



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

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Letter No. AUAB / CHQ / 2026 /Third Pay Revision /Circular
Dated at Delhi, the 17th September, 2026.

CIRCULAR

AUAB meeting held on 16.09.2026

Decisions on the agitational programme in protest of undue delay in approval of third Pay Revision by Dept of Telecommunications

A serious and detailed meeting of the All Unions and Associations of BSNL (AUAB) was held on 16.09.2026 at the SNEA Office, Eastern Court, New Delhi, to review the prevailing situation and the preparations for the agitational programme in protest of undue delay in approval of Third PRC Proposal by BSNL and implementation of the 3rd Pay Revision (3rd PRC) for BSNL employees. The proposal for Pay revision of Executives and Wage Negotiation for Non-Executives has been sent by BSNL respectively in Year 2017 and 12/02/2026. But since then no action has been taken by DoT for conveying approval asked by BSNL.

After detailed discussion, the AUAB decided to intensify the campaign and agitation through a series of programmes across the country. The following decisions were taken:

1. **Countrywide Lunch Hour Demonstrations - 25.09.2026:** Countrywide Lunch Hour Demonstrations will be organised at OA/BA, Circle and CHQ levels on 25.09.2026 in protest of undue delay in approval of third PRC by Department of Telecommunications. The week-long campaign programme being conducted up to 19.09.2026 will also continue to create awareness among the employees and officers regarding the 3rd PRC and the forthcoming agitational programmes.
2. **Twitter Campaigns - 28.09.2026:** A massive Twitter/Social Media Campaign will be organised on 28.09.2026 to highlight the Hunger Fast programme on 01.10.2026, the Foundation Day of BSNL highlighting the demand for relaxation of the Affordability Clause and approval and implementation of the 3rd PRC by the Government. All Circle and BA-level unions/associations should ensure maximum participation in these campaigns.
3. **Countrywide Hunger fast - 01.10.2026:** On the Foundation Day of BSNL, 01.10.2026, the AUAB leaders will participate in a countrywide Relay Hunger Fast-at BSNL Corporate Office and Circle Headquarters, along with Lunch Hour Demonstrations at OA/BA

Headquarters. The programme should be organised effectively with maximum participation of employees and officers during lunch hours.

4. **Quitting of Official BSNL Groups - 14.10.2026:** As part of intensifying the struggle and creating awareness among the employees and officers, it has been decided that BSNL employees and officers will quit the official BSNL Group(s) on 14.10.2026. The Management should be informed well in advance about this decision and the reasons behind it. The programme is intended to convey the serious concern of the employees and officers over the continued non-settlement of the 3rd PRC and other pending issues.
5. **Mass Filing of Grievances through CPGRAMS - 21-24.10.2026:** AUAB will conduct a sustained campaign among the employees and officers for filing grievances regarding the non-implementation of the 3rd PRC through the Centralised Public Grievance Redress and Monitoring System (CPGRAMS). A nationwide programme will be observed on 21.10.2026 and 24.10.2026 to ensure that the maximum possible number of employees and officers file individual grievances before the Government of India, thereby drawing attention to the issue.
6. **Second Twitter Campaigns - 27.10.2026.:** A second massive Twitter/Social Media Campaign exposing real reasons of BSNL Losses and approval of third PRC to such profit making BSNL will be organized on 27.10.2026 demand of refund of excess recovery by Dept of Telecommunication creating more losses to BSNL and delaying the Third Pay Revision for about ten years on name of such losses
7. **Three-Days Countrywide Dharna - 04-06.11.2026.:** AUAB will organise a three-day countrywide Dharna from 04.11.2026 to 06.11.2026 at BSNL Corporate Office, Circle Headquarters and BA/OA Headquarters demanding early cabinet approval of Third Pay revision by waiver of Affordability clause or by recognizing special services rendered by BSNL in the larger interest of BSNL and as recommended by Parliamentary Committee. . The programme will highlight the single demand of approval of Third Pay revision for the employees and officers in public domain highlighting undue delay by Department of Telecommunications before the BSNL Management and the Government.
8. **Month-Long Campaign to Honourable MPs, Chief Ministers and Central Government Ministers - 07.10.2026 to 07.11.2026:** A month-long campaign from 07.10.2026 to 07.11.2026 will be organised at BA level. During this campaign, AUAB memoranda on the 3rd PRC issue will be submitted to Hon'ble Central and State Ministers and Hon'ble Members of Parliament. A brief note explaining the justification for implementation of the 3rd PRC for BSNL employees will also be handed over to the concerned public representatives, requesting them to raise the issue at the appropriate forum.
9. **Preparation and Circulation of Posters:** AUAB CHQ will prepare the posters for the agitational programmes, particularly highlighting the Hunger Fast on 01.10.2026 and the

