

BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
2nd Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

No.BSNL/5-2/SR/2019

Dated, the 30<sup>th</sup> June, 2020

To

General Secretaries of all the participating Associations.

**Sub : Guidelines regarding canvassing and prevention from defacement of building/premises during conduct of Membership Verification (MV).**

During Membership Verification, it has been observed in the past that the Associations paste their posters/papers, display banners etc. at conspicuous places in the BSNL office premises and deface the official buildings in one way or the other. The defacement is quite often noticed at the entry/exit points of the building and lift lobbies etc. The defaced walls/furniture in the office premises become an eye-sore and leave shabby impression on the visitors thus tarnishing the image of the company. With this in mind, the Associations may paste or display their posters and banners at the designated places only.

2. It is informed that when the Associations intend to organize a meeting in connection with MV, first of all prior permission of the Management shall be obtained. Management may give permission with due regard "that their member will not engage or cause other employees to engage in any Associations activity during working hours, unless as provided by law, agreement of practice".

3. After the permission for meeting is obtained, posters/banners can be displayed in the meeting area two hours prior to the meeting. After the meeting is over, the same posters/banners should be removed within one hour. Needless to mention that the Election Commission of India has also taken a serious view of defacement of walls during the elections and impressed upon the political parties not to deface the public places.

4. In view of above, it is impressed upon all the Associations to abide by these guidelines in letter and spirit in the interest of the company.

*(Signature)*  
20.06.2020  
(Pardeep Kumar)

Asstt.General Manager (SR)

Copy to :

1. PPS to Director(HR) BSNL Board, New Delhi.
2. All CGMs, BSNL.
3. PGM(Pers.)/GM (Admn.), BSNL C.O.

End. No - BH/SCT/E.MV/2020-21/22 dt. 30.06.2020.

To,

All SSA Heads/Unit Heads/AROs/CS&DS of all Eno. association  
Behar Circle.

For kind info. & n/a pl.

*(Signature)*  
30.06.2020

A&M(A)

to The CGMT Behar circle  
Patna