



Organ of National Federation of Telecom Employees (BSNL)

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Page 24

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EDITORIAL

WHERE IS THE JUSTICE FOR BSNL EMPLOYEES?

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Years of Struggle, Agreements and Assurances-Why Are Employees Still Left Waiting?

The pain, resentment and injustice being faced by the employees of Bharat Sanchar Nigam Limited (BSNL) today cannot be described merely as a case of delay in wage revision. It is a question of justice, equality, dignity, social security and the legitimate rights of employees.

These are the very employees who have devoted the most important years of their lives to strengthening the telecommunications system of the nation. They have worked under difficult circumstances, maintained services in remote areas, worked day and night to keep communication networks operational during natural calamities and adverse conditions, and never stepped back from their responsibilities even during the most difficult phases of the organisation.

Yet, when it comes to their own legitimate rights, they have been forced to wait for years.

Therefore, the biggest question before us today is-

WHERE IS THE JUSTICE FOR BSNL EMPLOYEES?

BSNL employees have been engaged in a continuous, peaceful and democratic struggle since 2018. They have made every possible effort to raise their legitimate demands before the concerned authorities and at the highest levels.

Memoranda have been submitted, delegations have been sent, the concerned authorities have repeatedly been apprised of their problems, and their voice has even been taken to the Hon'ble Prime Minister's Office.

Their demand is neither unreasonable nor unjustified.

They are simply demanding that appropriate relaxation be granted in the affordability and profitability conditions imposed on the path of the Third Wage Revision, so that the long-pending wage revision of BSNL employees can finally be implemented.

But despite years of struggle and repeated representations, the issue remains unresolved.

How many more years are BSNL employees expected to wait?

BSNL Was Not an Ordinary Public Sector Undertaking Created from Scratch

It must be clearly understood that BSNL was not established like an ordinary Public Sector Undertaking from scratch.

On 1st October 2000, Bharat Sanchar Nigam Limited was formed by corporatising the telecom operations and services of the Department of Telecommunications.

This historic transformation directly involved the service, seniority, pension, wages and future of thousands of employees.

The employees accepted this transition with the belief and understanding that their interests

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and future would be protected and that the newly formed corporation would be made financially viable.

Therefore, the agreements and commitments made at the time of the formation of BSNL cannot simply be forgotten today.

The Historic Agreement of 8th September 2000-What Happened to Those Promises?

Before the formation of BSNL, employees had undertaken a historic struggle for the protection of their rights and future.

The non-executive employees observed a three-day historic strike from 6th September 2000.

As a result of this struggle, an agreement was reached on 8th September 2000 between the Group of Six Central Ministers and representatives of the employees.

The written agreement, signed by six Central Ministers, contained clear commitments regarding the financial viability of the newly formed Public Sector Undertaking and the protection of the interests of employees.

There was also a clear commitment regarding the employees transferred from the Department of Telecommunications to BSNL that they would continue to receive the protection of Government Pension under the provisions of the Pension Rules, 1972.

These were not ordinary assurances.

These were written agreements.

These were commitments made at the highest level.

Therefore, employees have every right to ask today-

Have those commitments been fully honoured?

If yes, why are BSNL retired employees still waiting for pension revision with effect from 1st January 2017?

If yes, why is the Third Wage Revision of serving employees with effect from 1st January 2017 still pending?

And if written agreements made with employees can remain unimplemented for years, then what remains of the credibility and importance of such agreements?

One BSNL, But Why Two Different Standards of Justice?

To understand the pain of BSNL employees, it is necessary to look at the inequality visible within the organisation.

On one side, thousands of non-executive employees are still waiting for their long-pending wage revision.

On the other side, senior officers on deputation have continued to receive financial benefits related to the 6th and 7th Central Pay Commissions, while their attention naturally turns towards the forthcoming 8th Central Pay Commission.

This is not an allegation against any individual.

It is a question of the principles of equality and justice.

If financial resources of BSNL can be utilised from time to time to provide financial benefits related to pay to senior officers, why is financial justice not available to those employees who are actually operating BSNL's services at the ground level?

- The employee who maintains the network.
- The employee who restores telecom faults.
- The employee who resolves consumer complaints.

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TELECOM

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- The employee who works in the field day and night.
- The employee who restores services under difficult conditions.
- The employee who is the real backbone of BSNL's functioning.

Why should that employee have to wait for years for his legitimate wage revision?

Does financial difficulty become a concern only when it comes to wage revision of non-executive employees?

This is the question in the mind of every non-executive employee today.

