

# **ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)**

No: UA/2019/82

22.03.2019

To

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

Sub: - **Opposing the imposition of break-in-service under FR 17A – req.**

Sir,

In continuation of the discussion that we have already had with you on the subject, we wish to bring the following to your kind notice, for favour of necessary action.

The BSNL Executives and Non-Executives have gone on a 3 day strike from 18.02.2019. It has been brought to our notice that, the Corporate Office is contemplating to impose break-in-service, under FR 17A, on the employees who had participated in the 3 days strike. In this connection, we wish to bring the following to your kind notice.

FR 17A is not part of BSNL CDA Rules, which deal with major and minor penalties. Activities such as, agitations, strikes, participation in strikes/agitations etc., are already apply dealt with by the CDA Rules. FR 17A and break-in-service are not at all part of the BSNL CDA Rules. In the absence of any such provision in the BSNL CDA Rules, a major penalty like break-in-service cannot be imposed on the employees. Further FR 17A is not adopted by BSNL during last 18 years. BSNL has already issued instruction to apply the principle of "No work-no Pay" in respect of those who participated in the strike, as per the provisions under BSNL CDA Rules 2006.

We wish to bring to your kind notice that, the employees tried to maintain BSNL services, without any break or interruption, considering the gravity of the situation, even during the strike period. However, it is an irony that the management and the government are keen to impose break-in-service on the employees. It has been brought to our notice that the senior Officers of BSNL CO are pressurising the circle administrations to impose the break-in-service under FR 17A.

It may kindly be borne in mind that even though the employees were not paid fully since September 2018, they were carrying out the duties with utmost diligence, and without giving room for any deficiency in the services. It is similar to adding fuel to the fire that, the salary for the month of February, 2019, was paid only on 15th March, 2019, which has substantially demoralised the employees. We wish to inform you that, under these circumstances, any attempt made to take vindictive actions against the employees or the Union/Association representatives, for taking part in the strike, which was called by the AUAB, primarily demanding financial viability of the company, will only deteriorate the situation further.

In view of the foregoing, we request you to kindly make the necessary intervention to ensure that the proposal for break-in-service under FR 17A is not imposed on the employees and to withdraw the actions initiated.

Thanking you,  
Yours sincerely,



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



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

Copy to: (1) Ms. Sujata T. Ray, Director (HR), BSNL, Janpath, New Delhi.  
(2) Shri A.M. Gupta, GM (SR), BSNL CO., Janpath, New Delhi.