



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

Central Head Quarters

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BSNLEU/211 (Formal Meeting)

07.05.2026

To,

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

Sub: **Burning issues of Non-Executives requiring immediate settlement – reg.**

Sir,

We have been seriously pursuing several issues concerning Non-Executive staff with the Director (HR) since January 2025 for their early settlement. These matters were discussed in the National Council Meeting held on 13.01.2025, as well as in the review meeting with the Director (HR) on 18.02.2026.

It was assured by the Management that certain issues, particularly those linked to the financial position of the Company, would be considered in April 2026. However, it is regretted that no concrete progress has been made so far. We, therefore, once again bring to your kind attention some of the important issues that require immediate settlement.

It is unfortunate that the HR Administration at the Corporate Office has not been taking a positive stand on the genuine demands of Non-Executives for a considerable period. Despite our earlier submissions, the issues remain unresolved. In some cases, your personal intervention is highly necessary, especially where matters are linked with the financial capability of the Company. The issues are as follows:

- 1. Provision of Mobile Handsets to Non-Executives:** This issue was discussed in the National Council Meeting, and a favourable decision was also taken in the Management Committee Meeting. However, implementation is pending due to the delay in approval from the Board.
- 2. Festival Advance:** The Management had agreed in the National Council Meeting to consider this demand before the Puja festival last year. As this is only an advance and does not involve additional financial burden at the end of the financial year, it is unfortunate that no favourable decision has yet been taken by the Board.
- 3. Implementation of Special Concessions / Incentives for Employees in Kashmir Valley:** We have already drawn your attention to the sentiments of BSNL employees working in the Kashmir Valley. The Central Government has issued orders extending Special Concessions / Incentives to such employees, which have also been endorsed by the Department of Telecommunications for implementation in BSNL. However, it is regretted that BSNL Management has not implemented these orders so far. Although the Director (HR) assured consideration of this issue in April 2026, no action has yet been taken.

4. Payment of CDA (Dearness Allowance) to Casual Labourers on 6th CPC Wages: Casual labourers have been receiving Dearness Allowance based on Central Government notifications under the 6th CPC pay structure since the DoT period. However, this has been discontinued from January 2025. Around 3,000 casual labourers are affected, and three instalments of DA are already due. Considering the small financial implication and the fact that other Central Government employees in BSNL are receiving DA under the 7th CPC, we request your personal intervention to provide relief to these low-paid workers.

In view of the above, we earnestly request your kind intervention for the early settlement of these long-pending and genuine issues.

Thanking you,

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Animesh Chandra Mitra', with a horizontal line drawn underneath it.

[Animesh Chandra Mitra]
General Secretary

Copy to: Dr. Kalyan Sagar Nipani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi - 110001