



BSNL EMPLOYEES UNION

Central Head Quarters

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Animesh Chandra Mitra
General Secretary

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
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E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/422 (WAGE)

14.07.2026

To,

Dr. Pemmasani Chandra Sekhar,
Hon'ble Minister of State for Communications,
Department of Telecommunications,
Sanchar Bhawan, 20 Ashoka Road
New Delhi- 110001

Sub: - **Request for exemption from the 'Affordability Clause' of the 3rd Pay Revision Committee (3rd PRC) for early approval and implementation of the Wage Revision Agreement of BSNL Non-Executive employees – req.**

Respected sir,

The BSNL Employees Union (BSNLEU), being the Main Recognised trade union in BSNL, wishes to most respectfully submit the following for your kind consideration.

We wish to bring to your kind notice, sir, that the Wage Revision Agreement in respect of the Non-Executive employees was signed on 08.10.2025 between the BSNL Management and the Recognised Trade Unions, and that the same has been sent to the DoT, seeking the approval of the Government. The entire BSNL workforce is eagerly awaiting this approval. A brief background in which this Wage Revision Agreement was signed is given below for your kind information, sir.

The DoT, on the instructions of the then Hon'ble Minister of State for Communications, Shri Manoj Sinha ji, directed the CMD, BSNL, to sign the Wage Revision Agreement for the Non-Executive employees and forward it to the DoT for approval. (Copy of the DoT letter is enclosed as annexure-1) Accordingly, the BSNL Management constituted a Joint Committee for the revision of wages of the Non-Executives, and the Committee signed the Agreement. The BSNL Board of Directors approved the Wage Revision Agreement and forwarded it to the DoT, seeking the approval of the Government for implementing the Wage Revision for Non-Executive employees with effect from 01.01.2017.

It is a fact that BSNL is running in loss since 2009-10. The 'Affordability Clause', as laid down by the 3rd Pay Revision Committee (3rd PRC), therefore needs to be relaxed by the Government so that the Wage Revision Agreement, already approved by the BSNL Board of Directors and forwarded to the DoT, can be implemented at the earliest for the Non-Executive employees, with effect from 01.01.2017.

In this connection, we wish to bring to your kind notice that more than 60% of the Non-Executive employees of BSNL are suffering a huge wage loss, running into thousands of rupees, on account of the problem of "Stagnation". This is seriously demotivating the BSNL workforce, and the Wage Revision therefore needs to be implemented at the earliest.

It may not be out of context to draw your kind attention to the fact that the Wage Revision Committee for the revision of wages of the Non-Executives in BSNL was constituted with the consent of the then Minister of State for Communications, Shri Manoj Sinha ji, who was also kind enough to hold a review meeting on 3rd December 2018 on the issue of the Wage Revision of Non-Executive employees. A record of discussion issued by the DoT in respect of this meeting states the following:

"It was also informed by the CMD, BSNL, that the negotiations of the BSNL Management with the Unions/Associations in relation to the Wage Revision of Non-Executives are at a final stage. The Hon'ble MoS(C) directed all concerned that due priority be accorded to this demand of the employees/officers for an expeditious decision..."

(A copy of the minutes is enclosed as annexure-2)

Further, the then Secretary (Telecom), Ms. Aruna Sundararajan, also reviewed the issue of Wage Revision at a meeting held on 2nd December 2018. The minutes issued under the signature of the Director (PSU-I), dated 02.12.2018, states the following:

"As regards the fourth demand relating to the 3rd PRC and Wage Revision, she directed the CMD, BSNL, to continue and conclude negotiations with respect to the Non-Executive cadre."

(A copy of the minutes is enclosed as annexure-3.)

We also wish to bring to your kind notice that the 3rd Pay Revision Committee (3rd PRC), in Paragraph 5 of its Executive Summary, recommended that the Affordability condition shall not apply to such CPSEs which are formed to perform a specific agenda of the Government. As is well known, BSNL was formed in pursuance of the specific agenda of the Government of India to meet the objectives of the National Telecom Policy, 1999, for providing telecom services in uneconomic, unviable, rural, far-flung and difficult hilly terrains, as well as for providing connectivity during emergencies and natural calamities.

