

TELECOM

Organ of National Federation of Telecom Employees (BSNL)
(Regd. No. 4906 dated : 17.9.2001)

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MARCH, 2026

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Vol. LXIXII No.3

EDITORIAL

A Resounding Call by the National Executive Committee for Unshakable Unity.

On March 14 and 15, 2026, the National Executive Committee of NFTE, BSNL (National Federation of Telecom Employees) met in Patna. Through a unanimously passed resolution, the committee has called upon the leadership of all unions and associations to rise above all differences and create unshakable unity to rescue employees from the severe crisis they are facing. Given that various legitimate and burning issues of the employees have not been resolved for a long time, and the management is ignoring these problems, it is the need of the hour for all organizations to create unbreakable unity among themselves.

Even during the British rule in India, employees and laborers stood together with strong unity and succeeded in bringing about the Trade Union Registration Act and various other laws. These facilities were not obtained easily; employees endured immense suffering to achieve them. However, by using their solidarity and struggle as weapons, they continued to achieve their goals.

We know that before the formation of BSNL, we worked in the Department of Telecommunications. Prior to 1986, all employees and officers were workers of the Post and Telegraph Department. In 1946, before independence, a strike was organized

in our department, leading to the imprisonment of leaders like Comrade Om Prakash Gupta ji. Despite this, no power could break our unity. After independence, our organization, the National Federation of Post and Telegraph Employees, was established on November 24, 1954. Working as a leading force, this organization succeeded in securing the Pay Commission, Pension Act, and payment of Dearness Allowance (DA) through constant struggle and employee unity.

This organization continued to work unitedly until 1968. However, the one-day strike on September 19, 1968, shocked the government. Following government intervention, the organization was split, and a new organization was founded. Yet, due to the deep thinking and devotion to duty of the employee leaders, these organizations continued to work together for the protection of employees. Later, political masters again caused a rift among employees, leading to the formation of a third organization in 1978. Under the leadership of NFPTTE, these three organizations continued to work in the interest of the employees.

Following the division of the Post and Telegraph Department in 1986, two separate departments were created: the Department of Posts and the Department

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of Telecommunications. Consequently, the three aforementioned organizations also split to work separately in both departments. **The 1990s saw the era of privatization, globalization, and liberalization. During that period, the government began the process of converting the Department of Telecommunications into a corporation.** The then-government did not succeed, but in the year 2000, the ruling government converted the Department of Telecommunications into a corporation on October 1, 2000.

Even in this difficult time, the three organizations working in the Department of Telecom, under the leadership of Comrade O.P. Gupta ji, demonstrated rock-solid unity and organized a complete strike from September 6, 2000, to September 8, 2000. Although the Bharatiya Telecom Employees Union withdrew its strike on the evening of September 6 under pressure, not a single employee returned to work. Consequently, **the Central Government was forced to negotiate with the strike leaders. After discussions, the government agreed to the employees' demands, including pension from the government exchequer, job guarantees, and measures to keep the newly created Bharat Sanchar Nigam Limited (BSNL) economically viable.**

Following this, employees joined the corporation with great enthusiasm. Working diligently according to the policies of the Government of India, they led the corporation toward huge profits. **BSNL remained in profit until 2007, but due to government policies, BSNL started running at a loss from 2008 and has been in deficit for the past 18 years.**

It is an irrefutable truth that BSNL has been passing through a period of distress solely because of the anti-public sector policies of the Central Government and the mismanagement by high-level officials. To hide these failures from the public, the government and management

colluded to spread a misconception throughout the country that BSNL is being ruined because of the large number of employees. Misleading news was spread that 75% of BSNL's total revenue is spent on employee salaries and allowances. **Under this conspiracy and on the advice of "experts," the Central Government and BSNL management, in a single stroke on December 20, 2020, terminated the services of approximately 80,000 employees in the name of VRS (Voluntary Retirement Scheme).**

Now, the Central Government has again ordered the Department of Telecommunications officers to reduce the number of employees by 31.10.2026. Efforts are being made to further reduce the workforce under the guise of internal restructuring within BSNL. It is important to note that at the time of BSNL's establishment, approximately 3.75 lakh employees and officers were absorbed into BSNL. Despite such a large number, BSNL earned huge revenues. In 2004-05, BSNL earned a profit of 10,500 crore rupees. Until 2007-08, BSNL remained profitable even with that workforce, even when private telecom companies had entered the field.

Due to the government's wrong policies and management's arrogance, BSNL's economic decline began. After the 2020 VRS, only about 1.5 lakh employees remained. Due to a large number of retirements every year, only about
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60,000 officers and employees are currently working, of which the number of non-executive employees is approximately 33,000. Now, there are talks of removing another 15,000 of them. **It appears the Central Government is planning to close BSNL and hand it over to private businessmen.** This company is a Public Sector Undertaking (PSU), and the people of India are its owners. However, the public is unaware of how a "Navratna" company is being hollowed out from within to be handed over to private hands.

The NFTE BSNL organization, in its national meeting held on March 14 and 15, 2026, passed a resolution after intense discussion that we will not accept VRS under any circumstances and will firmly oppose it.

Other Resolutions Passed by the Executive Committee:

Apart from VRS, the committee passed resolutions on the following burning issues of the employees:

1. Third Pay Revision: The pay revision for BSNL employees and officers has been pending since January 1, 2017. All employees are forced to work on the 2007 pay scales. While the matter has been sent to the Department of Telecommunications following an agreement with recognized unions, the Patna meeting passed a resolution stating that the government has no moral right to stop pay revision just because BSNL is not in profit. **Profit and loss depend on government policies and management, not the employees.** We demand that the conditions be relaxed and the decision for pay revision be granted.

2. Promotion Policy : We have been demanding a new promotion policy for the last 10 years, but management has ignored it. **The current 2008 policy is misleading and discriminatory. While officers get financial**

upgrades every five years, for employees, it is set at 8 to 10 years. The committee expressed great anger over this and passed a resolution for a new policy.

3. Membership Verification Through Secret Ballot: Since the inception of BSNL, recognition was granted through secret ballots. However, the rules were changed in 2012 to require 50% of the votes for a union to be recognized as the sole representative. Now, BSNL management wants to conduct verification through "Check-off" instead of a secret ballot. **We oppose this and demand a Secret Ballot. If the 50% vote requirement is abolished, NFTE BSNL may participate in the verification.**

4. Mobile App Attendance: Management has introduced attendance through a mobile app but is not providing financial assistance to buy smartphones. Low-paid employees cannot afford them. We demand at least 8,000 rupees in assistance for purchasing mobiles.

5. Festival Advance: Employees are facing financial hardship. **We demand a 10,000 rupee festival advance** so employees can celebrate with their families.

6. Staff Surplus and Exams: Many cadres have been arbitrarily declared "Surplus" in the name of restructuring, and exams are not being conducted for any cadre, leaving the future of employees in the dark. Management has ignored our suggestions for a new system.

In conclusion, the situation of BSNL employees is pathetic. After two days of intense discussion in Patna, **it was felt that unshakable unity is the only way to save BSNL from being sold and to protect the employee community. Let us all work for solidarity and resolve to move forward by taking all organizations together.**

**Long Live NFTE
Long Live Employee Unity!**

ORGANISATIONAL NEWS

NFTE - BSNL Bihar Circle's Triennial Conference Concluded in Patna on March 13-14, 2026:-

On March 13, 2026, the program of the Circle Conference began with the flag hoisting. The national flag was hoisted by the Circle President, Comrade Rajesh Kumar Chaubey, and the union flag was hoisted by Comrade Sanjay Kumar Singh, Circle Secretary. After the flag hoisting, all the delegate comrades who had arrived from every corner of Bihar entered the Comrade Islam Ahmed Auditorium (Bharti Mandapam), Vidypati Marg, Patna. Subsequently, the proceedings of the meeting began under the chairmanship of Comrade Rajesh Kumar Chaubey. The meeting was inaugurated by lighting the lamp by the Chief Guest of this event, Mr. Arvind Prasad, Chief General Manager, BSNL Bihar Circle; Special Guest, Mr. Sunil Kumar, General Manager (Admn), Bihar Circle; and Comrade Chandeshwar Singh, General Secretary, NFTE BSNL, New Delhi. **All the dignitaries paid tribute by offering flowers on the photographs of Comrade Islam Ahmed, Comrade O.P. Gupta, and Comrade K.S. Sheshadri.** Thereafter, the open session was inaugurated, in which, first of all, tributes were paid to the comrades who had passed away during the period.

In the open session, Comrade Sanjay Kumar Singh, Circle Secretary, heartily welcomed all the invited guests as well as the entire community present participating in the meeting. Comrade Suryamani Prasad, Provincial Vice President, while conducting the proceedings, first requested Comrade Upendra Kumar Tiwari, Leader of the Postal Employees Union (NFPE), to address the gathering. Comrade Tiwari drew everyone's attention to the changing equations against the working class and employees, and explained that newspapers daily reveal that the government is spending thousands of crores of rupees for the revival of BSNL. However, no change is visible on the ground. **He clearly stated that if the government wishes, no power can stop BSNL from becoming profitable.** Mr. Ratish Kumar, President SNEA, while addressing the gathering, promised to maintain their unity. Mr. Anand Kumar, Circle Secretary, BSNL EA; on behalf of AIGETOA, Circle Minister Mr. Wasi

Ahmed addressed the gathering and urged all officers and employees to move forward unitedly with alertness for the protection of BSNL and the interests of the employees. Addressing the gathering, Mukesh Kumar of SEWA, BSNL, reiterated his promise to continue cooperation and support with NFTE. Along with him, the President of this organization, Mr. Manorajan Paswan, was also present. The heads of all unions and associations working in BSNL participated in this open session. On behalf of the Postal Employees Union, Comrade B.K. Mishra, a senior leader of FNPO, also addressed the gathering and in his address, strongly opposed the government's policies of introducing VRS again under BSNL. Discussing the deteriorating conditions of postal employees, he stated that the current government does not appear to be a protector of employees' interests in any way. From FNPO, Circle Minister Mr. Prerit Kumar (E3), Mr. Manish Kumar (R3), Mr. Naveen Kumar (R4), and Mr. Shivshakti, District Secretary Patna, participated in the meeting.