All India Strike on 20.11.2026. The respective Circle unions/associations shall download the posters from their CHQs and arrange for printing and wide circulation in the local language, so as to ensure maximum publicity and participation.

10. **BA/OA-Level Conventions:** To create greater awareness among the employees and officers and to ensure maximum participation in the month-long agitational programme, AUAB has decided to organise BA/OA-level conventions within the stipulated period. Circle unions/associations shall take the initiative for conducting these conventions. The dates should be decided by respective levels. Zonal Secretaries along with AUAB leaders working in different Circles are requested to coordinate with the respective Circle Secretaries and ensure that the conventions are organized effectively.
11. **Press Conferences and Social Media Campaign:** AUAB will organize Press Conferences at Circle and BA levels to highlight the genuineness of the demands and bring the issues to the attention of the general public and Government. Circle unions/associations should make effective use of Social media platforms, YouTube channels, Local media and news channels and other appropriate publicity platforms, to give wide publicity to the agitational programmes and convey the demands of BSNL employees and officers to the Government.
12. **Nation Wide Strike - 20.11.2026:** All the above programmes will culminate in an All India Strike on 20.11.2026, demanding the early settlement and implementation of the 3rd PRC for BSNL employees. AUAB has already sought meetings with the CMD BSNL and Secretary, DoT to discuss the continued stalemate on the issue.

Apart from the above agitational Programme the following is decided to make the agitational programme successful

1. **Nomination of AUAB Zonal Secretaries:** AUAB CHQ has nominated AUAB CHQ Zonal Secretaries viz. **East Zone:** Shri. Suresh Kumar GS SNATTA, **North Zone:** Shri Abhishek Jain GS AIBSNLEA, **Central Zone:** Shri. Manoj Singh GS AITTEA, **West Zone:** Shri Ashok Patel GS SEWA, **South Zone:** Shri R K Gupta GS DEWAB and given responsibility to co-ordinate, organise Circle Level AUAB activities. These Zonal Coordinators in consultation with concerned Circle Secretaries will closely monitor AUAB Circle level activities starting from nomination of AUAB Circle Chairmen and Convenors under their jurisdiction and report every activity directly to AUAB CHQ in the next meeting. All Circle AUAB bodies must fully cooperate with their designated Zonal Coordinator.
2. **Uttarakhand Pilot Project and Restructuring:** **The AUAB meeting also reviewed the ongoing BA and Circle restructuring under the Uttarakhand Pilot Project. The AUAB Chairman, Convenor and General Secretaries/leaders of the constituent unions and associations will visit Dehradun, Uttarakhand Circle, to assess the situation and discuss the strategy regarding the restructuring proposal. Further course of action on this Pilot**

Project Restructuring and agitational programmes will be decided after the visit, and accordingly steps will be initiated.

***APPEAL ***

AUAB calls upon all the executives and employees in BSNL in general and members of all constituent unions and associations of AUAB to implement all the above programmes unitedly and effectively. The success of these programmes depends upon the active participation of every employee and officer. All Circle, BA and OA-level organisations are therefore requested to make extensive preparations, conduct awareness campaigns and ensure maximum participation in every programme. And make this agitational programme a grand success.

Yours sincerely

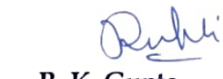

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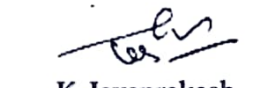

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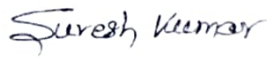

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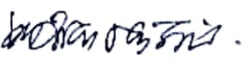

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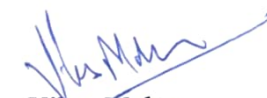

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