



Animesh Chandra Mitra
General Secretary

BSNL EMPLOYEES UNION

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BSNLEU/ Memorandum

01.07.2026

To,

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

Sir,

Sub: - **Submission of Memorandum on staff side grievances – demands for early settlement req.**

BSNLEU has already announced the observance of 1st July 2026 as a Countrywide Protest Day to highlight the burning issues of the Non-Executive employees. These issues have been repeatedly discussed in various forums, including the National Council, Formal Meetings, and in discussions with the Director (HR) and the CMD, BSNL. Despite our persistent efforts and the repeated assurances given by the Management, no tangible progress has been made in resolving these long-pending issues.

Therefore, once again, we are submitting a Memorandum incorporating all these demands for onward submission to the CMD, BSNL, requesting his immediate intervention. We urge the Corporate Office HR Management to take prompt and appropriate action to resolve these issues at the earliest.

A brief note on the Charter of Demands is enclosed for your ready reference.

Charter of Demands

1. Approve the Wage Agreement of Non-Executives.

BSNL Employees Union had raised its strong voice to get the Approval of Wage Agreement by relaxing the Affordability Clause and obtaining the necessary approval from the DoT. The Wage Agreement signed between the BSNL Management and the Recognised Unions on 08.10.2025, it was approved by the BSNL Board on 12.02.2026 and forwarded to the DoT for Government approval. Early approval is urgently required.

2. Remove Anomalies between NEPP and EPP and Frame a new Promotion Policy for Non-Executives without further delay.

The National Council meeting held on 13.01.2025 decided to remove the anomalies between NEPP and EPP. Although a committee was constituted in 2025, no tangible progress has been made.

3. Revise Perks and Allowances for the Non-Executives.

BSNL Employees Union has raised the demand for Revision of perks and allowances of Non-Executives with the inclusion of Staff Side representatives in the Committee. The Management accepted this demand in the National Council meeting held on 13.01.2025, and it was also recorded in the Wage Agreement. Although a committee has been constituted, no progress has been made and no consultation has taken place with the unions.

4. Enhance Superannuation Benefits (SAB).

Staff Side has discussed the matter to Increase the employer's contribution towards SAB from **25% to 30% of Pay plus DA**, as recommended by the 2nd PRC. Despite repeated requests from BSNLEU, the Management continues to contribute only **25.1%**, leaving a shortfall of **4.9%**.

5. Conduct LICE in All Cadres and Circles.

Candidates in good numbers are being deprived for the LICE for short fall of sufficient vacancies and we had raised our voice that action should be taken by relaxing restructuring norms of manpower to enable LICE in all cadres and circles. Many circles are unable to conduct LICE due to inadequate vacancies. The cadre restructuring norms should be relaxed to create sufficient vacancies and provide equal promotional opportunities to eligible employees.

6. Release Kashmir Valley Allowance.

Ensure expeditious payment of Kashmir Valley Allowance to employees working in the J&K Circle. The DoP&T has already issued orders on this allowance. BSNL employees posted in J&K are entitled to receive this benefit on par with other Central Government employees.

7. Release Pending CDA Arrears to TSMs and Casual Labourers.

Release the pending Dearness Allowance arrears to the TSMs and casual labourers with effect from January 2025. These TSMs and Casual labourers engaged since the DoT period are entitled to DA on Central Government patterns. However, three installments of DA due from January 2025 are still pending.

8. Review the Transfer Policy.

Review the Transfer Policy and expedite the settlement of Rule-8 and Rule-9 transfer cases. Implement the DoP&T guidelines and consider transfer requests on spouse grounds to ensure a fair and humane transfer policy.

9. Extend the Rule-9 Deputation Period.

Extend the maximum deputation period under Rule-9 from 2 years to 7 years. The Staff Side has consistently requested this amendment to address the genuine hardships of employees transferred under Rule-9.

10. Revise Outdoor Medical Reimbursement.

Revise the ceiling for outdoor medical reimbursement based on the Basic Pay plus DA as on 01.04.2026. At present, reimbursement is being calculated on the Pay plus DA as on 01.04.2020, which is outdated. The ceiling should be revised in line with the current pay and DA.

We once again call upon the BSNL Management at all levels to intervene immediately and settle these long-pending issues without further delay. We look forward to a positive response from the Management so that the genuine demands of the Non-Executive employees are resolved at the earliest.

Thanking you,

Yours sincerely,



[Animesh Chandra Mitra]
General Secretary