From the Indian Postal Employees Federation, Mr. Vikas Kumar Singh, Circle Secretary, was also present in the meeting. After the statements of the employee union leaders, Mr. Sunil Kumar, General Manager (Admn), BSNL, Bihar Circle, Patna, addressed the gathering. Thereafter, Comrade Chandeshwar Singh, General Secretary NFTE, was invited to speak. Addressing the meeting, Comrade Singh elaborated in detail on the 3rd Pay Revision, new promotion policy, membership verification of unions, and all other burning issues. He urged employees to work unitedly for BSNL and to struggle in an organized manner for the protection of their interests. Finally, the Chief Guest of this event, Mr. Arvind Prasad, Chief General Manager, BSNL, Bihar Circle, Patna, infused new energy and enthusiasm into the gathering with his address. Mr. Prasad, appealing to the employees, said that they have worked for BSNL with limited resources, due to which BSNL is progressing. He stated that we should all work unitedly for BSNL. He also guided the officers of the management side and said that whatever directions related to employees are issued from BSNL Corporate Office, they must be implemented under all circumstances so

that employees can serve the organization with doubled enthusiasm and provide quality service to consumers. The employees were listening to his address with complete calm and attention. In his nearly one-hour-long address, he motivated the employees with several examples. After the Chief Guest's address, the President adjourned the meeting for a lunch break, instructing all delegate comrades to be present in the meeting again at 4:00 PM. He also thanked all the invited guests for attending the open session.

Delegate Session after Lunch: At 4:00 PM, under the chairmanship of Comrade Rajesh Kumar Chaubey, the committee was formally constituted. Comrade Sanjay Kumar Singh, Circle Secretary, presented the report of activities of the previous term, and the financial accounts report was presented by Mr. Vinay Kumar Singh, Treasurer, which was accepted by the house with acclamation.

The President placed the matter of elections before the house and directed that all District Ministers should meet together and submit a unanimously agreed list of office bearers for the next term to the President. After an hour, a list, signed by all District Ministers, was submitted to the President. The President read out the list to the house. All the present delegates collectively supported the list, and the President declared the unanimously agreed twenty-one-member list as elected unanimously. In this, Comrade Suryamani Prasad, Sub Divisional Engineer (Substantive), was declared elected as President; Comrade Sanjay Kumar Singh, TT CNTX, East Patna, as Circle Secretary; and Comrade Vinay Kumar Singh, Retired Junior Engineer, as Treasurer. Comrade Rajesh Kumar Chaubey was nominated as Patron of the Circle, and Mr. Vinay Kumar, Accounts Officer, was nominated as Auditor. After Comrade Suryamani Prasad proposed the vote of thanks, the proceedings of the meeting were declared concluded.



Flag hoisting ceremony (1)



Flag hoisting ceremony (2)



View of gathering at flag hoisting ceremony



CS welcoming CGM with flower boque, Com Divya Jyothi honouring GM (F) with flower boque



CS honouring CGM with flower boque



View of dias -GS addressing



CS honouring CGM with flower boque



Dias with reception Committee members



GM (HR) and Com Chaubey addressing the meeting



View of dias



View of audience (1)



CS and CGM addressing the meeting



View of audience (2)

Successful NEC meeting of NFTE -BSNL at Patna (Bihar) :-

Two day meeting of the National Executive Committee meeting was held on 14 th & 15 th of April, 2026. Com C K Mathivanan, National President and General Secretary C Singh hoisted the National Flag and NFTE flag respectively on the opening day. Agenda points were introduced by General Secretary and immediately debate began. 24 Circle Unions out of 29 represented in this NEC meeting and 19 out of 25 Central Headqartes Office bearers participated in this NEC meeting which is the first one after the last AIC held in Gujarat in August, 2025. 13 Special Invitees out of 14 also attended this meeting. The Circle Secretaries of West Bengal, Kerala, Andaman & Nicobar, Haryana, N T R (Delhi) did not participate due to compelling reasons. Following 6 important resolutions were unanimously adopted at the NEC meeting. 1) On Relaxation of both Affordability and Profitability conditions for the speedy implementation of third wage revision with effect from 01/01/2017 to the BSNL employees. 2) On Finalisation of New Promotion Policy as agreed upon in place of the existing NEPP which is discriminatory and useless. 3) On Opposition to another V R S being proposed by the central government for BSNL employees. 4) On Strict Observation of union constitution in holding District / Circle conferences periodically. 5) On Grant of rupees 5000 to all the employees for the purchase of mobile phone sets as marking attendance and performing several duties on line using data. 6) On Holding the next (Tenth) membership verification in BSNL only through secret ballot as it was conducted since 2002. Patna meeting of this NEC is very special and memorable one. The reception committee headed by Bihar Circle President Com. Suryamani and Circle Secretary Com. Sanjay Singh and their team members have made arrangements in a grand manner and it was appreciated by each one of the participants.



GS arriving to NEC



GS hoisting NFTE flag



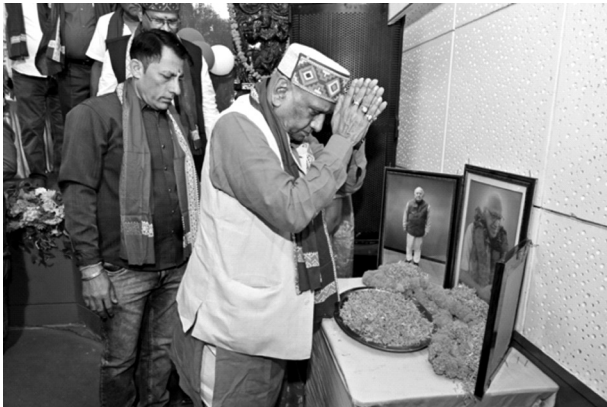
AI president and GS at flag hoisting place



AI president and GS addressing the NEC



View of dias



GS paying rich tributes to Com OPG and other leaders



CS honouring GS with memento



View of the meeting



View of Comrades from manipur

Revolutionary greetings to Bihar Comrades:- Bihar Comrades under the leadership of Com. Sanjay Singh, C.S. and guidance of G.S. have made NEC meeting a big success from 14-03-2026 to 15-03-2026 at Patna in Bharatmandapam. They have made elaborate arrangements with dedication for success of the NEC. They named the meeting hall as “Com. Islam Ahmad Sabha Sthali” and decorated the hall with colourful NFTE flags. It is a unique NEC in the history of NFTE, where the reception committee honoured all the participants (AI office bearers, Circle Secretaries, Invitees and delegates) with garland, shawl, bag and memento. No comrade have feel inconvenience with transport, accommodation and food arrangement. Their hospitality and attitude with guests is appreciable and notable. Comrade Suramani have anchored very nicely in the NEC and encouraged one and all. NFTE CHQ salute the Comrades of Bihar Circle and conveys thanks to all the organizers, who worked hard day and night for success of the NEC. NFTE Zindabad --- Workers Unity Zindabad---Long Live BSNL – Reception Committee of Bihar Circle Zindabad – Zindabad.

EPF interest rate can be retained at 8.25% for 2025 -26.

Resolutions unanimously adopted in the NEC held at Patna from 14-03-2026 to 15-03-2026 under the Presidentship of Com. C.K. Mathivanan, All India President.

(i) The NEC meeting of NFTE -BSNL held on 15-03-2026 at Patna (Bihar) resolved unanimously to implement the following as per the provisions of unions constitution.

(a) Circle/District unions must hold the respective conferences periodically as per the constitution NFTE -BSNL. If any Circle/District union is not holding the conference even after the request for the same the NEC authorises the CHQ to follow the union constitution without any day.

(b) If for some reasons any circle Secretary/ District Secretary could not attend the meetings

of the Circle/All India union **then one of the Assistant Secretary must be authorized to attend the meetings/conferences representing the Circle/District unions.**

(II) 3rd Wage Revision:- The NEC meeting of NFTE -BSNL held on 15-03-2026 unanimously resolved to demand the immediate implementation of 3rd wage revision w.e.f. 01-01-2017 as the agreement for the same was signed with the management on 08-10-2025.

The NEC meeting also appeal to the DOT/ Government of India to relax the 'Affordability' and 'Profitability' conditions prescribed by DPE for CPSUs. BSNL being a 100% Government PSU this relaxation is urgently needed, so that the employees waiting for the implementation of 3rd wage revision for the past nine years will get their wage revision atleast now. **Almost every employee is facing the heat of stagnation for the past several years due to the inordinate delay in the implementation of 3rd wage revision since 2017.** Hence it is appealed to relax the affordability clause for getting relief to employees, waiting since long time for 3rd PRC. So that all the employees of BSNL get the wage revision without any further delay and come out of stagnation immediately.

(III) VRS:- The National Executive Committee Meeting of NFTE -BSNL held at Patna on 15 03- 2026 unanimously resolved to oppose the reduction of staff strength further in BSNL in the garb of VRS-2.

