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भारत संचार निगम लि.

IA GOVERNMENT OF INDIA (ENTERPRISES)
SR CELL, Corporate Office
4th Floor, Bharat Sanchar Bhawan,
Harish Chander Mather Lane,
Janpath, New Delhi-110 001

No. BSNL/7-1/SR/2009

Dated, the 18th February, 2009

To

1. All CGMs, BSNL
2. GM (Pers.) / GM (Admn.), BSNL C.O.

Subj: Notice for observing 25th February, 2009 as the Anti Victimization Day by the BSNL Workers Alliance - regarding

It has been brought to the notice of Corporate office by BSNL Workers Alliance comprising NFTE BSNL, NUBSNLW (FNTO) and BSNL WRU that the members of their unions are being harassed and victimized throughout the country and the management, particularly at SSA level has failed to protect their members. In order to lodge their protest, BSNL Workers Alliance proposes to observe 25th February, 2009 as ANTI VICTIMISATION DAY and have sought intervention of the management on the following issues:-

- Stop victimization / transfer harassment / discrimination to individuals.
- Ensure implementation of BSNL instructions issued under No. BSNL/39-2/SR/2007 dated 2.8.2007.
- Protect unions / associations owned articles.
- Grant trade union facilities to all unions as per consensus reached between unions and management before verification, and
- Ensure protection of all employees.

2. Needless to mention that harassment of members of one union by the members of another union gives rise to industrial unrest which needs to be tackled immediately. In order to arrest such activities, the management at field level is expected to react swiftly in an unbiased manner.

3. Instructions issued under this office letter no BSNL/39-2/SR/2007 dated 2nd August, 2007 envisage that issues having negative bearing on the non-recognised unions may not be taken up in the Circle/Local Councils. As such, issues like transfer of employees belonging to a particular union and vacation of accommodation etc. may not be taken up as agenda items in Circle / Local Council meetings. Moreover, it has also come to light that notice boards of a particular union in certain SSAs are being forcibly removed. In order to avoid worsening of the situation, it may be ensured that notice boards belonging to different unions, wherever provided, before conduct of 4th membership verification may be permitted to remain intact. However, facilities extended in terms of this office letter no. BSNL/5-1/SR/2008 dated 17th November, 2008, including provision of notice boards for the conduct of 4th membership verification were to be withdrawn.

4. In the aforesaid letter dated 2nd August, 2007, it has also been mentioned that the recognised representative union has been given the right to take up the issues / grievances

of its members, a facility which is not available to the non-recognised unions. Even this does not prevent the non-recognised unions from making any references to the management and the management, if in its opinion the issue is of vital importance can take cognizance and initiate appropriate action. Further, the management also reserves the right to make any formal communication to any non-recognised union, if felt necessary.

5. Another significant issue which is attracting the attention of Corporate office relates to vacation of office accommodation allotted to the unions. It has already been clarified vide letter No. BSNL/5/SR/2004/Vol.II dated 12th January, 2005 that office accommodations allotted to the NFTE BSNL after 1st membership verification on account of attaining the majority representative union status of non-executive employees in BSNL shall be got vacated from the Union. Apparently, the accommodation allotted prior to conduct of 1st membership verification will not be got vacated until and unless instructions are issued by the Corporate office.

6. As regards grant of trade union facilities to all the unions as claimed by the BSNL Workers Alliance, it is clarified that at no point of time management has agreed for grant of trade union facilities to all the unions. The consensus between the majority union and all other non-recognised unions before conduct of 4th membership verification is not the sole criteria for grant of facilities to all the unions.

7. The field units are accordingly advised to initiate prompt action as and when any incidents of harassment of non-executive employees of any union by another union or damage to the property of any union are brought to their notice and also ensure that for the purpose of getting the office accommodation vacated and transfer of employees, the instructions issued from the Corporate office are scrupulously followed.


(SHAKEEL AHMAD)
G.M. (SR), BSNL C.O.

Copy to :-

1. PPS to Director (HRD)
2. BSNL Workers Alliance [NFTE BSNL, MUBSNLW (FNTO) & BSNL WRU] - Action has been taken to ensure that neither the members of non-recognised unions are victimized / harassed nor the properties of these unions are damaged. Keeping this in mind, BSNL Workers Alliance is requested to withdraw its notice for the proposed Anti Victimization Day on 25th February, 2009.
3. GS, BSNL Employees Union.