



# BSNL EMPLOYEES UNION

Central Head Quarters

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**Animesh Chandra Mitra**  
General Secretary

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20.04.2026

BSNLEU /421(ALLOW)

To,

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

Sub: **Holding the meeting of the Perks and Allowances Sub-Committee – req.**

Sir,

The above mentioned subject has been discussed on several occasions with the Management, particularly in the National Council meetings as well as in the formal meeting held with the Director (HR). Based on these discussions, a Committee was also constituted by the Management and notified by the Establishment Section vide letter No. BSNLCO-A/11(11)/4/2025-ESTAB/3 dated 25.04.2025. But, it is unfortunate that the Corporate Office Management has not yet arranged any meeting with the recognised union for discussing the revision of perks and allowances for the Non-Executive cadre.

As per the said notification, the Committee was constituted with three officers from Corporate Office under the chairmanship of the PGM (Admn.). The competent authority had also identified the specific items to be considered for the revision of perks and allowances in the said notification. However, it is a matter of serious concern that one full year has already elapsed, yet not a single meeting has been convened, thereby denying the recognised unions an opportunity to place its demands and views before the Committee members.

Further, in the concluding meeting of the Wage Agreement held on 08th October 2025 between the Recognised Unions and the Management, the Staff Side was given a documented assurance that the revision of perks and allowances would be carried out based on the recommendations of this Committee, and that the date of effect of the revision would be the same as the date of implementation of the Wage Agreement. Even after the lapse of six months thereafter, no initiative has been taken by the Management either to convene the meeting or to call for the views of the unions on this important issue.

Sir, such an approach is unfair and unhealthy for maintaining harmonious industrial relations with the recognised unions. The Committee meeting is the most appropriate platform through which both sides can understand each other's viewpoints. A one-sided decision can never be considered prudent for the smooth functioning of the organisation.

This issue assumes greater importance particularly because specific anomalies exist between officers, DoT absorbed officials, and BSNL recruitee staff. Therefore, before taking any final decision on the revision of perks and allowances, the views of the unions and associations must be properly considered and honoured.

Being a responsible trade union, BSNLEU will certainly place its constructive views for a fair revision of perks and allowances.

It may kindly be recalled that during the DoT regime, and also during the initial years after the formation of BSNL, all matters relating to the revision of perks and allowances were finalised by the Management only after detailed discussions with the union/associations representatives in the Committee meetings. Unfortunately, this time the Management has constituted the Committee without including any union representatives.

In view of the above, it is our earnest request that the Perks and Allowances Revision Committee may kindly convene a meeting with the recognised unions at the earliest, obtain their views, and thereafter submit its recommendations to the Management Committee for taking an early final decision on implementation. We hope that effective and immediate action will be taken on this important subject.

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