During the Presentation of union budget for 2026-2027 approximately Rs. 28000/- crore was allocated for both BSNL/MTNL by the Finance Minister Nirmala Seetharaman. However it was mentioned that the amount allocated is also for the development of Technology in both PSUs (BSNL and MTNL). BSNL has lost already 77000 staff in the VRS – 2019 effected on 31-01-2020. **Hence any further reduction of staff strength will spoil the chances of revival of BSNL with introduction of 4G/5G mobile service throughout the country.**

NFTE - BSNL is shocked to note that Hon'ble

Prime Minister of India in his Telecom Sector review meeting held on 07-01-2026 instructed to take efforts to reduce staff in BSNL. It is also known that a deadline is fixed for carry out this task by 31-10- 2026. **In this background the NEC meeting request the DOT/Government of India to drop this wrongly advised move for further reduction of staff strength in BSNL.** The NEC unanimously decided to oppose this move of staff reduction jointly with the support of all unions/associations in BSNL and authorise the General Secretary to initiate dialogue with all unions/associations in BSNL to stop the reduction of staff in BSNL.

(IV) Request the BSNL Management to pay Rs. 5000/- for the purchase of mobile phone to all the non-executive employees:- Now BSNL employees are marking their attendance only through online and hence a android mobile phone is a basic necessity for them. In BSNL the executive category employees are sanctioned required amount for purchase of mobile phones. But the employees of non-executive category are left high and dry. This discrimination has to end immediately **as our employees are now accustomed to perform their several duties using the internet and intranet.** Hence the NEC meeting of NFTE – BSNL held at Patna on 15-03-2026 resolved to demand only rupees five thousand lumpsum amount to all the non-executive employees for the purpose of purchase of a mobile phone.

(V) New Promotion Policy (NEPP):- The current promotion policy for BSNL employees was signed by BSNLEU in 2006 during its recognition period, when it was the only recognized union. However, the policy contains several discrepancies and has created discrimination between non executive employees and executives.

Over the past two decades, NFTE-BSNL has consistently demanded a new promotion policy at par with that of executives in BSNL. Now, BSNLEU, which had earlier signed the NEPP, has also acknowledged its shortcomings and the controversies surrounding it. Accordingly, it

has joined NFTE-BSNL in demanding a revised promotion policy for BSNL employees.

At present, both recognized unions are united in their demand for a new promotion policy. While the management has assured that a committee has submitted its report on this issue, no meaningful discussion has taken place so far with the recognized unions.

Therefore, the NEC meeting held at Patna unanimously resolved to demand the immediate implementation of a new promotion policy for non-executive employees without any further delay.

(VI) Tenth Membership Verification in BSNL:- Since 2002 in BSNL till now the exercise of membership verification were held 9 times, only through the secret ballot method. The next M.V. will be the tenth one which was over due in 2025 itself. But the BSNL management is not holding the 10th MV till now and extending the union recognition of both the recognised unions in a adhoc manner.

The BSNL management proposed to hold the 10th MV through 'check off method due to heavy expenditure of BSNL. The NEC meeting conditionally accept the request of BSNL management due to the mounting expenditure to conduct the MV every 3/4 years. However only if the BSNL management agree to do away the condition that "the Second Union will be recognised only if any union does not get the support of more than 50% employees". NFTE BSNL request the management to modify the rules of recognition of two unions as of now without any condition attached to it.

If the management does not agree to do away the said condition and insist on this condition then NFTE BSNL May demand holding the next MV only through the secret ballot as the Hon'ble Supreme Court had opinioned already that if even a union demands the secret ballot it has to be conceded. **If needed the NEC authorise the GS to examine the legal remedies to ensure that the BSNL Management hold the MV though secret ballot as before.**

NFTE delegation of Guntur District (A.P.) met Hon'ble Minister Shri Pemmasani Chandrasekhar on March, 07-2026 at 09.30 am and submitted a memorandum to him as per the directive of CHQ New Delhi for settlement of 3rd wage revision/PRC to BSNL employees. They requested the Minister to help in relaxation of affordability clause for settlement of 3rd wage revision. Fortunately the day is our Minister's birthday, So, the delegation led by Com. Ghanta Nageswara Rao, D.S, Com. M. Pullaiah and Com. T.V. Subbarao offered him best wishes on his birthday. The Minister responded positively and promised to examine the issue.



Guntur Comrades submitting memorrandum to Hon'ble minister

As per the directive of all unions/ associations, Hassan(Karnataka) Comrades submitted a memorandum to Hon'ble MP Shri Shreyas M Patel on 3rd wage revision/PRC to BSNL employees. They requested Hon'ble MP to raise the issue in ensuing Parliament session for settlement of 3rd wage revision/PRC to BSNL employees. Hon'ble MP responded positively on the matter.



Hasan Comrades submitting memorrandum to Hon'ble M.P

On behalf of all unions and associations in BSNL Chhatrapati Sambhajinagar, a detailed memorandum regarding the 3rd Pay Revision Committee (3rd PRC) was submitted on 07-03-2026 to the Hon'ble Member of Parliament Shri Kalyan Kale Saheb:- The Central Government Cabinet has imposed the condition that the company must be profitable in order to implement wage agreements for employees in Public Sector Undertakings (PSUs). Because of this condition, BSNL employees and officers have been waiting for the implementation of the third wage revision / pay agreement for the past 9 years. In reality, the company's losses are occurring due to government policies, and the employees and officers are not at fault in any way for this situation. This very position has also been clearly stated by former Central Telecom minister. Therefore, it is necessary to relax / waive the affordability condition for a strategically important and sensitive company like BSNL, and it is essential that the Central Cabinet take an immediate decision in this regard. All the representatives therefore requested the Hon'ble MP to raise this issue strongly in the upcoming session of Parliament. The Hon'ble MP positively noted our position and assured that he would raise the appropriate question / matter regarding this in Parliament. The delegation included Com. Ranjan Dani, Com John Verghese , Com. Ramesh Dubile, Shri Kuril, Com. Nandu Patil, Smt. R. S. Rakh, Com. Bhan Singh, Aayu. B.R. Gankawar, Shri Shivaji Wagh, Shri Chandragupta Landge, and others.



Chatrapur Sambhajinagar Comrades submitting memonrradum to Hon'ble M.P



AUAB leaders honouring Hon'ble M.P with flower boque

A well attended farewell function was organised on February 25th in Cuddalore (Tamilnadu) to felicitate Com M Manjini, a veteran trade union leader and a loyal member of the NFTE - BSNL throughout his career. National President C K Mathivanan, General Manager (BSNL) Balachandar, Deputy Mayor of Cuddalore Corporation Thamarai Selvan, National Secretary Sreedhar and State Secretary of NFTCL, S Anandhan were among the 300+ gathering in the said function. Several trade union leaders including SNEA, AIBSNLPWA, BSNLEU greeted comrade Manjini who is currently the District Secretary of NFTCL and played an important role in organising the contract labourers.

Meeting of Unions and Association hold on 10-03-2026 --Decisions:-The Meeting of All Unions and Associations of BSNL was held in the office of NFTE CHQ, Atul Grove Road, New Delhi on 10-03-2026. This meeting was attended by General Secretaries and representatives of BSNLEU, NFTE, SNEA, SEWA, AIBSNLEA, DEWAB and CBOWA. Shri C Singh, Chairman presided over the meeting. Shri Animesh Mitra, Convenor briefed the meeting about the issues discussed in the last meeting held on 19/02/2026 and updated about further progress on all these issues and also shared the agenda to be discussed in the meeting. The following issues were discussed and unanimously decided in this meeting. **1.** The progress of the decision for taking matter with all Hon. MP was discussed. The efforts taken by some of the Circles were appreciated and it has been decided to expedite the process further so that issue is taken with each and every Honourable MP by all Circle/ District Level leaders. **2.** To write a letter to CMD

BSNL and to have a Meeting with CMD BSNL for preparatory works for resolving pending HR issues of BSNL Executives and Employees in the Month of April 2026 as assured for the last six months. **3.** To oppose any Lateral Entry at Managerial level above JTO/JAO and demand for immediate review of ongoing SET Recruitment process with priority to available Internal Talent in BSNL. **4.** The issue of undue delay in positive consideration of illegal and unethical Chargesheets to Office Bearers of SNEA & AIGETOA with Major Punishment of reduction of two increments for two years just for entering office of Shri Partibhan, CGM CHTD Circle was discussed in length and it was decided to believe on one more assurance by BSNL Management for its positive consideration before retirement of Shri Partibhan CGM CHTD/TN by 31/03/2026. **5.** It was also decided that if appeals submitted by these office bearers against **Punishment orders are not decided before the last week of March 2026, then start a protest action by observing Black Week before retirement of Shri. Parthiban** i. e. from 25/03/2026 to 31/03/2026 with the special Twitter campaign for entire week on this single issue projecting wrong doings, vindictive attitude, biased approach and anti BSNL activities of Shri Partibhan CGM TN/CHTD Circle its blind support by the BSNL Management. **6.** On transfers of CGM TN, GM HR TN and GM HR CHTD, it was decided to drop the demand for transfer of CGM Shri Partibhan, as he is retiring this month. **7.** It is decided escalate the demands of immediate transfers of GM HR TN and CHTD with Secretary DoT as after repeated assurances BSNL Management has not transferred Shri Bhaskar GM HR TN who is involved in anti BSNL activities is retained in CHTD Circle for last 16 years and Shri. Tulasi Raman JtGM Arch who is illegally and unofficially given charge of GM HR by CGM TN. **8. It is decided to take up the issue with the PMO for posting of Regular CMD BSNL by elaborating issues faced by BSNL due to non-Posting of Regular CMD BSNL for a prolonged period.** **9.** It was updated that the IDA enhancement issue is being reviewed by DPE and decided to continue its further persuasion so that it is implemented in Salary of March 2026 with arrears. It was also decided that if no action is taken for implementation of enhanced IDA w.e.f