In view of the foregoing, we earnestly request the Government to take expeditious steps to grant BSNL exemption from the 'Affordability Clause' of the 3rd Pay Revision Committee (3rd PRC) and also to accord early approval and implementation of the Wage Revision Agreement for the Non-Executive employees.

Thanking you, sir.

Yours sincerely,

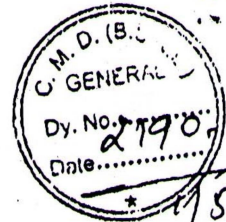


[Animesh Chandra Mitra]
General Secretary

- Copy to: (1) Shri Mayur Ratilal Govekar, PS to the Hon'ble Minister for Communications, DoT, Sanchar Bhawan, 20 Ashoka Road, New Delhi 110001.
(2) Shri Amit Agrawal, Chairman, DCC & Secretary, Telecom, DoT, Sanchar Bhawan, 20 Ashoka Road, New Delhi 110001.
(3) Shri A. Robert J. Ravi, CMD BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001
(4) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110 001

ANNEXURE-1

F.62-2/2016-SU
Government of India
Ministry of Communications and IT
Department of Telecommunications



Sanchar Bhawan, New Delhi-110001

Dated: 27th April, 2018

To

The Chairman & Managing Director
Bharat Sanchar Nigam Limited
Bharat Sanchar Bhawan, Janpath
New Delhi-110001.

Subject: 8th round of wage negotiations for workmen in CPSEs -
reg.

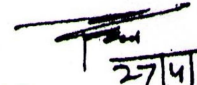
Sir,

I am directed to refer to BSNL letter No. BSNL/38-1/SR/2016 dated 21.03.2018 on the above mentioned subject and to say that BSNL may take steps in strict compliance with the DPE guidelines issued in this regard vide their O.M. No. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017 (Copy enclosed).

2. As per clause 2(x), the wage settlement arrived at after the negotiations may be submitted to this Department before it is implemented.

Encl. As above

Yours faithfully,


(Pawan Gupta)
Director (PSU-I)
Tel: 2303 6019

GM(SR) Discussed
As per
Discussed
Per. put up
ACR/AR

ANNEXURE-2



**BHARAT SANCHAR NIGAM LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
SR Cell, Corporate Office
8th Floor, Bharat Sanchar Bhawan,
Harish Chander Mathur Lane,
Janpath, New Delhi-110 001**

No. BSNL/7-1/SR/2018

Dated, the 4th December , 2018

To

**The Concerned
As per list attached by DoT**

Sub: Intimation of Record of discussions issued by DOT

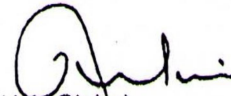
Sir,

**Please find enclosed copy of record of discussions issued by DoT on
03.12.2018 for your information.**

**It is requested to acknowledge the receipt of the same for its onwards
transmission to DoT.**

Encl: As above

Yours faithfully,



(A K Sinha)

Dy. General GM (SR)

Record of Discussion

The representatives of AUAB consisting of members of various Unions/Associations of BSNL, as per list attached, participated in the meeting chaired by Hon'ble MOS(IC), MoC where Secretary (T), Additional Secretary(T), Member (F), Member (S), Member (T), CMD BSNL and Director (HR) BSNL were also present.

The four demands raised by AUAB were discussed in detail during the said meeting. The representatives of AUAB placed their viewpoint and suggestions before the Hon'ble Minister in relation to

1. Allotment of spectrum to BSNL for providing 4G services
2. Pension contribution at actual basic pay levels
3. Revision of pension to BSNL retirees w.e.f. 1.1.2017
4. Implementation of 3rd PRC for executive cadre and wage revision for non-executives.

