



# BSNL EMPLOYEES UNION

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General Secretary

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BSNLEU/604(DEV)

07.07.2026

To,

**Shri A. Robert J. Ravi**  
**CMD, BSNL**  
**Bharat Sanchar Bhavan**  
**Janpath, New Delhi – 110001**

Sub: - **Unilateral implementation of the Organisational Restructure in BSNL without discussion with the Recognised Unions and Associations – BSNLEU's strong opposition to the restructuring of the Uttarakhand Circle and demand for its immediate rollback – req.**

Ref: - **Corporate Office Letter No. BSNLCO-RSTG/15(14)/1/2026-RSTG dated 04-07-2026.**

Sir,

With reference to the above, BSNLEU expresses its strong opposition to the unilateral implementation of the Organisational Restructure in BSNL without any discussion with the Recognised Unions and Associations.

It is reported that BSNL has spent ₹131.16 crore on engaging the Boston Consulting Group (BCG), whose recommendations have led to the introduction of a six-level (L1–L6) geography-based organisational structure. This is not the first restructuring exercise in BSNL. Similar restructuring initiatives have been implemented in the past, including the conversion of SSAs into BAs and OAs. However, none of these exercises has addressed the real challenges confronting the Company.

The experience of employees clearly establishes that repeated organisational restructuring, by itself, cannot revive BSNL. The Company's problems do not arise from its organisational structure but from the continuing deterioration in service quality, policy discrimination and acute shortage of manpower.

Despite the rollout of 4G services, BSNL's mobile market share has reportedly declined from 8.08% in December 2024 to 7.31%, while private operators continue to expand. This clearly indicates that cosmetic structural changes cannot substitute for quality telecom services. The denial of a level playing field in procuring proven 4G technology, inadequate rollout of 4G BTSs and the delay in launching 5G services have seriously affected BSNL's competitiveness and customer confidence.

BSNLEU strongly opposes the recommendations for staff reduction and the decision not to undertake fresh recruitment. Weakening the workforce will only further affect service quality and the Company's revival. A strong BSNL can be built only by strengthening its network, improving service quality and ensuring adequate manpower. The employees of BSNL have made immense sacrifices to keep this public sector company alive during difficult times. Their representatives cannot be kept out of decisions that have far-reaching consequences for the future of the Company.

Recently, it has come to our notice that the Corporate Office issued an administrative order on 04<sup>th</sup> July, 2026, for the restructuring of the Uttarakhand Circle. Although it has been termed the "**Uttarakhand Pilot Project**," the entire staff side of the Uttarakhand Circle has strongly reacted against this unilateral decision of the Management. They have already conveyed their strong resentment to the Chief General Manager, Uttarakhand Circle. Under these circumstances, BSNLEU strongly demands the immediate rollback of the Organisational Restructure communicated through the above-cited letter. We also demand that the Management hold meaningful discussions with the Recognised Unions and Associations to evolve practical measures for improving service quality, protecting employment and ensuring the long-term revival of BSNL.

Thanking you.

*Yours sincerely,*

**[Animesh Chandra Mitra]**  
**General Secretary**

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