01/01/2026, then the further course of action will be decided in the next AUAB Meeting. **10.** The meeting discussed repeated rumours being spread on social media about different issues and activities in BSNL and it has been resolved to demand CMD BSNL to take action against culprits who are spreading negative and non-factual information on Social media including rumours damaging the image of BSNL. **11. It has been decided to oppose any proposal of VRS and implementation of 3rd PRC for all executives and employees with tagline No VRS, Ensure Third PRC** and to take up a matter of waiver of Affordability clause with DoT/Government of India with keen persuasion with DoT for further progress of Wage Negotiation agreement sent by BSNL to DoT. **12.** The meeting discussed proposal by PMO for reduction of officers on deputation and appreciated initiatives by PMO and resolved that the same should be started with immediate effect starting with all DGMs from DoT working in BSNL on Deputation with posting substitutes among working DGMs/AGMs of BSNL and to take up matter further for having own Management of BSNL in this Silver Jubilee Year of BSNL. **13.** The meeting unanimously condemned the wrong propaganda damaging the image of BSNL in society about Prayagraj's visit of Director CFA in a totally cooked and planned manner. The meeting expressed to stand with the Director CFA who is known for high ethical values and who has contributed much to the growth of BSNL over the years. It is decided to take up matter with CMD BSNL as well as with the office of Honourable MoC to take action against the culprits who are involved in this act of defaming the name and fame of BSNL in the manner which never happened in BSNL. **14.** Matter to be taken with CMD BSNL for restoration of earlier practice of Monthly interaction with General Secretaries of Unions and Associations updating about Growth and development issues of BSNL. **15. It was discussed in length and decided to continue with the name All Unions and Associations of BSNL (AUAB) by designing a separate logo for correspondence by AUAB.** **16.** The issues related to Membership verification are to be taken up individually and separately by the concerned Unions/Associations. **17.** To stop discussing issues in length on WhatsApp group

and to discuss all issues in the Meeting itself. **18.** It was also decided that the meetings this forum of All Unions and Associations of BSNL should be attended and addressed by General Secretaries personally by giving its priority and only in case of emergencies the representatives can be deputed with proper authorisation and in meetings GS should convey views of his Association/Union and not of others. **19.** It was decided that the HR issues common to Executives and Employees to be taken on the platform of this forum of Unions and Associations of BSNL and other issues related to only executives to be taken by

Associations and issues of Non-Executives to be taken by Unions. **20.** Issues taken on the platform of this forum of Unions and Associations of BSNL should not be taken on other platforms and vice versa. **21.** All leaders should attend the meeting in a given time and from next time the meeting will start at a given time without waiting for anybody. **22.** The next meeting of **AUAB will be held on 24/03/2026 in the Office of BSNLEU at 1130 Hrs.** After elaborate discussions from 1130 Hrs to 1400 HRs, the meeting concluded with vote of thanks and appreciation by host of the meeting Shri. C Singh, GS NFTE and Chairman AUAB.

LETTERS FROM BSNL MANAGEMENT / GOVT.

Systemic Improvement and Strengthening of Internal Controls in the Circles/DAs in respect of Temporary Advances

File no. BSNLCO-1A/1/2025-1A Dated 02.03.2026 To, All Heads of Circles/Metro Telecom Distt. Bharat Sanchar Nigam Limited

Kindly refer to the subject cited above. In this regard, it is intimated that as per the instructions of the Vigilance Wing BSNLCO, the Internal Audit (IA) Team of BSNLCO conducted an audit of one of the BSNL Circles to check the compliances in temporary advance process. The major observations arising out of the said audit are as under:

- i. Delay in submission of ACE-2 accounts and non-levy of penal interest.
- ii. Procurement of non-essential items and booking of expenditure mainly under General Expenditure.
- iii. Absence of "Pass and Pay" orders on bills and non-certification regarding the quality and purpose of the work on the bills.
- iv. Violation of delegated financial powers while passing bills.
- v. Manual adjustment of temporary advances through Journal Vouchers (JV).
- vi. Inappropriate Journal Vouchers relating to employee/vendor transactions.

2. The Internal Audit Team of the Corporate Office has made the following recommendations.

i. No Fresh temporary advances to be sanctioned if more than 1 advance is pending for approval.

ii. Temporary advances shall be sanctioned at GM/BA Head level only and that too in absolutely essential cases.

iii. Outstanding temporary advances shall invariably be adjusted within one month, failing which the amount shall be recovered along with penal interest from the concerned holder.

iv. As a cost rationalisation measure, approving authorities shall examine each demand for temporary advance with due diligence.

v. The procedure for payment of temporary advances shall strictly conform to the applicable rules and regulations.

vi. All officers shall ensure that bills are passed strictly within their delegated financial powers.

3. On perusal of the IA report, CVO, BSNL has advised that:

a) the details of temporary advances taken by BSNL officers across all Circles for the financial years 2024-25 and the current financial year are required to be obtained and analysed/examined by circles.

b) Circles should ensure that Temporary advance given to BSNL officers is being monitored regularly through SAP in order to avoid any unfruitful expenses and misuse of Temporary advances.

4. Further, the Vigilance Wing, BSNLCO,

has suggested that **"A mechanism may be incorporated in SAP/ERP for settlement of temporary advance ACE-2 accounts, that the claim officer must have the privilege to enter the field that "the physical copies of the concerned ACE-2 account have been received /not received"**, then only the claim officer can able to process for settlement of the said ACE-2 account in SAP/ERP.

Accordingly, ERP-FICO, Corporate Office, has developed a functionality in SAP/ERP to capture confirmation regarding receipt/non-receipt of physical copies of the concerned ACE-2 accounts by the claim officer. The same is presently under testing. All concerned finance officers are required to adopt this functionality as soon as it is made available and ensure compliance in this regard.

It is requested to ensure strict compliance with the above instructions and submit compliance report to the IA Section of BSNL CO w.r.t. point no 3 and 4 related to Vigilance wing BSNL CO within one month from the date of issue of this letter.

Guidelines for Design & Creative Support through the Social Media Agency of Corporate Office Regarding

File No.: BSNLCO-COMN/17(11)/37/2022-CORM Dated: 05/03/2026 To, All Chief General Managers BSNL Circles

In order to ensure uniformity in branding, consistency in messaging, and professional execution of digital and promotional communication across all Circles, Corporate Office has engaged a dedicated Social Media & Digital Marketing Agency namely M/s India News Communications Ltd as per approved Scope of Work. The agency shall cater to the creative and design requirements of all Circles on a Pan-India basis.

The following guidelines are issued for compliance by all Circles:

1. Centralized Creative Development

1.1 All design and creative for Circles including, but not limited to following shall be developed by the empanelled Social Media Agency:

Social media creatives (posts, banners, carousels, GIFs, short videos, reels, etc.)

Hoardings, billboards, posters, pamphlets

Brochures, invitations, backdrops, event creative

Campaign creatives (product, promotional, brand campaigns)

Digital advertisements and multimedia content

1.2 The agency shall develop the creatives in English, Hindi, and major regional languages as per the requirement of the respective Circle.

2. Zonal Allocation for Coordination

One dedicated Social Media Manager (SMM) has been allocated for each Zone to act as Single Point of Contact (SPOC) for the respective Circles. Circles shall coordinate directly with their respective Zonal Social Media Manager for all creative requirements. The details of Social Media Managers allocated to each Zone are as following:

Zonal Contact Details:

East Zone

Name of SMM: Mr Abhishek

Mobile No.: 8979256208

West Zone

Name of SMM: Ms Sudeshnaa

Mobile No.: 6371100828

North Zone

Name of SMM: Mr Vipul

Mobile No.: 9871717375

South Zone

Name of SMM: Mr Aryan

Mobile No.: 6391878652

Ms Sakshi (Mob: 8448076727) shall be the team Lead.

3. Process for Raising Creative Requirements

3.1 Circles shall submit their creative requirements with the respective Zonal Social Media Manager well in advance, clearly specifying:

Objective of campaign/communication

Target audience

Language requirement

Platform (X, Facebook, Instagram, YouTube, WhatsApp, print, etc.)

Timeline for release

Any region-specific inputs

3.2 All creatives shall be developed in consultation with the concerned Circle and approved by Corporate Office before release.

4. Usage of Creatives

4.1 Creatives designed and shared by Corporate Office shall be used by Circles strictly on their official social media handles including X, Facebook, Instagram, YouTube, WhatsApp, etc., and for other promotional activities.

4.2 Circles shall not independently design or publish creatives related to official campaigns, products, branding, or major communications without the consent of Corporate Office, except for routine local operational communication.

4.3 All creatives shall adhere to approved brand guidelines to ensure uniformity in visual identity, messaging framework, and brand positioning across India.

This centralized arrangement is aimed at maintaining brand hygiene, message consistency, professional quality, and strategic alignment across all Zones and Circles. **The above guidelines shall come into force with effect from 1st April, 2026**, in order to ensure a smooth and systematic transition to the centralized creative support mechanism.

All Circles are requested to initiate coordination with their respective Zonal Social Media Manager well in advance and share their upcoming requirements so as to develop a clear understanding of processes, timelines, and expectations at both ends. The Circles shall ensure seamless coordination and strict adherence to these guidelines in letter and spirit.

This is issued with the approval of the competent authority.

Cancer treatment at Tata Memorial Centre (TMH), Mumbai (and ACTREC,

Kharghar, Navi Mumbai) under CGHS-revised procedure & continuation of validity-regarding.

