

**BHARAT SANCHAR NIGAM LTD.**

No. BSNL/7-1/SR/2020

**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

Dated, the 16<sup>th</sup> April, 2021.

To

Shri MD. Wasi Ahmad,  
General Secretary,  
AIGETOA.

**Subject: Appeal to withdraw the notice for Protest Day on 22.04.2021 - reg.**

**Ref.: Letter No. GS/AIGETOA/2021/44 dated 07.04.2021.**

Sir,

I am directed to refer to your notice dated 07.04.2021 for one day leave program by Executives on 22<sup>nd</sup> April, 2021 on various demands and to state that a meeting of Director(HR) to discuss issues with AIGETOA has been fixed on 10.05.2021.

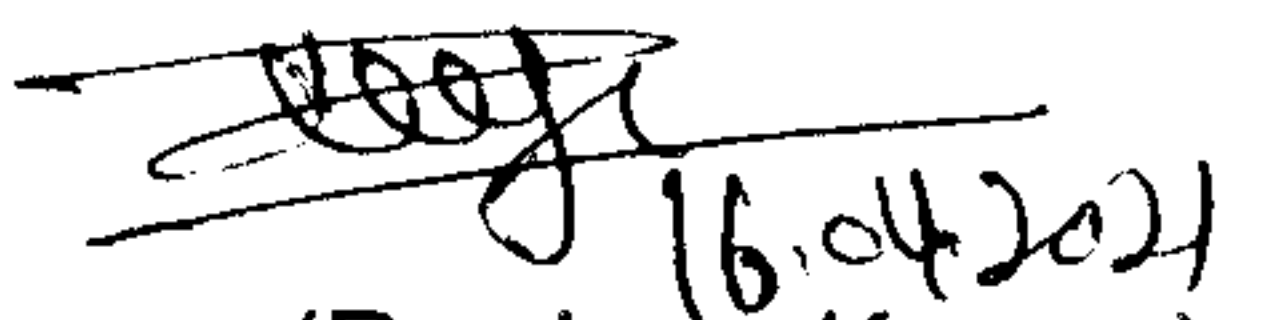
2. Further, it is stated in that the present situation arisen due to sharp rise in COVID -19, our responsibility, to maintain services, has increased manifold and the cooperation of every one at this juncture is highly crucial and of utmost importance in the interest of the Company.

3. Apart from it, BSNL is passing through very tough situation. The retention of customers with existing resources is a big challenge. The Management is making all efforts to improve the financial condition and to bring it to the forefront of Telecom. industry. This would be possible with full cooperation and active participation of every employee.

4. It is informed that mass absentention from work without permission amounts to strike, as per definition of the strike. In view of the above, the proposed one day leave program by Executives on 22<sup>nd</sup> April, 2021 will amount to strike in terms of the definition of "STRIKE" given in Section 2(q) of the ID Act 1947. This will cast bad image in the eyes of our esteemed customers.

5. It is stated that time and again provisions prohibiting strike in BSNL under BSNL CDA Rules, BSNL Recognition Rules of Associations, Industrial Dispute Act 1947, BSNL Conduct, Disciplinary and Appeal Rules, guidelines of GOI, DOP&T instructions and also interim injunction order dated 6.5.2017 passed by Hon'ble Patiala House Court, New Delhi, have been apprised to all of you.

6. Keeping in view all facts mentioned above and also sincere efforts being made by the Management to resolve the demands, it is earnestly requested to withdraw the proposed one day leave program by Executives on 22nd April, 2021 and to focus on work for the growth of the company.

  
(Pardeep Kumar)  
Asstt. General Manager (SR)

Copy for information to:

1. PPS to CMD, BSNL CO.
2. PPS to Director (HR) BSNL CO.
3. The All CGMs. BSNL Circles for necessary action.
4. PGM (Pers)/Sr.GM (Admn) BSNL CO for information please.
5. CLC, New Delhi with a copy of notice.
6. RLC (Central), New Delhi with a copy of notice.