



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

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Letter No. AUAB / CHQ / 2026 / Third Pay Revision / Circular

Dated at Delhi, the 8th September 2026.

CIRCULAR

Sub: Action Plan for Implementation of Third Pay Revision in BSNL.

Following the feedback from zonal meetings, the AUAB CHQ convened its meeting on 31/08/2026 and on 04/09/2026 and finalized the following Three Phase agitational program for single demand of Implementation of Third Pay Revision before any Restructuring in BSNL. The dates will be announced shortly.

Mobilization, Awareness: Circle Conventions & AUAB Organizational meeting:

- 1. Extended AUAB Circle-level meetings (07-13 September 2026):** Circle Secretaries of AUAB constituent unions and associations should organise urgent Circle-level AUAB meetings to strengthen the AUAB structure by nominating Circle Convenors and Chairmen and to coordinate the 3rd Pay Revision agitational programme. The meetings should include Circle/District-level leadership and CHQ Zonal Secretaries to ensure effective coordination and awareness at the grassroots level. AUAB has entrusted the General Secretaries (AIBSNLEA, AITEEA, SEWA, DEWAB and SNATTA) of the constituent unions and associations from different Circles with the responsibility of coordinating their respective AUAB zonal activities.
- 2. Week long gate demonstration programme at OA level (14 - 19 September, 2026) and submission memorandum to Secretary DoT for Third Pay Revision Implementation:** AUAB will submit a memorandum to the Secretary, DoT, demanding implementation of the 3rd Pay Revision before any restructuring or major changes in BSNL, and seeking a meeting with the AUAB leadership. AUAB will also demand that no major changes be made until the ITS repatriation issue is settled and a regular CMD is appointed. Circle Secretaries should organise gate meetings at every work spot to create awareness among employees. AUAB at circle and BA level will approach the leaders of other unions and associations for mobilising their members in the agitational programmes on 3rd PRC issue. Similar efforts will also be made at the CHQ level.
- 3. Submission of memorandum to Minister of Communications for relaxation of Affordability Clause to make enable the Wage Agreement and 3rd PRC. (21 - 26 September, 2026) :** AUAB CHQ will submit a memorandum to the Minister of Communications, demanding withdrawal of the loss-making Pilot Restructuring Proposal or delinking Affordability from approval of the Third Pay Revision. To highlight this memorandum among the staff, AUAB will conduct table-to-table awareness campaigns highlighting the demand for Third Pay Revision and opposing restructuring before its settlement. AUAB Circle/OA/BA teams will submit memoranda to the respective Circle/BA Heads, strictly demanding Third Pay Revision before restructuring, with acknowledged copies to AUAB CHQ.

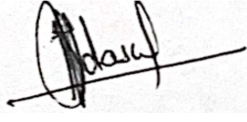
4. **Holding of Zonal Conventions and Poster Campaign – 27th September to 03rd October 2026:** AUAB will hold Zonal Conventions to create awareness among BSNL Executives and Non-Executives about the preparations for the agitational programme for Third Pay Revision. Dates and venues will be decided at the Circle-level meetings. Prominent posters highlighting the demand for Third Pay Revision will be displayed at all Telephone Exchanges, public places and on social media.
5. **Hunger strike on the Foundation Day of BSNL by General Secretaries and All India Presidents:** AUAB General Secretaries and All India Presidents will observe a one-day hunger strike at Corporate Office, demanding implementation of the Third Pay Revision before restructuring. Circle-level unions will observe Protest Day by wearing Black Badges, along with a week-long lunch-hour demonstration campaign involving Executives and Non-Executives. Employees will boycott BSNL Foundation Day celebrations. Local media, journalists and YouTubers may be invited for wider publicity. Employees will also quit official WhatsApp groups in protest against the Management's indifferent attitude and restructuring of BA/OA, and register their protest over the non-implementation of Third Pay Revision for the last nine years.
6. **Two-Day Strike for Relaxation of Affordability Clause for 3rd PRC:** AUAB will make full preparations for a two-day strike in October/November 2026, demanding relaxation of the Affordability Clause for implementation of the Third Pay Revision. The strike dates will be finalised in the next AUAB meeting. If necessary, notice for an indefinite strike will also be given.
7. **Submission of Memorandum to Prime Minister, Cabinet Ministers and State Governments:** AUAB CHQ will submit memoranda to the Hon'ble Prime Minister and Cabinet Ministers, Hon'ble MPs, Chief Ministers, demanding waiver of the Affordability Clause and implementation of Third Pay Revision for BSNL Executives and Non-Executives, in line with the DPE/COPU recommendations and removal of disparity among CPSUs. The date for the programme and other parameter will be finalised after submission of the strike notice to BSNL Management and the Government. In the meantime, all BSNL Executives and Non-Executives will file individual grievances on the CPGRAMS Portal regarding the non-implementation of the Third Pay Revision, highlighting the hardship caused and demanding justice.
8. **Twitter Campaign and Utilisation of Social Media (05-15 October 2026):** AUAB will organise a coordinated social media campaign from 05 to 15 October 2026, demanding the immediate implementation of the Third Pay Revision. The campaign will include coordinated digital activity, including tagging key Government officials and media outlets to highlight the issue. Circle leadership will ensure the creation and activation of Twitter/X accounts by members and their families, provide necessary tweeting guidelines, and monitor active participation. The concerned Zonal Coordinators will furnish the exact number of accounts ready to participate in the campaign in each Circle, one day before its commencement. AUAB leadership at the Circle level will make all-out efforts to effectively utilise social media and press conferences to highlight the issues concerning BSNL's viability, development and the interests of its customers, along with the demand for Third Pay Revision.

Thanking you,

Yours sincerley



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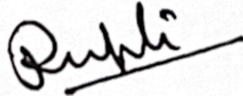
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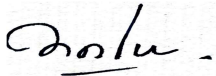
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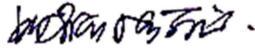
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Copy to:

1. Honourable Minister of Communications, Government of India for kind information please.
2. Honourable Minister of State Communications, Government of India for kind information please.
3. Respected Secretary Dept of Telecommunication for kind information and kind intervention please.
4. Additional Secretary DoT for kind information please.
5. Joint Secretary, DoT for kind information please.
6. CMD BSNL for kind information please.
7. Chief Labour Commissioner, Shrammev Jayate Bhavan for kind information and with request for kind intervention please.
8. Director HR BSNL Board for kind information please.
9. All other Directors of BSNL Board for kind information please.
10. PGM SR BSNL CO for kind information please.
11. DDG SR DoT for kind information please.
12. In charge Police Officer, Barakhamba Police Station, New Delhi for advance information please.
13. The General Secretaries of all constituent Unions and Associations of BSNL for kind information and necessary action please.
14. All Circle/District Secretaries of all constituent Unions and Associations of BSNL for kind information and necessary action please.