**F. No.: Z15025/26/2022/DIR/CGHS/DIR/CGHS/
New Delhi Dated: 20/02/2026 Government
of India Ministry of Health & Family Welfare
Department of Health & Family Welfare
Kartavya Bhawan**

Tata Memorial Centre (TMH), Mumbai is a premier institution for cancer treatment and many CGHS beneficiaries avail treatment facilities at the Centre. The matter has been reviewed and the procedures for availing treatment at TMH/ACTREC under CGHS have been updated in accordance with the prevailing instructions, including OM dated **28.06.2024** and in line with the revised SOP/MoU executed between CGHS and TMH/ACTREC.

2. Accordingly, in partial modification of OM dated 13.09.2022 on the subject, the procedure to be followed by CGHS beneficiaries for availing cancer treatment at TMH/ACTREC shall be as under:

i) No referral / permission endorsement shall be required from CGHS Wellness Centre CGHS Mumbai for consultation/investigation/treatment at TMH/ACTREC, including procedures not specifically listed, in terms of OM dated 28.06.2024

ii) CGHS beneficiaries shall carry valid CGHS card and any other identity document as required by TMH/ACTREC for identification and registration.

iii) Ward/category entitlement for inpatient treatment (General/Semi-private/Private, etc.) shall be as per CGHS entitlement. TMH/ACTREC shall extend services as per entitlement and the prevailing terms of the SOP/MoU.

iv) The CGHS beneficiaries and their eligible dependents taking treatment at TMH/ACTREC will be charged as per the rates in force (as amended from time to time) of TMH/ACTREC.

v) Memos relating to drugs will be given to the patient only as per policy of TMH/ACTREC.

vi) All the medicines prescribed by TMH/ACTREC doctors will be supplied to the patient by the Centre as per the procedure in force from time

to time. In the event medicines are not available in the Centre's dispensary, patients will have the option to procure from CGHS as per rules. In such circumstances, Medical Superintendent, TMH will certify that the medicine was not available in the Centre's dispensary and CGHS will provide the same to the patient.

vii) No priority / preferential treatment will be accorded unless clinically indicated.

viii) TMH/ACTREC shall provide treatment on credit basis to eligible categories as per the SOP/MoU. **Treatment modalities such as Bone Marrow Transplant facility, Proton Therapy and CAR-T Cell Therapy shall also be covered under credit facility** and bills for the same shall be settled as per the revised SOP/MoU terms.

viii) Credit facility shall be admissible only **as per CGHS ward/category entitlement. Credit facility will not be extended to pensioners and CGHS staff who opt for treatment in a higher category than the one he/she is entitled to.** In such cases, the beneficiary shall bear the additional expenditure/charges arising out of opting for a higher category, as per extant CGHS rules/terms of the SOP/MoU.

ix) Any consultation without the presence of the patient shall be charged by TMH/ACTREC at normal rates and no credit facility shall be provided.

x) Serving employees (other than those eligible under credit facility) shall make payment and claim reimbursement from the concerned Ministry/Department, as applicable, as per extant rules.

3. The validity of the Ministry's No Z15025/26/2022/DIR/CGHS/DIR/CGHS/ dated **13.09.2022** on the subject is hereby extended and shall remain in force up to **22.04.2028 (April 2028)** being co-terminus with the validity of the existing SOP/MoU with Tata Memorial Centre (TMH), Mumbai / ACTREC, Kharghar, Navi Mumbai **or till further orders**, whichever is earlier.

Opening of BSNL cash collection centres on 22.03.2026 (Sunday), 29.03.2026 (Sunday) and 31.03.2026 (holiday).

No. 2-10/2019/BSNL/RM-I/CFA/cash inflow Date: 11.03.2026 To , All Heads & IFAs of Telecom Circles/Metro Telecom Districts, Bharat Sanchar Nigam Limited.

Considering closure of current financial year (2025-26), it has been decided to keep all BSNL cash collection centres open on 22.03.2026 (Sunday), 29.03.2026 (Sunday) and 31.03.2026 (holiday) with normal working hours in view of collection drive in the month of March 2026.

However, considering gazetted holiday on 31.03.2026, circle CGMs may engage willing staff for the cash counter work on this day.

All BSNL employees related to collection in CSC, revenue collection and TR will perform duty on these three days without any extra remuneration. Heads and IFAs of all Circles and Metro TDs are requested to mobilize all available resources during remaining days of March, 2026 and leave no stone unturned not only to achieve the collection target for March, 2026 but also to maximize cash inflow for current financial year 2025-26.

This instruction may please be circulated to all concerned.

This has the approval of CMD, BSNL.

Inter circle transfer i.r.o. of JTOs (T) cadre under Rule 8 of BSNL Transfer Policy Status of Territorial Circles - regarding.

Letter No. BSNLCO-A/16(11)/1/2026-ESTAB Dated:17.03.2026 To, All Heads of Telecom Circles/Core Networks & Other Administrative Units of BSNL.

Ref: This office letter no. BSNLCO-A/16(11)/2/2022-ESTAB- Part(1) dated 23.02.2022, 04.03.2024 and 06.03.2025.

This is regarding status of all territorial circles as per their working strength in the cadre of JTO (T) vis a vis sanctioned strength.

On the basis of availability of executives in the cadre of JTOs (T), the status of recruiting circles as on 01.01.2026 is given below for the purpose of transfer under Rule 8 of the BSNL Transfer Policy:

SI No	Name of the Circle	Sanctioned strength	Working strength	Deficit/ Excess	Deficit/ Surplus
1	Andaman & Nicobar	48	32	16	
2	Andhra Pradesh	613	588	25	
3	Assam	245	193	52	
4	Bihar	272	333	-61	Surplus
5	Kolkata TD	344	319	25	
6	Chennai TD	299	213	86	
7	Chhattisgarh	177	152	25	
8	CNTX-N	115	103	12	
9	Gujarat	729	687	22	
10	Haryana	312	290	22	
11	Himachal Pradesh	170	187	-17	Surplus
12	Jammu & Kashmir	184	174	10	
13	Jharkhand	180	194	-14	Surplus
14	Karnataka	967	641	326	
15	Kerala	1140	761	379	
16	Madhya Pradesh	528	383	145	
17	Maharashtra	1134	886	248	
18	NE-I	126	123	3	
19	NE-II	117	76	41	
20	Odisha	360	231	129	
21	Punjab	465	593	-128	Surplus
22	Rajasthan	514	492	22	
23	Sikkim	38	12	26	
25	Tamilnadu	814	764	50	
24	Telangana	524	516	8	
26	Uttarakhand	160	147	13	
27	Uttar Pradesh East	499	501	-2	Surplus
28	Uttar Pradesh West	348	338	10	
29	West Bengal	334	324	10	
	Total	11756	10253		

In order to ensure even distribution of JTOs (T) I circle-wise sanctioned strength, territorial circles are requested to process the pending Rule 8 transfer cases in accordance with the extant guidelines and also as per the status (Surplus/ Deficit) of the circle in the matter as cited above.

This issues with the approval of competent authority.

**Availability of Ready-to-Use Creatives
Designed by Social Media Agency of
Corporate Office - Regarding**

No: BSNLCO-COMN/17(11)/37/2022-CORM Date: 19.03.2026 To, Chief General Managers, BSNL Telecom Circles

Ref:BSNLCO-COMN/17(11)/37/2022-CORM dated 05/03/2026.

Kindly refer to the letter cited above regarding engagement of M/s India News Communications Ltd. as the Social Media & Digital Marketing Agency by Corporate Office for providing creative and design support for social media, promotional campaigns, and other branding requirements across all BSNL Circles.

In continuation to the same, it is informed that the agency has developed a repository of standardized creatives to ensure uniformity in branding, consistency in messaging, and professional quality across all communication platforms. These creatives have been designed to be used by the Circles as per their requirements.

All Circles were earlier requested to submit their creative requirements to the agency. Based on the inputs received, creatives will be prepared and made available.

The Google Drive link & Bar Code Scanner containing all such creatives is available in Annexure-I. This initiative aims to streamline branding efforts and enhance the overall impact of BSNL's communication across all Circles.

This issues with the approval of the Competent Authority.

Annexure-I

Google Drive Link for Creatives-

<http://drive.google.com/drive/folders/1yoLvFYqfsmJ0C5guVLqK0DeFMau0eehj?usp=sharing> Bar Code Scanner

Collection of data on accommodation allotted to Unions and Associations of BSNL.

No. BSNLCO-SR/14/1/2025-SR Dated: 20.03.2026 To, (1) All CGMs (Territorial and Non-Territorial Circles), BSNL (2) PGM (Admn.), BSNL CO

Ref: (1) BSNL CO letter No. BSNL/20-2/SR/2022 dated 18.10.2022 (2) BSNL CO letter No. BSNL/20-2/SR/2022 dated 19.04.2023

I am directed to refer to letter under reference 1 wherein policy for allotment of accommodation to unions and associations of BSNL-2022 was notified and amended vide letter under reference 2.

In reference to above letters, it is requested to kindly furnish a consolidated list (Circle-wise) of accommodations allotted to unions and associations (whether recognized and unrecognized) at Circle/BA/OA along with the number of office bearers, as per the table attached. The requisite information may be furnished by 30.03.2026 at email Id: agmsrcell@gmail.com.

This is issued with the approval of competent authority.

Revision of Industrial Dearness Allowance (IDA) Rates for Executives and Non-Unionized Supervisors of CPSEs - Effective from 01.01.2026.

