

BSNL EMPLOYEES UNION (CHQ), NEW DELHI
NATIONAL FEDERATION OF TELECOM EMPLOYEES BSNL (CHQ), NEW DELHI

Date: 08.06.2026

To,

Shri Rajeev Kumar Kaushik,
PGM(SR), BSNL CO.,
Bharat Sanchar Bhawan,
Janpath, New Delhi – 110 001

Sub: - Holding of National Council meeting and submission of agenda items – req.

Sir,

Please recall the discussion held in the Formal Meeting with Director (HR) on 18.02.2026, wherein we requested that the National Council meeting be convened without further delay for the settlement of pending staff issues.

The last National Council meeting was held on 13.01.2025. Although a Formal Meeting was subsequently held on 18.02.2026, it is unfortunate that most of the issues raised by the Staff Side remain unresolved. In the meantime, both the Recognised Unions have submitted additional agenda items that require urgent consideration and settlement.

In view of the above, the Recognised Unions request the Management to convene the National Council meeting in the first week of July 2026 to discuss and settle the pending and pressing issues of the Staff Side. The agenda items have already been submitted for your ready reference (copy of the Staff Side letter attached herewith).

We hope that necessary action will be taken to hold the National Council meeting at the earliest.

Thanking you,
Yours sincerely,



[Animesh Chandra Mitra]
General Secretary
BSNLEU



[Chandeshwar Singh]
General Secretary
NFTE BSNL

Copy to: Dr. Kalyan Sagar Nippani, Director (HR), BSNL, Bharat Sanchar Bhawan, Janpath, New Delhi – 110001

STAFF SIDE OF THE NATIONAL COUNCIL, BSNL

Dada Ghosh Bhawan, 2151/1, New Patel Nagar, New Delhi - 110008

NC/Staff Side/210

08.06.2026

To,

Shri Rajeev Kumar Kaushik,
PGM (SR), BSNL C.O.,
Bharat Sanchar Bhawan,
Janpath, New Delhi - 110 001

Sub: - Submitting items for discussion in the forthcoming National Council meeting - reg.

Sir,

I am submitting herewith items for discussion in the forthcoming meeting of the National Council. I request you to kindly fix an early date for holding the National Council meeting.

Thanking you,

Yours sincerely



[Animesh Chandra Mitra]
Secretary, Staff Side,
National Council

Copy to: The Chairman, Staff Side, National Council.

Encl: As above.

Review of old items

The following issues were discussed in the National Council meeting held on 13.01.2025 and in the Formal meeting held with both Recognised Unions on 18.02.2026. The minutes of both meetings were also issued, and the Management Side assured that necessary action would be taken on the demands raised by the unions. However, it is unfortunate that more than one and a half years have passed and these issues remain unresolved. Therefore, a review is necessary to ensure their settlement without any further delay. The issues are as follows:

- (1) **Removal of discriminations between the EPP and the NEPP – non-implementation of the decision taken in the 40th meeting of the National Council held on 13.01.2025.**
- (2) **Inclusion of union representatives in the Committee for Revision of Allowances.**
- (3) **Sanctioning of Festival Advance to the employees.**
- (4) **Revision of the wages of the casual labourers on 7th CPC pay scale.**
- (5) **Inordinate delay in sanctioning special incentives and concessions to the employees posted in Kashmir Valley.**
- (6) **Non-Implementation of the DoT order on payment of retirement benefits, pending verification of caste certificate.**
- (7) **Declaring results of the JTO LICEs conducted in Punjab circle, for the vacancy years 2015-16, 2016-17 & 2017-18.**
- (8) **Denial of career progression to the outstanding sports personnel.**
- (9) **Issuance of PO letters to officials recruited by BSNL but recommended by the High Power Committee held in DoT period.**
- (10) **Extension of time period for the candidates who had already transfer on deputation under Rule-9. Action should be taken to grant the applications also under Rule-8.**
- (11) **Supply of liveries to the employees..**

New items to be discussed.

- (1) **Implementation of Wage Agreement of the Non-Executives:** The agreement reached between Management and the Recognised Unions on 08.10.2025 and BSNL Board had recommended it to the DoT on 12th February, 2026 to get the approval of the Government.
- (2) **Discrimination in the reimbursement of the cost of mobile handset - requesting for extension of the facility to all the Non-Executive cadres:** Though the Management Committee had accepted the demand of Unions but ultimately BSNL Board had not considered. As BSNL has improved the financial parameter in this year so BSNL Board should review the decision.
- (3) **Reconsideration of the decision to suspend Sports Activities in BSNL:** The Staff Side had submitted a representation on 02.03.2026 requesting the Management to reconsider its decision to suspend all sports activities in BSNL. The representation highlighted issues such as withdrawal of practice time and special leave, restrictions on participation in national events, stagnation in career progression, and the negative impact on sportspersons. However, no action has been taken so far. Therefore, the issue may be reviewed and settled without further delay.
- (4) **Neglecting of the circles with hilly and far flung terrains in the matter of sanctioning of staff:** The Management has announced the staff justification after reviewing the cadre restructuring in the year 2020. Staff Side wants to review the staff strength particularly for those circles who are in geographically based on the hilly area specially Himachal Pradesh, Uttarakhand, Sikkim and Jammu & Kashmir.

- (5) **SAB contribution to the Direct Recruitée in BSNL up to 30%:** Staff Side has already urged upon the CMD BSNL, to implement the 2nd PRC recommendation on Superannuation Benefits (SAB) for BSNL-recruited employees. While the 2nd PRC recommended SAB contribution at 30% of Basic Pay + DA, BSNL is currently contributing only 25.1%, leaving a shortfall of 4.9%. BSNLEU has demanded immediate action to remove the shortfall and protect the retirement benefits of BSNL-recruited employees, including Non-Executives.
- (6) **Special arrangement needed to conduct LICE in circles facing shortage of vacancies:** Following discussions in the Formal Meeting with Director (HR), the Corporate Office has initiated LICEs in various cadres. Recently, the JTO LICE for JEs was conducted, and examinations for JE and TT cadres are expected shortly. However, in some circles, LICEs could not be held due to a shortage of vacancies. The staff side urges the Management to make special arrangements so that eligible candidates in these circles are also provided an opportunity to appear in the LICE.
- (7) **10th Membership Verification to be held through secret ballot without delay:** Both Recognised Unions have already requested the Management to conduct the 10th Membership Verification through secret ballot, as done in previous verifications. Since the tenure of the present recognition has been extended only up to 16.07.2026. The Staff Side urges the Corporate Office to issue the notification immediately so that necessary arrangements can be made by the circle administrations without further delay.
- (8) **Denial of formal meetings by CGMs of Tamil Nadu and Chennai Circles:** It has been brought to the notice of the CHQ of both Recognised Unions that the administrations of Tamil Nadu and Chennai Circles are reluctant to hold formal meetings with the unions. The issue has already been discussed with Director (HR) and PGM (SR). The Staff Side requests the Corporate Office to issue suitable instructions to the concerned administrations to ensure that regular formal meetings are held between CGMs and the Recognised Unions in both circles.
- (9) **Violation of Non-Executive Transfer Policy in certain circles:** It is unfortunate that some circle administrations are issuing large-scale transfer orders in violation of the existing Non-Executive Transfer Policy, causing hardship to employees and unnecessary expenditure to BSNL. For instance, in Gujarat Circle, a large number of JEs have been transferred to far-off locations away from their hometowns. Such issues should be resolved through discussions between the Recognised Unions and the circle management.
