

# **ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)**

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To,

Shri. A. Robert J. Ravi,  
CMD BSNL,  
Bharat Sanchar Bhawan,  
Janpath, New Delhi-110 001.

No. AUAB / CHQ / 2026 / RSTG

Dated 9<sup>th</sup> July 2026.

**Subject: Protest against the arbitrary decision of BSNL Management to implement Circle Restructuring through a Pilot Project in Uttarakhand Circle and demand for its immediate withdrawal.**

- Ref:** 1. Letter No. BSNLCO -RSTG/15(14)/1/2026-RSTG Dated 04/07/2026.  
2. Letters Dated 06.07.2026 and 07.07.2026 by AUAB Uttarakhand Circle.  
3. Letter No. U-11062/23/Telecom/2024-DEMO Dated 29/01/2026.

R/Sir,

An emergency meeting of the AUAB CHQ was convened on 09.07.2026 to deliberate upon the serious unrest prevailing among the employees and executives of BSNL following the unilateral decision of the Management to introduce the so-called Circle Restructuring Pilot Project in Uttarakhand Circle.

The meeting was necessitated by the spontaneous agitation launched by AUAB, Uttarakhand Circle, against this arbitrary and ill-conceived proposal. The agitation was temporarily deferred only after the assurance extended by the CGM, Uttarakhand, that the proposal would not be implemented immediately and that detailed discussions would be held with AUAB representatives. Consequently, the matter has been referred to AUAB CHQ for further intervention.

At the outset, AUAB reiterates that it has never opposed organisational restructuring, but present unrealistic proposal cannot be accepted as it is based on wrong assumptions and presumptions. AUAB has consistently demanded scientific restructuring of BSNL based on business requirements, technological changes and manpower needs, with due consideration of the feedback and practical inputs received from field units.

It was on our persistent demand that three committees were constituted to examine cadre restructuring, manpower optimisation and enhancement of sanctioned strength to meet expanding business requirements of BSNL and to address the long pending career progression issues of both Executives and Non-Executives.

Unfortunately, none of these committees has submitted its final recommendations, nor have the issues been discussed with stakeholders. In such a situation, it is both surprising and unacceptable that the Management has suddenly chosen to implement a restructuring model based primarily on the number of Gram Panchayats and Blocks, proposing large scale transfers of Executives below SDE level and about all and Employees without any transparent study, business analysis or stakeholder consultation solely based on superficial and blind recommendations of BCG Consultant and it is real reason of unrest among BSNL workforce.

Surprisingly, BSNL has already issued orders for restructuring of Kerala, Karnataka, Maharashtra and Gujrat Circle which are based on number of lines, OFC Network and revenue generation and it has no reference of Gram Panchayat or Block concept and unfortunately the same is not aware to your high office or PGM Restructuring and also the

committee members and this shows how casually this proposal has been designed by BCG and blindly recommended by Committee members who are already overloaded with their works.

This proposal completely ignores the existing staffing norms, business realities and operational requirements. Major revenue of BSNL continues to originate from urban and semiurban areas where customer concentration, enterprise business and service demands are significantly higher.

A restructuring model based solely on administrative units such as Gram Panchayats and Blocks neither reflects the business profile of BSNL nor addresses its operational challenges. Instead, it is likely to disrupt service delivery, demoralise the workforce and adversely affect customer satisfaction.

It is unfortunate that while the Management projects improving performance of BSNL and growth before the Government and the public, it simultaneously attempts to portray its own employees as underperforming and seeks to justify such an arbitrary restructuring proposals. The dedicated workforce of BSNL has continued to deliver results under extremely challenging circumstances, often without adequate infrastructure, manpower or logistical support and they deserve recognition, encouragement and not blame and punitive administrative measures for failure of the Management to provide minimum required support to the workforce.