The Condition of the Most Vulnerable Sections Is Even More Alarming

The problem is not confined to regular employees.

The condition of Temporary Status Mazdoors and Casual Mazdoors* is also extremely serious. They have been compelled to work for a long time on wages fixed at outdated levels.

Similarly, Group-C and Group-D employees are facing financial hardship because of the old wage structure applicable from 1st January 2007.

What kind of system is this in which the organisation expects its employees to work with modern technology, take on new responsibilities and improve efficiency continuously, but when it comes to their wages and financial security, they are kept tied to structures that are decades old?

Is this workers' justice?

Is this equality?

Is this respect for an employee who has devoted the most important years of his life to BSNL?

The answer can only be NO.

Affordability and Profitability Cannot Be Used to Indefinitely Deny Legitimate Rights

In the matter of the Third Wage Revision, the affordability and profitability conditions of the

organisation are repeatedly cited.

But the fundamental question is-

Can the legitimate wage revision of employees be denied indefinitely merely by citing financial affordability and profitability?

The history of BSNL and its role as a provider of public services are fundamentally different from those of ordinary Public Sector Undertakings.

BSNL has played an important role in extending telecommunications services to remote and rural areas of the country.

Whenever the organisation needed its employees, the employees never stepped back.

When the network had to be maintained, employees stood in the forefront.

When communication services had to be restored, employees were in the field.

When difficult working conditions had to be faced, employees performed their responsibilities.

But when it comes to their own legitimate rights, those very employees have been standing in the queue of waiting for years.

This contradiction must no longer be accepted.

Pensioners and Serving Employees-Both Victims of the Same Injustice

Today, both retired and serving BSNL employees are suffering.

On one side, pension revision with effect from 1st January 2017 remains pending.

On the other side, Third Wage Revision with effect from 1st January 2017 remains pending.

The employee who devoted his entire working life to BSNL is still waiting for pension revision even after retirement.

And the employee who is running BSNL today is waiting for wage revision while still in service.

Two generations of employees of the same organisation are asking the same question-WHEN WILL WE GET JUSTICE?

This is not merely an economic problem.

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Inflation is continuously rising.

The cost of children's education is increasing.

Medical expenses are increasing.

The prices of essential commodities are increasing.

But when an employee's wages remain frozen within an outdated structure for years, the economic burden on the family continues to increase.

Now Is the Time to Raise Our Voice for Our Rights

The time has come to further strengthen the collective strength of BSNL employees.

This struggle is not against any individual.

This is not a personal struggle against any officer.

This is a struggle for justice, equality and the legitimate rights of employees.

Peaceful struggle is not weakness.

Peaceful struggle is the identity of organised workers' strength.

But keeping legitimate demands pending for years cannot be accepted either.

The unity of employees is their greatest strength.

History bears witness that organised workers' strength has achieved major settlements and secured legitimate rights.

Therefore, the struggle now needs to be made more organised, stronger and more decisive.

Now We Need a Decision, Not Merely Assurances

BSNL employees have waited long enough.

Memoranda have been submitted.

Delegations have been sent.

Peaceful demonstrations have been held.

The attention of concerned authorities has been drawn repeatedly.

The voice of employees has been raised at the highest levels.

Their demand has even been brought to the attention of the Hon'ble Prime Minister's Office.

But one thing must now be made absolutely clear-

Peaceful struggle is not weakness.

Patience does not mean compromise with rights.

Silence does not mean consent.

Employees no longer need mere assurances.

EMPLOYEES NEED A DECISION.

Employees do not need another date.

EMPLOYEES NEED IMPLEMENTATION.

Employees do not need sympathy.

EMPLOYEES NEED JUSTICE.

The Direct Question-Who Will Answer?

If BSNL has to be strengthened, why are the rights of its employees not being strengthened?

If employees are the most important strength of BSNL, why are their financial interests being ignored?

If the Agreement of 8th September 2000 was a clear commitment to protect the interests of employees, what is the status of that commitment today?

If the path for financial benefits can remain open at higher levels, why is the path for wage revision closed for employees working at the grassroots level?

If employees have stood with the organisation for years, when will the organisation and the system stand with its employees?

The answers to these questions can no longer remain confined to papers and files.

The answers must come through concrete decisions and their immediate implementation.

JUSTICE DELAYED IS JUSTICE DENIED

BSNL employees are not asking for charity.

They are not asking for favour.

They are not demanding any unjustified privilege.

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They are demanding only their legitimate rights.

Third Wage Revision is not a favour.

