

(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.**
