



BSNL EMPLOYEES UNION

Central Head Quarters

Ph.: 011-25705385
Fax : 011-25894862

Animesh Chandra Mitra
General Secretary

Main Recognised Representative Union.
Dada Ghosh Bhawan, 2151/1, New Patel Nagar,
Opp. Shadipur Bus Depot, New Delhi-110008
E-mail : bsnleuchq@gmail.com, Website : www.bsnleu.in

BSNLEU/412 (ADV)

02.09.2026

To,

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

Sir,

Sub: - **Granting of Festival Advance – reg.**

Please recall to our earlier discussion held with you on 31.08.2026 regarding the above-mentioned subject. During the discussion, we elaborated on the difficulties being faced by the Non-Executive employees of BSNL due to the discontinuation of the Festival Advance facility, which was earlier being extended to employees to meet their festival-related expenses.

The Festival Advance was a useful welfare measure that enabled employees to meet the additional financial requirements arising during important festivals and holidays. However, due to the financial position of the Company, the facility was discontinued by the Management.

Sir, the major festivals of Durga Puja and Deepavali will be celebrated during October and November 2026, followed by Christmas in December 2026. Traditionally, employees were availing Festival Advance during this period to meet their additional expenses and celebrate these festivals with their families. The advance was recovered from the employees through monthly instalments within a short period.

Since the amount advanced is fully recoverable from the employees through monthly instalments, granting the Festival Advance would not result in any permanent financial liability or expenditure burden on the Company. At the same time, restoration of this welfare measure would provide much-needed financial relief to the employees, particularly in the prevailing situation of rising prices and inflation.

In view of the above, and considering the genuine difficulties being faced by the employees, we sincerely request you to kindly consider the demand and take a favourable decision to grant a Festival Advance of at least Rs.20,000/- to all Non-Executive employees, with the amount being recovered through suitable monthly instalments within a short period.

We hope that the Management will consider this demand sympathetically and extend this welfare measure to the employees on the occasion of the forthcoming festivals.

Thanking you,

Yours sincerely,

[Animesh Chandra Mitra]
General Secretary

Copy to: (1) Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001
(2) Shri Rajiv Kumar, Director(Finance), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi - 110001