OFFICE OF THE DEPUTY CHIEF LABOUR COMMISSIONER (CENTRAL)
NEW DELHI

No. – ND.8(16)/2026-DYC Dated: - 19.11.2026

PROCEEDING

Representatives of DoT and AUAB are present as per attendance sheet.

The Reps. of the AUAB submitted that there is no progress in the matter and DoT has not submitted minutes of the meeting held with the Hon'ble MoC and Secretary, DoT even though they have requested vide their letter dated 13.11.2026 and in conciliation proceeding dated 16.11.2026. Inspite of issuing notice of strike dated 18.09.2026 and in conciliation meeting on 26.10.2026, 05.11.2026 & 16.11.2026 the DoT has not given the ROD or any letter/correspondence regarding the said strike notice demands.

Reps. of the DoT have submitted that a joint meeting of the rep. of the AUAB was held with Secretary DoT on 04.11.2026 and with Hon'ble MoC on 11.11.2026 which was amicable and during the meetings, the financial position of BSNL was also discussed. They have also received a letter dated 18.11.2026 from BSNL regarding the Para wise clarification for implementation of 3rd PRC for executives and wage revision for non-executives of BSNL in reply to their letter dated 17.10.2026. The issue of 3rd PRC will be further examined on positive note based on extant rules and regulations considering submissions made by the BSNL vide letter dated 18.11.2026 and taking into account the financial implications at different fitment levels and BSNL's capacity to sustain the recurring expenditure from its own resources. In view of the above the rep. of the DoT again requested the reps. of the AUAB to call off their proposed strike on 20.11.2026 as the matter is already taken up by the DoT. Further they have also submitted that BSNL being the direct employer may be made party to the instant dispute/strike notice.

Reps. of the AUAB stated that the issue of 3rd PRC has been pending since 01.01.2017 and 4th PRC is due from 01.01.2027. Hence, they expect that DoT should take immediate action on their long pending demands of 3rd PRC wage revision. In response to the appeal made by the DoT and Dy. CLC (C) to call off the proposed strike, the rep. of the AUAB stated that they are willing to defer the proposed one-day strike on 20.11.2026. However, they have demanded that DoT should get that approval of their 3rd PRC/wage revision at the earliest within a period of 20 days, otherwise they will be constrained to restore their proposed strike.

Dy. CLC (C), New Delhi and Conciliation officer has advised the DoT to look into the demands of the AUAB and take necessary steps to resolve the issue amicably. Further, he has also advised the reps. of the AUAB to call of their proposed strike on 20.11.2026 and wait for the outcome of the action being taken by the DoT on their demands of 3rd PRC/wage revision of BSNL.

Attention of both the parties are invited to their obligations imposed under Section 90(for employer) and Section 62(1) (for employees/AUAB) and Section 62(2) (for employer) of the Industrial Relation Code, 2020. The AUAB is requested not to resort to direct action during the pendency of conciliation proceedings.

Notice may be issued to the BSNL to attend the conciliation proceedings on next date.

The Conciliation Proceeding is adjourned and fixed on 15.12.2026 at 1430 hrs.

Rep. of DoT

19/11/2026

19/11/2026

19/11/26

Rep. of AUAB

(1) M Chandrashekar Jt.S - GPM

(2) Animesh Ck. Mishra GS BSNLEU NFTE

(3) M.S Adasul GS SNEA

(4) Suresh Kumar GS BSNLMS

(5) Ashok Patel VP, SEWA

(6) K. Jayaprakash GS FNTO

(7) Rajendra Singh GS-OBCTEWA

(8) RK Gupta GS-DEWAB

(9) P. ABHIMANYU VP, BSNLEU

(10) DPS Chawla - VP SNEA DELHI

(P.S. Karmase)
Conciliation Officer under IR Code, 2020 &
Dy. CLC (C), New Delhi