03.2017 | : | Demand day |
| 16.03.17 to 17.03.17 | : | Relay Hunger Strike at BSNL CO and Circle Offices.
Lunch/Closing Hour demonstration in all SSAs |
| 11.04.17 | : | Mass Dharna at BSNL CO/Circle/SSA HQs |
| 25.04.17 to 28.04.17 | : | Relay Hunger Strike at BSNL CO/Circle/SSA HQs. |

2. The issue raised in your agitation notice is under active consideration and all possible efforts are being taken for its early settlement. Therefore it will be better to have patience and not take hasty step of agitation when things are moving towards positive direction. You will agree that the above type of agitation programme will adversely affect the performance of the company and hamper the momentum.

3. SR Cell through its various letters issued by from time to time has emphasized that the association activities except prearranged meeting with management, should be conducted beyond the office hours. It is reiterated that the agitation activities like "Hunger Strike", "Mass Dharna" which results in reduction of output or retardation of work amount to strike

4. It is also reiterated that the executives are prohibited from resorting to strike in view of the provisions of BSNL(REA) Rules 2014, BSNL CDA Rules & ID Act. Therefore it may please be ensured that no such agitation as per your notice programme take place.

5. Your kind attention is invited to letter no. 8(112)2016-RLC-PA dated 14.02.2016 from Regional Labour Commissioner(Central) , New Delhi with reference to Strike Notice dated 22.11.2016 in which you were one of the signatories and the conciliatory proceedings are going on.

It may kindly be noted that during pendency of the conciliatory proceeding no person employed in a public utility service shall go on strike and any strike in contravention of section 22 of ID Act may be treated a Illegal under section 24 of the Act. It is regretted to note that in spite of all the advisories, you have served a fresh agitation notice during the pendency of conciliatory pendency.

6. This may also please be noted that if any employee resort to strike, his/her pay shall not be paid for the day/days in question. This will be without prejudice to any disciplinary action that may be initiated against such employee(s) for participating or inciting other to participate in strike. Further, the matter of such willful contravention of the provision of ID Act shall be reported to RLC(Central) New Delhi.

7. In view of the facts stated above your association is requested to withdraw the above mentioned agitation programme.

Yours faithfully,



(A.K.. Sinha)

DGM (SR), BSNL C.O.

Copy for info to :

1. PPS to CMD, BSNL.
2. All CGMs.
3. DDG(SR), DoT Sanchar Bhawan.
4. PGM(Estt.)/PGM(Pers.) BSNL CO
5. GMs (Admn.)/(~~Pers.~~), BSNL CO.
6. Director(PSU-I), DoT, Sanchar Bhawan.