



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

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No. AUAB/CHQ/HR issues/2026/Meeting

Dated: 08/09/2026

To,

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

Subject: - Request for granting Meeting to AUAB to discuss on one sided action by BSNL management on forceful implementation of Uttarakhand Restructuring pilot project and continued negligence towards HR issues and mainly issue of third Pay/Wage Revision.

Ref: Letter No. BSNLCO-RSTG/15(14)/1/2020-RSTG-Part (1) Dated 28/08/2026.

Respected Sir,

With reference to above subject and letter, AGM Restructuring has issued directions to CGM Uttarkhand to go ahead with Pilot Restructuring Proposal without any consideration to suggestions/feedback from Unions and Associations and this one sided action has caused mass disappointment and industrial unrest among Executives and Non-Executives of BSNL.

This mass unrest among BSNL Executives/Non Executives against BSNL management is continued for many months as Management has not resolved any of HR issues but has initiated some Anti-Executives/Non Executives steps like Restructuring Proposal and trying to implement it forcefully by neglecting genuine views and concerned expressed by AUAB.

This happens against the firm assurance given by you in special meeting called in BSNL Board Room with assurances that views and suggestions of Unions and Associations will be given consideration, but unfortunately none of issues suggested by CGM Uttarkhand or by Unions and Associations is given consideration and these directions are issued to go ahead with forceful implementation of this pilot proposal.

After going through this letter, it is clear that instead of resolving issues created due to this absurd restructuring proposal, now more issues are created. Classic example of it is earlier it was proposed that one JTO will look after 57 GPs and we have represented how it is difficult for look over the activities of such large geographical area in absence of any transport facilities and availability of support system. But instead of addressing these grievances, now it is proposed that one JTO will be in charge of 84 GPs. This is classic example of how Restructuring Cell is in Betrayal with words give by you.

It seems that your words are not respected by PGM Restructuring BSNL CO and Director HR or your words were just an attempt of killing time by giving misleading information to leaders of Unions and Associations.

Apart from this following HR issues are not given consideration stating that BSNL is facing losses and other side such loss making proposals are being prepared and efforts are being made for its forceful implementation and it is nothing but deliberate attempt to create mass unrest and fear in minds of executives and Non-Executives in BSNL. The list of such pending HR issues is as follows.

1. Implementation of Third Pay/Wage Revision for BSNL Executives and Non-Executives.
2. Keeping on hold the Pilot Restructuring Proposal for Uttarkhand Circle and request for its review as per the practical requirement and needs of BSNL as per suggestions/feedback given by BSNL Unions and Associations
3. Enhancement of SAB Contribution for BSNL Recruited Executives and Non-Executives to meet DPE directions of 30%.
4. Approval of TA/DA for AGM and below level Executives/Non-Executives at par with DGM and above level officers.
5. Enhancement of Transport Allowance as per the current market rates and requirements of working conditions.
6. New Promotion Policy for Non-Executives and Revision of Perks and Allowance.

All these issues are discussed in the AUAB meeting held on 31/08/2026 and 04/09/2026 and it has decided to go ahead with protest against this one sided and forceful action by BSNL management and before going ahead with agitational call it is decided to discuss these issues with you as Head of BSNLL family.

We request your good self to spare some time from your busy schedule and grant meeting to Leaders of AUAB to discuss the mass unrest and industrial unrest being created by certain officers in BSNL and get possible way forward before going for proposed nationwide agitational programme by AUAB.

Thanking you,
Yours sincerely,



C Singh
Chairman
AUAB CHQ
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Animesh Mitra
Convenor
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Copy to:

1. Honourable Minister of Communications, Government of India for kind information please.
2. Honourable Minister of State Communications, Government of India for kind information please.
3. Respected Secretary Dept. of Telecommunication for kind information and kind intervention please.
4. Director HR BSNL Board for kind information please.
5. PGM SR/RSTG BSNL CO for kind information please.
6. All General Secretaries of AUAB Constituent Unions and Associations for kind information please.