

ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

No: UA/2019/86

01.04.2019

To,

**Shri Anupam Shrivastava,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001**

Sub: - **Threat to impose wage cut for participating in the March to Sanchar Bhawan – reg.**

Ref: - **BSNL CO. letter no.BSNL/7-3/SR/2018 dated 26.03.2019.**

Sir,

We wish to bring the following to your kind notice for favour of intervention and necessary action.

Kindly recollect the discussion that the AUAB had with you on 28.03.2019, on the subject. The SR Branch of the Corporate Office, vide letter cited under reference, has directed all the CGM's to impose wage cut on the employees who participate in the March to Sanchar Bhawan, to be held on 05.04.2019, as per the call of the AUAB. The letter says:-

"Principal of 'No work No pay' against the employees who participate in the March may be applied."

Copy of the letter is enclosed for your kind perusal. It is needless to state that the principle of "no work no pay" cannot be applied to employees, for their participation in rallies. There is no scope for such an action, as per the CDA Rules.

The Management is well within it's right to take disciplinary action / impose wage cut, as per the provisions laid down in rules. At the same time, sending threats like the one mentioned above is totally unwarranted and uncalled for.

We wish to bring to your kind notice sir, that the entire Executives and Non-Executives, while fighting for their legitimate demands, do not lag behind to extend their fullest cooperation for the financial revival of the Company. It is also pertinent to mention here that, the Executives and Non-Executives of BSNL, under the banner of the AUAB, even undertake such works which do not come within the purview of their duties and responsibilities.

Under these circumstances, sending out threats, as mentioned above, will only irritate the employees and will discourage them from extending their fullest cooperation for the well being of the organisation.

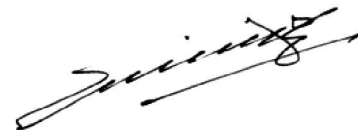
In view of the foregoing, we would like to request you to kindly look into this matter and to do the needful, so that the employees are not subjected to such unwarranted harassments.

Thanking you,

Yours sincerely,



**Com. Chandeshwar Singh
Chairman, AUAB.**



**Com. P. Abhimanyu
Convenor, AUAB.**

Encl: As above.

Copy to: Ms. Sujata T. Ray, Director (HR), BSNL, Janpath, New Delhi – 110001