



BHARAT SANCHAR NIGAM LTD.

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/31-7/SR/2016

Dated, the

13th April, 2017

To

1. All CGMs, BSNL.
2. All PGMs/GMs BSNL C.O.

Sub: **Informal meetings with all non-recognised Unions/Associations of BSNL employees--
regarding**

Sir,

This office has received several requests from non-recognised Unions/Associations for granting them hearing by the management on matters related to their members. They have complained that in some of the cases meetings for any discussions are outrightly rejected and their members are victimized in the cases of transfers etc. These associations have asserted that in order to build up healthy industrial relations and to give opportunity to every single group representing serving employees, it is necessary that their voices are heard at appropriate levels of the BSNL management.

2. The matter has been examined and it is informed that management at different levels has to hear all the Unions/Associations of BSNL employees though not recognised and resolve the issues of their members as far as possible subject to administrative exigencies/conveniences. Refusal to grant meeting outrightly is not correct. However no correspondence should be entered into with unrecognized Unions/Associations in normal course.

3. As far as redressal of grievances of the members of various Unions/Associations is concerned, they shall be dealt even-handedly on the merit of each case and irrespective of Unions/Associations they belong to. It is also advised that the Transfer Policy shall be implemented in a fair and transparent manner.

Yours faithfully,

(A.K. Sinha)
DGM (SR), BSNL C.O.
Tel. 23037491

Copy for information to :-

1. PS to CMD, BSNL
2. PS to Director(HR), BSNL Board
3. All GSs, of applicant Unions/Associations of non-executives/ executives in BSNL.