No. W-02/0037/2025-DPE(WC)/FTS-14505 Public Enterprises Bhawan, Block 14, CGO Complex, Lodhi Road, New Delhi-110003 Dated:02.2026

The undersigned is directed to convey the revised rates of Industrial Dearness Allowance (IDA) applicable to executives holding Board level and below Board level posts and Non-Unionized Supervisors of Central Public Sector Enterprises (CPSEs) following the 1987, 1997, 2007, and 2017 pay scales, **effective from 01.01.2026.**

2. The quantum of IDA payable from 01.01.2026 at a neutralization rate of ₹2.00 per point shift for increase of (99) points, may be Rs.198/- and at Average AICPI 9710, DA payable may be Rs. 18010/- to the executives holding Board level post, below Board level post and non-unionized supervisors following IDA pattern in the CPSEs of **1987 pay scales.**

3. The rates of Dearness Allowance payable w.e.f. 01.01.2026 to executives holding Board-level posts, below Board-level posts, and non-unionised supervisors of CPSEs are 468.5% for those following the **1997 pay scale, 236.7% for the 2007 pay scale, and 53.4% for the 2017 pay scale.**

4. Further, as per the information available

on the PE Survey Portal, no CPSE is presently reported to be under the 1992 pay scale and, accordingly, DA orders for the said pay scale are not being issued. However, in the event any CPSE subsequently furnishes verifiable data establishing coverage under the 1992 pay scale, the admissible DA shall be computed strictly in accordance with the applicable norms and conveyed to the concerned administrative Ministry/Department for necessary action.

5. All concerned Ministries/Departments shall verify the applicability of the relevant pay scales and corresponding IDA OMs before extending DA, ensure that updated pay-revision status is furnished on the PE Survey Portal, and note that while DA rates are computed and notified by DPE as per the prescribed formula, their extension and implementation in respect of individual CPSEs, including financial implications, shall rest with the concerned Administrative Ministry/Department.

6. This issues with the approval of the Secretary, Department of Public Enterprises.

Vacancy position as on dated 01.01.2026 in the cadre of Junior Hindi translator (JHT) -reg.

No: BSNLCO-A/15(14)/1/2026-ESTAB Dated: 06.03.2026 To, All Heads of Recruiting/Territorial Circles, Bharat Sanchar Nigam Limited.

The details regarding the vacancies that has arisen due to Superannuation/Promotion/Resignation/Death etc. till the end of calendar year 2025 is required for the preparatory work for conducting Limited Internal Competitive Examination (LICE) for recruitment to the Junior Hindi translator (JHT) cadre. The sanctioned strength as per the BSNL CO letter dtd 21.09.2023 is enclosed herewith for reference.

2. Therefore, it is requested to furnish the information in respect of your Circle in the following format:

Name of the Recruiting territorial Circle:

- 1 Sanctioned Strength of JHT
- 2 Working strength of JHT as on dtd. 01.01.2026
- 3 Total no. of vacancies arose till the end of

calendar year 2025/ as on 01.01.2026 due to promotion, retirement, resignation, death etc. **(with the date of Origin of vacancies)**

4 Breakup OC SC ST Total L PwBD Out PwBD sub vacancies (x) (x) (z) =(x+y+z) of Total categories for JHT as per DoPT Guidelines. a b c d

***PwBD Reservation sub categories are defined under the following clauses as per DoPT guidelines**

a Blindness and Low Vision

b Deaf and Hard of Hearing

c Loco motor Disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy

d Autism, intellectual disability, specific learning disability and mental illness

e Multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness.

3. The aforementioned information may be submitted within 15 days from the date of issue of this letter on email "bsnlestt.3@gmail.com".

4. This is issued with the approval of Competent Authority.

Redistribution of Hindi cadre Posts of Kanistha Rajbhasha Adikari and JHT & SHT.

No. BSNLCO-A/15(12/1/2023-ESTAB Dated: 21.09.2023 To, All Heads of Recruiting/Territorial Circles, Bharat Sanchar Nigam Limited

BSNL Board had approved restructured manpower requirement in BSNL after implementation of VRS and the approved manpower requirement was circulated vide Letter No. 4-02/2021- Restg. dated 23.11.2021. As per the restructured manpower requirement, the post of JTO (OL) (now designated as Kanistha Rajbhasha Adhikari) is included in the approved manpower of Telecom Stream. Subsequently, the total number of Kanistha Rajbhasha Adhikari in BSNL has been determined to be 51 and the same has also been incorporated in the Recruitment Rules of the post. Further, in the post VRS

restructured manpower provision, the approved combined strength of Jr. Hindi Translator (JHT) and Sr. Hindi Translator (SHT) has been fixed as 146.

With the objective of optimum utilization of Rajbhasha Officers/Officials, the circle-wise distribution of 51 posts Kanishth Rajbhasha Adhikari and redistribution of 146 posts of JHT & SHT has been decided as indicated in Annexure-1 enclosed.

The posts held by the existing JHT/SHT in excess of the above strength in circles as on date on such re-distribution shall be considered as personal and will lapse as and when such employees retire on reaching the date of superannuation.

This issues with the approval of the competent authority.

Annexure I

Sl. No	Name of Circle	Distribution of posts of Kanishth Rajbhasha Adhikari	Distribution of posts		
			Jr. Hindi Translator	Sr. Hindi Translator	Total
1	Andhra Pradesh	3	5	5	0
2	Chattisgarh	1	3	0	3
3	Kolkatta TD	1	3	0	3
4	Gujarat	3	6	1	7
5	Haryana	2	5	0	5
6	HP	3	3	0	3
7	Kerala	2	6	2	8
8	Karnataka (including QA	3	6	2	8
9	MH (including CNTx-W)	3	4	4	8
10	MP	5	5	0	5
11	Orissa	1	5	0	5
12	Punjab	2	5	1	6
13	Rajasthan	3	6	0	6
14	Telangana	3	6	0	6
15	Tamilnadu (including CNTx 5)	2	5	3	8
16	U.P(E)	3	5	0	5
17	U.P(W)	1	5	0	5
18	J&K	1	3	0	4
19	Bihar	2	5	1	6
20	CHENNAI-TD	1	3	1	3
21	Jharkhand	1	3	1	4
22	Utrakhand	1	4	0	4
23	WB (including CNTx-E)	1	4	0	4
24	CNTx-N(including BSNL CO)	3	6	2	8
25	TF(Mumbai)	0	1	0	1
26	NE II	1	2	0	2
27	ALTIC	1	4	0	4
28	Assam	1	4	0	4
29	Sikkim	1	2	0	2
30	A&N	0	2	0	2
31	NE I	0	2	0	2
	Total	51	128	18	146

MOST IMMEDIATE

Direct Recruitment of JTO (T)s in BSNL for the Year 2026 regarding.

No. BSNLCO-A/16(13)/1/2026-ESTAB Date: 05.02.2026 To, The Chief General Manager Telecom, Bharat Sanchar Nigam Limited. All the Recruiting Circles.

This is regarding direct recruitment of 100 post of Junior Telecom Officers, Telecom, in short - JTO (T) from the open market for the year 2026. In this regard, the following indicated vacancy / vacancies have been allotted in the Territorial Circles for the forthcoming direct recruitment.

Circle wise distribution of 100 Direct Recruitment quota vacancy i.r.0. JTO (T) cadre as on 01.01.2026.

S. N.	Name of Circle	Allotted DR Quota vacancy
1	A&N	1
2	AP	1
3	Assam	2
4	Kolkatta TD	2
5	Chennai TD	5
6	Chhatisgarh	1

7	Gujarat	3
8	Haryana	1
9	J&K	1
10	Karnataka	26
11	Kerala	15
12	MP	10
13	MH	16
14	NE-II	3
15	Odisha	6
16	Rajasthan	1
17	Shikim	1
18	Tamilnadu	1
19	Telangana	2
20	Uttarakhand	1
21	UPW	1
Total		100

2 Accordingly, all the above recruiting circles are requested to provide the roster along with the sub category of PwBD vacancies notified for the number of vacancies allotted for incorporating the same in the notification of the direct recruitment.

3. The circles are requested to send the information on email id agmestt4@gmail.com within 3 working days.

This is issued with the approval of competent authority.

LETTERS TO BSNL MANAGEMENT / GOVT.

JTO (Telecom) Promotion issue of LICE VY 2023 (Telangana Circle) - Case of Shri Thadaka Mahesh, JE Per No.-60210232 O/o SDE (CM & CFA) Bhupalpally sub-division, Warangal BA, Telangana Circle.

TF-14/2(b) Dated:-23-03-2026 To, The PGM(Est) BSNL Corporate office New Delhi.

We wish to draw your personal kind attention towards the subject and enclose herewith a representation from Shri Thadaka Mahesh, JE of Telangana Circle addressed to the G.S. of our union and the representation alongwith the relevant document in support of his claim to the Chief General Manager Telecom BSNL Telangana Circle.

The case of official in brief is as follow:

(1) That the said official said official Shri Thadaka Mahesh, JE was appeared in JTO LIC

for the W of 2023 and the LICE was conducted on 08-09-2024.

(2) He appeared for the Limited Internal Competitive Examination (LICE) for promotion to JTO (Telecom) under 50% internal quota for vacancy year 2023, conducted on 08-09-2024, and secured 125.25 marks.

(3) In the Telangana circle merit list, three posts were notified under the General (OC) category. As per the published result, the third post was allotted to Shri Ravi Nayak B (Roll No.-50001696) under the OC-PwBD Category.

(4) Subsequently, the Corporate office letter dt-16-04-2025, communicated through Telangana Circle letter dated 17-04-2025, confirmed that Shri Ravi Nayak B had already been selected under the PwBD category for LICE VY-2021.

(5) Since his candidature has already been considered for VY-2021, the post allotted to him in VY-2023 has effectively become vacant. It is

also pertinent to mention that no other PwBD candidate appeared for the W -2023 examination in Telangana Circle.