Secretary(T) apprised the Hon'ble Minister regarding the status of each of the four demands. It was informed that positive action is already under way for allotment of spectrum for providing 4G services, pension contribution at actual basic pay levels and revision of pension to BSNL retirees. Hon'ble MOS(IC), MOC emphasised that further action for follow up on the said issues should be taken expeditiously.

For the fourth demand regarding pay revision in pursuance of 3rd PRC for executives, it was informed that the issue is under consideration and

Further additional inputs are required from BSNL management to shape work out a viable proposal regarding pay revision. It was also informed by CMD BSNL that negotiation of BSNL management with the Unions/Associations in relation to wage revision of non-executive employees are in the final stage. Hon'ble MOS(IC) directed all concerned that due priority be accorded to this demand of the Employees/Officers for an expeditious decision.

Hon'ble MOS also directed that an institutional mechanism be put in place for periodic interaction between AUAB, BSNL management and relevant DoT officers, so that there is no communication gap and officers/employees of BSNL through Union/Association representatives are made aware of the progress being made in each of the above areas. Necessary mechanism in this regard will be immediately put in place by DoT.

He reiterated the department's commitment to support BSNL in its effort to retain its position as a key player in the telecom sector, and asked all participants in the meeting to work in this direction.

Hon'ble Minister urged AUAB representatives to withdraw their strike call, which is currently deferred by AUAB, so that an enabling environment is created for favourable action on the identified demands. He noted the commendable efforts made in the past by employees and officers of BSNL and hoped that such efforts will continue in the interest of BSNL, its employees and in the larger public interest.

List of BSNL Union/Association representatives

Sl.No.	Name S/Shri	Name of Union	Contact No.
1.	Chandeswar Singh GS & Chairman, AUAB	National Federation of Telecom Employee (NFTE)	9868256622
2.	P. Abhimanyu GS and Convenor, AUAB	BSNL Employee Union (BSNLEU)	9868231113
3	Ravi Sheel Verma GS	All India Graduate Engineer Telecom Officers Associations (AIGETOA)	8373967633
4.	K. Sebastian, GS	Sanchar Nigam Executive Association (SNEA)	9868266200
5.	Prahlad Rai GS	All India BSNL Executive Association (AIBSNLEA)	9868278222
6.	V. Subburaman GS	Telecommunications Employees Progressive Union (TEPU)	9444948822
7.	Suresh Kumar GS	BSNL Mazdoor Sangh	9868240035
8.	Kabir Das GS	BSNL Officers Association (BSNLOA)	9868375798
9.	Rewati Prasad, AGS	Association of Telecom Mechanic (ATM)	9868020035

ANNEXURE-3

A meeting was taken by Secretary(T) today evening (2nd December, 2018) and senior officers of the Department of Telecommunications with the representatives of the nine Unions/Associations of BSNL under the aegis of All Unions and Associations of BSNL (AUAB), to discuss the pending demands of the AUAB with regard to the strike notice issued by them. In the said meeting the representatives of AUAB explained each of the four demands namely, allotment of 4G Spectrum to BSNL, payment of pension contribution at actual basic pay levels, revision of pension to BSNL retirees w.e.f. 1.1.2017; and Implementation of 3rd PRC with 15% fitment for executive cadre and also for the employees.

Secretary(T) assured the AUAB that positive action is already underway for the first three demands. As regards the fourth demand of 3rd PRC and wage revision, she directed CMD BSNL to continue and conclude negotiations with respect to non-executive cadre. In case of executive cadre, the DPE advise and guidelines were briefly discussed. She assured that this aspect will also be considered sympathetically.

While noting the praiseworthy contribution of BSNL employees/officers in the past, she hoped that with such dedicated efforts in future also, BSNL will regain its glory and position.

A meeting to further discuss the demand of AUAB will be scheduled at the level of Hon'ble Minister of State for Communication (I/C) tomorrow (3rd December, 2018).

Secretary(T) made an appeal to the Representatives of AUAB to call off the proposed indefinite strike w.e.f. 3/12/2018 in the light of the positive response from the Department of Telecommunications and to ensure that public at large is not put to inconvenience.


2/12/18
DW(P&V.I.)