



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/318(MH)

07.01.2026

To,

Shri A. Robert J. Ravi,
CMD BSNL,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - **Clarification regarding caste status verification in BSNL – non-implementation of guidelines in Maharashtra Telecom Circle - req.**

Ref :- 1. BSNL letter No.60-2/220-SCT(Pt) dated 25.04.2022
2. BSNLEU letter no.BSNLEU/318(MH) dated 27.09.2023
3. BSNLEU letter no.BSNLEU/318(MH) dated 10.05.2024
4. BSNLEU letter no.BSNLEU/318(MH) dated 30.09.2024
5. BSNLEU letter no.BSNLEU/318(MH) dated 10.07.2025

Sir,

Please refer to the above mentioned references, through which we had conveyed our demand for the issuance of guidelines to the Maharashtra Circle for resolving the long pending issue related to caste status verification in BSNL. The matter was also discussed in detail in the National Council Meeting held on 13 January 2025, wherein it was decided that formal guidelines should be issued to the Maharashtra Circle to settle the issue at the earliest. However, as no concrete action has been taken so far, we are once again bringing the following developments to your kind notice for taking further necessary action at your end.

With regard to the process of caste verification in BSNL, a detailed clarification letter has been issued to BSNL by our Administrative Ministry, the Department of Telecommunications (DoT). The said letter was also endorsed to all Circle Heads, including the Maharashtra Telecom Circle, with the explicit objective of ensuring that such complex issues are handled appropriately and in accordance with rules.

However, it is extremely unfortunate that the BSNL Maharashtra administration, by completely ignoring this important clarification issued by the DoT and by citing other irrelevant and outdated communications, has initiated administrative action against both retired and serving BSNL employees. Such actions are wholly inappropriate, unjustified, and unacceptable. As a consequence, several retired employees have been deprived of their rightful ex-gratia payments and retirement benefits for the past six years.

Despite repeated representations from the unions and retired employees' associations, the issue remains unresolved. Even after favourable rulings by the Hon'ble CAT / Courts, the Maharashtra Circle administration has failed to take any corrective or meaningful action. The matter was also discussed in detail in the Maharashtra Circle Council Meetings, nevertheless, the administration continues to refuse to adopt a positive and lawful approach.

The affected retired employees have been subjected to grave injustice solely on the grounds that they belong to the Scheduled Tribe (ST) category or because their caste is recorded in their Service Books. In the absence of any instructions from the DoP&T regarding caste validity verification, they are being compelled to obtain caste validity certificates from the State Scrutiny Committee, which has been constituted exclusively for Maharashtra State Government employees. This is contrary to rules and established procedures. The BSNL Maharashtra administration is merely acting as a mute spectator, blatantly disregarding all rules and regulations. Tragically, during the last six years, 16 to 17 retired employees have passed away prematurely while awaiting justice.

Another serious concern is that charge sheets have also been issued to both working and retired employees who were appointed on compassionate grounds or as TSMs (Temporary Status Mazdoors) and subsequently regularised, even though they had not availed any caste-based benefits by submitting caste certificates at the time of their initial appointment. Such instances are unheard of elsewhere in the country. Enquiries with Central Government departments and PSUs in Maharashtra clearly reveal that issues of this nature are not pursued without strong, valid, and legally sustainable grounds.

At present, the situation has reached an extremely volatile stage across BSNL Maharashtra, which may lead to major agitations in the near future. This will inevitably have a serious adverse impact on industrial relations and the overall functioning and progress of BSNL in the Maharashtra Circle.

Sir, we had drawn your kind attention to the above subject during our first courtesy meeting with you after your joining as CMD, BSNL. We were very hopeful that your proactive intervention would facilitate an early and amicable resolution of the issue. However, in view of the facts stated above, and in light of the specific instructions contained in the DoT's above-referred letter (Sl. No. 1), we once again earnestly request you to issue clear and appropriate instructions to the CGM, Maharashtra Circle, to resolve this complex and troublesome issue at the earliest, in the larger interest of the working class and retired employees of BSNL Maharashtra.

Thanking you,

Yours sincerely



[Animesh Chandra Mitra]
General Secretary

Encl: As above.

Copy to: Dr. Kalyan Sagar Nippani, Director (HR) BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001