(6) Therefore, the third post remains unfilled, and as he is the next eligible candidate in the General category merit list, he submitted a formal representation on 30-04-2025, requesting the release of a revised merit list and allotment of the vacant post.

Under the circumstances and facts mentioned above the claim of Shri Thadaka Mahesh JE is genuine and justified. Hence we implore upon you to kindly look into the matter personally and review the case so that the qualified candidate may get justice.

Filling of the vacancy left for UP(East) circle by NEC meeting held at Patna on 14th & 15th March, 2026.

**TF-1/2(AIC) Dated:-23 -03-2026 To, PGM (SR)
BSNL Corporate office New Delhi.**

Kindly refer to our earlier submission of the list of office bearers of the NFTE (BSNL) elected

in All India Conference held at Vadatal Dham (Gujrat) from 23rd to 26th August, 2025, vide letter number TF- 1/2(AIC), dated 29-08-2025.

(i) One of the post of Secretary at Sr. No.-2 of the list was vacant for the UP (East) Circle.

(2) Com. Islam Ahmad Jee, was elected as the Chief Patron, but unfortunately he expired on 14th September,2025.

Thus these two vacancies were in existence.

Now, these two vacancies have been filled up unanimously in the NEC meeting held at Patna on 14th & 15th March 2026 which are as follows.

(i) Com. J.N. Gupta, Retd J.E. Kanpur, elected as patron.

(ii) Com. Sanjay Dubey, J.E. Farukhabad, elected as Secretary CHQ against the vacancy at sr. No.-2 in the earlier list, dated-29-08-2025.

It is therefore requested to kindly arrange to circulate by including the above names in the list of office bearers, so that the newly elected members may get the trade unions facilities as per rules.

संपादकीय

अक्षुण्ण एकता के लिए राष्ट्रीय कार्यकारी समिति का मुखर आह्वान

दिनांक 14 एवं 15 मार्च 2026 को पटना में संपन्न एनएफटीई बीएसएनएल की राष्ट्रीय कार्यकारी समिति की सभा ने एक सर्वसम्मति से पारित प्रस्ताव के द्वारा यह सभी यूनियन एवं संगठन के नेतृत्व का आह्वान किया है की विकट परिस्थितियों से जूझते हुए कर्मचारियों को संकट से उबरने के लिए सभी भेदभाव भूल कर आपस में अक्षुण्ण एकता का सृजन करें कर्मचारियों के विभिन्न जायज एवं ज्वलंत समस्याओं का पिछले लंबे अरसे से निष्पादन नहीं होने तथा प्रबंधन द्वारा उनकी समस्याओं को नजर अंदाज करने की स्थिति में समय की पुकार है कि सभी संगठन आपस में एकत्र एकता का सृजन करें।

इतिहास साक्षी है कि भारत में ब्रिटिश शासन काल में भी कर्मचारी और मजदूरों ने एक मजबूत एकता के साथ खड़े होकर ट्रेड यूनियन पंजीयन एक्ट एवं विभिन्न कानून को लाने में सफल हुए। यह सुविधा बहुत आसानी से प्राप्त नहीं हुई है कर्मचारियों ने सुविधाओं को प्राप्त करने के लिए बहुत ही यातनाएं सही हैं परंतु

अपनी एकजुट और संघर्ष चलता को हथियार बनाकर अपने लक्ष्य की प्राप्ति करते रहे हमें मालूम है कि बीएसएनएल बनने के पहले हम दूरसंचार विभाग में कार्यरत थे और सन 1986 में के पूर्व हम सभी कर्मचारी एवं अधिकारी डाक तार विभाग के कर्मचारी थे हमारे विभाग में आजादी के पूर्व सन 1946 में हड़ताल का आयोजन किया था जिसके चलते कामरेड ओम प्रकाश गुप्ता जी शरीर के नेताओं को जेल में बंदी बनाया गया था इसके बावजूद हमारी एकता को कोई ताकत प्राप्त नहीं कर पाई और स्वतंत्रता के उपरांत हमारे संगठन नामक संगठन की स्थापना 24 नवंबर 1954 को की गई यह संगठन लगातार कर्मचारियों के हिरावल दस्ता के रूप में कार्य करते हुए एकता और संघर्ष के बल पर कर्मचारियों के लिए वेतन आयोग पेंशन अधिनियम महंगाई भत्ते की भुगतान सहित अनेकों अधिनियम बनवाने में सफलता हासिल की। इस प्रकार यह संगठन एकजुट होकर 1968 तक कार्यरत रहा परंतु 19 सितंबर 1968 को एक दिवसीय हड़ताल ने सरकार को झकझोर दिया और सरकारी पहल शेष अगले पृष्ठ पर जारी

पिछले पृष्ठ का शेष:

से इस संगठन में तोड़फोड़ करते हुए एक नए संगठन की नींव डाली गई परंतु कर्मचारी नेताओं की गहरी सोच और कर्तव्यनिष्ठा के चलते यह दोनों संगठन मिलकर पूर्व की भांति कर्मचारी के रक्षित कार्य करते रहे पुणे राजनीतिक अकाउंट ने कर्मचारियों के बीच जोड़-तोड़ करते हुए एक तीसरी संगठन का गठन सन 1978 में किया परंतु एनएफपीटीई के नेतृत्व में यह तीनों संगठन कर्मचारियों के हित में कार्य करते रहे। सन 1986 में डाक तार विभाग के विभाजन के उपरांत डाक विभाग और दूरसंचार विभाग के नाम से दो अलग विभाग बना दिए गए इसके उपरांत ऊपर वर्णित तीनों संगठन भी बंट कर अलग-अलग कार्य करने लगे। सन 1990 के दशक में निजीकरण वैश्वीकरण तथा उदारीकरण का दौर आया और उसे दौर में सरकार ने दूरसंचार विभाग को निगम में परिवर्तित करने की प्रक्रिया शुरू कर दी तत्कालीन सरकार इस कार्य में सफल नहीं हो पाई परंतु सन 2000 में सद्दा रोड सरकार ने 1 अक्टूबर 2000 से दूरसंचार विभाग को निगम में परिवर्तित कर दिया।

इस विषम घड़ी में भी कामरेड आप गुप्ता जी के नेतृत्व में दूरसंचार विभाग में कार्यरत तीनों संगठनों ने चट्टानी एकता बनाकर 6 सितंबर 2000 से 8 सितंबर 2000 तक मुकम्मल हड़ताल कर दी हालांकि भारतीय दूरसंचार कर्मचारी संघ ने 6 सितंबर की संध्या को ही सरकारी दबाव में आकर अपनी हड़ताल वापस ले ली परंतु उनके हड़ताल वापसी के बावजूद एक भी कर्मचारी कार्य पर नहीं लौटे और केंद्र सरकार बढ़े होकर हड़ताली कर्मचारियों को नेताओं से वार्तालाप के उपरांत एक समझौता किया। जिसमें कर्मचारियों को सरकारी कोष से पेंशन देने, नौकरी की गारंटी देने तथा नवसृजित भारत संचार निगम को आर्थिक रूप से जीवंत रखने के कर्मचारियों की मांगों को मानते हुए इसकी गारंटी दी गई।

कर्मचारी अति उत्साह के साथ विकल्प देकर निगम में प्रवेश किया तथा भारत सरकार के नीतियों के अनुरूप निष्ठापूर्वक कार्य करते हुए निगम को भारी मुनाफे की ओर अग्रसर करते रहे भारत संचार निगम लिमिटेड सन 2007 तक मुनाफे में चलती रही परंतु सरकार की नीतियों के कारण और निजी कंपनियों के हित में नीति बनाने के कारण भारत संचार निगम लिमिटेड सन 2007 से घाटे में चलने लगी और इस प्रकार पिछले 18 वर्षों से खाते में चल रही है।

यह अकाद्य सत्य है कि केंद्र सरकार की नीतियों के कारण ही बीएसएनएल दुर्दशा के दौर से गुजरती रही और कर्मचारी संगठन एकजुट होकर लगातार संघर्ष करते रहे। सरकार की लोक उपक्रम विरोधी नीतियों एवं उच्च पदस्थ प्रबंधन की अदूरदर्शिता उजागर करते रहे। आम जनता के बीच साजिशों के उजागर करने के कारण सरकार और प्रबंधन ने मिलकर यह पूरे देश को भ्रमित किया और बतलाया कि कर्मचारियों की भारी संख्या के कारण बीएसएनएल की आर्थिक तबाही हो रही है इस प्रकार के भ्रम समाचार पत्रों द्वारा फैलाया गया कि बीएसएनएल द्वारा प्राप्त कुल राजस्व का 75%

हिस्सा कर्मचारियों के वेतन भत्तों पर खर्च हो जाते हैं और इस साजिश के तहत तथा नीति सलाहकारों के सलाह पर केंद्र सरकार तथा बीएसएनएल प्रबंधन 20 दिसंबर 2020 को एक झटके में बीएसएनएल से लगभग 80 हजार कर्मचारियों को वी आर एस (वीआरएस) के नाम पर सेवा मुक्त कर दिया।