AUAB is constrained to observe that the present proposal reflects a serious disconnect between the Management and the operational realities of BSNL. Rather than addressing critical issues affecting the growth of BSNL, such as manpower shortages, delayed recruitment, inadequate infrastructure, strengthening of marketing and sales, customer service improvement, expansion of enterprise business and resolution of long pending HR issues, the Management appears to be diverting attention towards an impractical restructuring exercise that offers no demonstrable business benefit.

The decision to treat Uttarakhand Circle as a pilot project without any consultation with representative unions and associations is contrary to the principles of participative management and industrial harmony. Any restructuring exercise affecting thousands of employees must be preceded by comprehensive consultation, objective business justification and transparent evaluation of its likely impact on business performance and employee welfare.

AUAB also expresses its serious concern over the reported reference to the directions issued by the office Honourable Prime Minister of India, in support of this proposal. A careful reading of the relevant communication clearly indicates that the first priority envisaged is the repatriation of officers working on deputation in BSNL.

The subsequent observations relate to assessment of manpower suitability in the larger organisational context. Selective interpretation of these directions to justify large scale transfers of BSNL employees, while ignoring the issue of repatriation of officers on deputation, is neither fair nor consistent with the spirit of those directions. We smell something fishy as this committee was constituted of the Officers who are on deputation and does not include any stakeholder from the BSNL including the same level officer working in BSNL on absorption.

The prevailing unrest among the workforce is a direct consequence of this ill-conceived proposal and one sided action by Management headed by you. Instead of strengthening confidence among employees at a crucial stage of revival wherein Government has invested Lakhs of Crores of Money, such decisions have created uncertainty, dissatisfaction and avoidable confrontation across the organisation. We feel

this is nothing but attempt to fail the decisions of Government of India and projecting that BSNL cannot run without officers on deputation or it may be indirect way to express anguish against decision by PMO for repatriation of officers working on deputation to BSNL for more than 25 years.

AUAB, therefore, strongly condemns the arbitrary and unilateral decision of the Management and demands:

- A. Immediate withdrawal of the proposed Circle Restructuring Pilot Project in Uttarakhand Circle
- B. Share the outcome of all the Committees Constituted for restructuring review since mass VRS 2019.
- C. Detailed discussions with AUAB, the stake holders before initiating any restructuring exercise affecting the BSNL workforce.
- D. Preparation of any future restructuring proposal in strictly on the basis of business requirements, operational workload, customer service obligations and scientific manpower planning rather than arbitrary administrative parameters designed from consultant firm without any filed survey.

We sincerely hope that the Management will appreciate the gravity of the situation and take immediate corrective action by withdrawing the proposal in the larger interest of BSNL, its employees and industrial harmony.

However, if the Management do not roll back and proceeds with this proposal without meaningful dialogue and without addressing the genuine concerns of the workforce, AUAB will be left with no alternative but to launch a nationwide agitational programme from next week. The detailed programme of action will be communicated separately. The entire responsibility for the resulting industrial unrest shall rest solely with the BSNL Management.



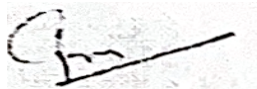
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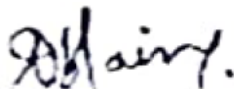
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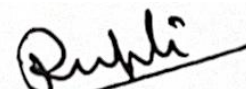
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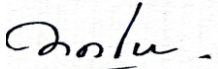
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Copy to:

1. **Honourable Shri Jyotiraditya Scindia ji**, Honorable Minister of Communications & DoNER Sanchar Bhawan, New Delhi for kind information please.

2. **Honourable Shri. Chandra Sekhar Pemmasani ji**, Honorable Minister of State Communications & RD, Sanchar Bhawan, and New Delhi for kind information please.
3. **Respected Shri. Amit Agarwal**, Secretary, Telecom, Sanchar Bhavan **New Delhi** for kind information and intimation about unrest among BSNL workforce about such non-practical and biased decision of BSNL management.
4. **Shri. Rajeev Kumar Kaushik**, PGM SR for kind information please.

