



**Animesh Chandra Mitra**  
General Secretary

# BSNL EMPLOYEES UNION

Central Head Quarters

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**BSNLEU/522 (CL)**

**28.04.2026**

To

**The Chairman and Managing Director,  
Bharat Sanchar Nigam Limited  
Bharat Sanchar Bhawan, Janpath  
New Delhi – 110001**

Sub: - **Non-implementation of 7<sup>th</sup> CPC, non-payment of Dearness Allowance and arbitrary reduction of Basic Pay through ERP – Case of left-out Casual Workers – req.**

Respected Sir,

We had a discussion with you on 20<sup>th</sup> April 2026 regarding the issues faced by casual and contract labourers who have been working in BSNL since the DoT period. During the discussion, we highlighted the retrenchment of contract workers as well as the hardships faced by casual labourers.

We would like to draw your kind attention once again to the long-pending and legitimate grievances of approximately 2,500 left-out Casual Workers who have been working continuously for the last 25–30 years since the days of the Department of Telecommunications. We had also earlier brought to your notice the issue of non-payment of Dearness Allowance to these workers from January 2025 onwards. The following issues are submitted for your kind consideration:

**(1) Pending Issues:**

These Casual Workers are paid wages as per the Hon'ble Supreme Court judgment and DoT Order dated 07.06.1988, i.e., 1/30th of the minimum pay scale of the corresponding Central Government scale plus Dearness Allowance. They perform duties similar to regular employees, and BSNL has extended social security benefits such as EPF and ESI to them since its formation. However, it is unfortunate that even after 25 years of BSNL, the following issues remain unresolved:

**a) Non-payment of Dearness Allowance (DA).**

DA installments due from 01.01.2025 and 01.07.2025 have not been released. These workers have been receiving DA since the inception of BSNL, and denial of the same is unjustified. It is requested that the pending DA be released immediately within this month.

**b) Non-implementation of 7<sup>th</sup> CPC.**

BSNL had earlier indicated that the 7th CPC would be extended to Casual Workers after finalization of the 3rd PRC. Since the 3rd PRC has now been implemented and the minimum basic pay fixed, there is no justification for further delay. At present, these workers are being paid a basic pay of Rs. 5,740/-, whereas the minimum basic pay as per the 6th CPC itself is Rs. 7,000/-. Immediate implementation of the 7th CPC is requested.

**c) Arbitrary reduction of Basic Pay due to ERP.**

During ERP implementation in 2019, the basic pay of Casual Workers was reduced from Rs. 6,050/- to Rs. 5,740/- without justification. Despite repeated representations, no corrective action has been taken. Further, the Hon'ble CGIT has directed that the basic pay be fixed at Rs. 7,000/- as per the 6th CPC and that 7th CPC benefits be extended w.e.f. 2016. However, the judgment has not been implemented to date.

**(2) Charter of Demands:**

On 07th March 2026, a National Convention was held in Delhi, where a large number of casual labourers from across the country participated and deliberated on their long-standing issues. Based on the discussions, the following demands are submitted for your personal intervention:

- a) Immediate release of pending DA installments w.e.f. 01.01.2025 and 01.07.2025;
- b) Implementation of 7th CPC for all left-out Casual Workers w.e.f. 01.01.2016, as directed by the Hon'ble CGIT;
- c) Restoration of basic pay to Rs. 7,000/- as per the 6th CPC by correcting the reduction made during ERP implementation.

We request your kind and urgent intervention in the matter. An early and favourable decision will provide much-needed relief to these workers who are facing severe financial hardship and ensure justice for their long years of service.

Thanking you,

*Yours sincerely,*



**(Animesh Chandra Mitra)**  
**General Secretary**