अभी पुणे केंद्र सरकार ने कर्मचारियों की संख्या कम करने के लिए दूरसंचार विभाग के अधिकारियों को यह आदेश दिया है कि 31 अक्टूबर 2026 तक कर्मचारियों की संख्या कम कर दी जाए बीएसएनएल में चल रहे आंतरिक पुनर्गठन में भी फिर से कर्मचारियों की संख्या कम करने के प्रयास किया जा रहे हैं और इसके अनुसार यह काम 30 जून 2026 तक पूरा कर लेना है यह बताना जरूरी है कि बीएसएनएल की स्थापना के समय लगभग 375000 कर्मचारी एवं अधिकारी बीएसएनएल में समायोजित किए गए थे और इतनी बड़ी संख्या के रहते हुए बीएसएनएल में भारी राजस्व की प्राप्ति होती थी। वर्ष 2004-05 में बीएसएनएल में ने 10500 करोड़ का मुनाफा कमाया था और इतनी संख्या में कर्मचारियों के रहते हुए वर्ष 2007-08 तक बीएसएनएल मुनाफे में रही जबकि कई निजी दूरसंचार कंपनियां मैदान में उतर चुकी थी। इस बीच सरकार की गलत नीतियों उच्च प्रबंधन के और दूरदर्शिता के कारण बीएसएनएल में आर्थिक गिरावट शुरू हुई सन 2020 के वर्ष के बाद लगभग 150000 कर्मचारी शेष बच गए थे भारी संख्या में प्रतिवर्ष सेवा निवृत्ति के कारण अब लगभग 55000 अधिकारी एवं कर्मचारी ही कार्यरत हैं जिनमें नौ एगजीक्यूटिव कर्मचारियों की संख्या लगभग 23000 है इनमें 35% कर्मचारियों को निकालने की बातें चल रही है इस प्रकार यह प्रतीत होता है कि केंद्र सरकार बीएसएनएल को बंद करके निजी व्यापारियों द्वारा चलने के उपाय कर रही है यह कंपनी एक लोक उपक्रम कंपनी है और भारत की समस्त जनता इस कंपनी की मालिक है परंतु जनता को यह मालूम नहीं है कि किस प्रकार एक नवरत्न कंपनी को अंदर से खोखला करते हुए निजी हाथों में सौंपने की प्रक्रिया चल रही है एनएफटी बीएसएनएल संगठन की दिनांक 14 एवं 15 मार्च 2026 को संपन्न हुए राष्ट्रीय कार्यकारी नीति बैठक में गहन चर्चा और विचार विमर्श के उपरांत यह प्रस्ताव पास किया है कि हम किसी भी हालत में वर्ष स्वीकार नहीं करेंगे और इसका डटकर विरोध करेंगे। वर्ष के अतिरिक्त कार्यकारिणी सभा ने कर्मचारियों के निम्नलिखित ज्वलंत समस्याओं पर भी विस्तृत चर्चा के उपरांत प्रस्ताव पारित किए हैं जो निम्नलिखित है:-

1. तीसरा वेतन संशोधन: 1 जनवरी 2017 से लंबित वेतन संशोधन को तुरंत लागू करने की मांग की गई। समिति का मानना है कि लाभ-हानि सरकारी नीतियों पर निर्भर करती है, कर्मचारियों पर नहीं।

2. पदोन्नति नीति: वर्तमान 2008 की भेदभावपूर्ण नीति को बदलकर नई पदोन्नति नीति बनाने की मांग की गई।

शेष अगले पृष्ठ पर जारी

पिछले पृष्ठ का शेष:

3. **गुप्त मतदान:** सदस्यता सत्यापन के लिए 'चेक-ऑफ' प्रणाली का विरोध करते हुए 'सीक्रेट बैलेट' (गुप्त मतदान) की मांग की गई।

4. **मोबाइल ऐप अटेंडेंस:** प्रबंधन से मांग की गई कि मोबाइल ऐप के माध्यम से उपस्थिति दर्ज करने के लिए कर्मचारियों को स्मार्टफोन खरीदने हेतु कम से कम 8,000 रुपये की वित्तीय सहायता दी जाए।

5. **त्योहार अग्रिम:** कर्मचारियों की आर्थिक कठिनाइयों को देखते हुए 10,000 रुपये के त्योहार अग्रिम (Festival Advance) की मांग की गई।

6. यह खेदजनक है कि बीएसएनएल के आधे सर्किलों को मनमाने ढंग से पुनर्गठन के नाम पर सरप्लस (अधिशेष) घोषित कर दिया गया है। किसी भी संवर्ग के लिए परीक्षाएं नहीं ली जा रही हैं जिससे कर्मचारियों का भविष्य अंधकारमय है। हमने नई व्यवस्था के सुझाव दिए, परंतु प्रबंधन संज्ञान नहीं ले रहा है।

आज कर्मचारियों की स्थिति दयनीय है। पटना की बैठक का निष्कर्ष यही है कि अक्षुण्ण एकता और संघर्ष ही एकमात्र विकल्प है जिससे हम बीएसएनएल को निजी हाथों में जाने से रोक सकते हैं और कर्मचारी समुदाय की रक्षा कर सकते हैं। आइए, हम सब एकजुट होकर आगे बढ़ने का संकल्प लें।

एन.एफ.टी.ई. जिंदाबाद!

कर्मचारी एकता जिंदाबाद!

एनएफटीई (एनएफटीई-बीएसएनएल) की राष्ट्रीय कार्यकारिणी समिति (एनईसी) के प्रस्ताव पटना में 14-03-2026 से 15-03-2026 तक अखिल भारतीय अध्यक्ष कॉमरेड सी. के. मथिवानन की अध्यक्षता में आयोजित एनईसी की बैठक में सर्वसम्मति से निम्नलिखित प्रस्ताव अपनाए गए:

1. **संगठनात्मक मामले सम्मेलन:** संघ के संविधान के अनुसार, सर्कल और जिला यूनियनों को समय-समय पर अपने सम्मेलन आयोजित करने होंगे। यदि कोई यूनियन अनुरोध के बाद भी सम्मेलन नहीं करती है, तो एनईसी ने मुख्यालय (सीएचक्यू) को बिना किसी देरी के संवैधानिक कार्यवाही करने के लिए अधिकृत किया है। *प्रतिनिधित्व: यदि कोई सर्वल या जिला सचिव बैठक में शामिल नहीं हो पाता है, तो उनकी जगह एक सहायक सचिव को प्रतिनिधित्व के लिए अधिकृत किया जाना चाहिए।

2. **तीसरा वेतन संशोधन (3rd Wage Revision) कार्यान्वयन:** एनईसी ने 01-01-2017 से तीसरे वेतन संशोधन

को तुरंत लागू करने की मांग की है, क्योंकि इसका समझौता प्रबंधन के साथ 08-10-2025 को ही हो चुका है। *छूट की मांग: सरकार से अपील की गई है कि बीएसएनएल के लिए 'सामर्थ्य' (Affordability) और 'लाभप्रदता' की शर्तों में डील दी जाए, ताकि पिछले 9 वर्षों से वेतन वृद्धि का इंतजार कर रहे कर्मचारी ठहराव से बाहर आ सकें।

3. **स्वैच्छक सेवानिवृत्ति योजना (वीआरएस-2) का विरोध कर्मचारियों की कटौती:** एनईसी ने वीआरएस-2 के नाम पर कर्मचारियों की संख्या में और कमी करने का कड़ा विरोध किया है। *तर्क: बजट 2026-27 में बीएसएनएल/एमटीएनएल के लिए 28,000 करोड़ आवंटित किए गए हैं, जो तकनीक विकास के लिए भी हैं। 2019 के वीआरएस में पहले ही 77,000 कर्मचारी कम हो चुके हैं। अब और कटौती से 4जी/5जी सेवाओं के विस्तार और बीएसएनएल के पुनरुद्धार पर बुरा असर पड़ेगा। * समय सीमा: प्रधानमंत्री कार्यालय द्वारा कर्मचारी कटौती के लिए 31-10-2026 की समय सीमा तय करने की जानकारी पर संघ ने चिंता व्यक्त की है और सभी यूनियनों के साथ मिलकर इसका विरोध करने का निर्णय लिया है।

4. **मोबाइल फोन भत्ता मांग:** सभी गैर-कार्यकारी (Non-executive) कर्मचारियों को मोबाइल खरीदने के लिए 5,000 की एकमुश्त राशि दी जाए। *कारण: वर्तमान में उपस्थिति ऑनलाइन दर्ज होती है, जिसके लिए एंड्रॉइड फोन अनिवार्य है। अधिकारियों को इसके लिए राशि मिलती है, लेकिन गैर-कार्यकारी कर्मचारियों के साथ यह भेदभाव खत्म होना चाहिए।

5. **नई पदोन्नति नीति (एनईपीपी) विसंगतियां:** 2006 की मौजूदा नीति में कई खामियां और भेदभाव हैं। *एकजुटता: अब एनएफटीई और बीएसएनएलईयू दोनों यूनियनें मिलकर अधिकारियों के समान नई पदोन्नति नीति की मांग कर रही हैं। प्रबंधन द्वारा समिति की रिपोर्ट पर कोई सार्थक चर्चा न करने के कारण, एनईसी ने इसे तुरंत लागू करने की मांग की है।

6. **दसवीं सदस्यता सत्यापन (10th Membership Verification) देरी:** 10वां सदस्यता सत्यापन 2025 में ही देय था, जिसे प्रबंधन तदर्थ (ad hoc) रूप से टाल रहा है। *तरीका: प्रबंधन ने खर्च बचाने के लिए 'चेक ऑफ' पद्धति का प्रस्ताव दिया है। *शर्त: एनएफटीई इस पद्धति को केवल तभी स्वीकार करेगा जब प्रबंधन 50% समर्थन वाली शर्त हटाकर दो यूनियनों की मान्यता के नियमों में संशोधन करे। यदि प्रबंधन नहीं मानता, तो संघ 'सीक्रेट बैलेट' (गुप्त मतदान) की मांग करेगा और जरूरत पड़ने पर कानूनी रास्ता अपनाएगा।