Pension Revision is not charity.

Financial security of employees is not an additional concession.

These are the rights of the employees who strengthened the foundation of BSNL, stood by the organisation during difficult times and continue to discharge their responsibilities with full dedication even today.

The issue can no longer be kept pending indefinitely.

Employees do not want mere assurances-

THEY WANT A DECISION.

Employees do not want endless waiting-

THEY WANT IMPLEMENTATION.

Employees do not want sympathy-

THEY WANT JUSTICE.

And the message of the organised workers' movement must be absolutely clear-

"IF BSNL HAS TO BE STRENGTHENED, THE

DIGNITY AND RIGHTS OF BSNL EMPLOYEES MUST ALSO BE STRENGTHENED."

"NO MORE WAITING-THE THIRD WAGE REVISION IS OUR LEGITIMATE RIGHT."

"PENSIONERS AND SERVING EMPLOYEES STAND UNITED-THE STRUGGLE FOR JUSTICE WILL CONTINUE."

Today, every non-executive employee of BSNL is asking one common question-

"WHERE IS THE JUSTICE FOR BSNL EMPLOYEES?"

The answer to this question is no longer required in the form of another speech, assurance or fresh date.

THE ANSWER IS REQUIRED THROUGH A CONCRETE DECISION.

THE ANSWER IS REQUIRED THROUGH IMMEDIATE IMPLEMENTATION.

THE STRUGGLE WILL CONTINUE.

UNITY WILL GROW STRONGER.

THE FIGHT FOR RIGHTS WILL INTENSIFY.

THE ORGANISED TRADE UNION STRUGGLE WILL CONTINUE UNTIL JUSTICE IS DELIVERED.

ORGANISATIONAL NEWS

Grand and Memorable Inauguration of LDR Bhavan (NFTE BSNL) at Padmaranagar, Secunderabad (Hyderabad) on 17.8.2026.

The Hyderabad Comrades under the Leadership of Com.V.K.Muthu, District Secretary and his team have constructed a 5-Storey building at Padmaranagar locality successfully. The Inaugural function started at 9.00 A.M. by performing "Puja" in Traditional Way. Com.V.K.Muthu, D.S. (HTD) have taken responsibility to complete the "Puja" on the advise of a notable priest Sri Srinivasa Charyulu for 2 hours. Com. N.Venkateshwarlu, Com.B.Sunitha, Com. A.Soma Reddy and Com. T.Durga Rao and other Comrades have helped the D.S. for completing the "Puja" Programme. They performed the "Puja" with much devotion. Com. C.K.Mathivanam, AI, President, Com. C.Singh,



View of LDR Bhawan (NFTE BSNL) at hyderabad built by district union

General Secretary, Com. A.Raja Mouli, C.S., Com.A.Nagendra Babu, C.S. (A.P.) have well present in the "Puja" for one and half hour. Com. B.Geeta, DS Circle Office, Com. Dhananjaya

Rao, D.S., SGD and Com.T.Durga Rao, D.S., Khammam were attended the inaugural function.

After the “Puja” Programme Com.C.K.M., and Com.C.Singh inaugurated the LDR Bhavan building (NFTE BSNL) with sky touching slogans. After that Com. CKM, hoisted National Flag and Com.C.Singh hoisted NFTE Flag.

After flag hoisting ceremony a meeting was organized in that place under the presidentship of Com. Krishnam Raju, District President. Com.V.K. Muthu, District Secretary invited all the guests to Dias. Com. CKM, Com. C.Singh, G.S., CS Telangana CS AP and Circle President on the Dias. Com. V.K. Muthy D.S. have given brief Note on the history of LDR Bhavan (NFTE BSNL). He said it was purchased by contribution money from Comrades of Hyderabad 17.08.2026 on the name of Line Staff and Class IV Union in 1961, under supervision of Late Com. L.Damodar Rao a veteran leader of P&T Movement. In 1969 some persons want to capture the site by erecting TDP Flag then Com. LDR informed the situation to Com.V.K.Muthu DS to take steps. Com.V.K.Muthu went there along with his team and removed the flag and kept NFTE Flag in the sight. Like that the land was saved for our organisation. Thereafter they planned to built a compound wall to the site. They conducted a meeting and decided to built a small house with the Members contribution/donation. And after completing the temporary house they requested Late Com. P.Ram Babu, Senior Comrade to stay in the house. He was also contributed some amount from his pension. Com.Muthu D.S., promised to repay the amount to him. So he stayed in the house for more than 30 years.

After analysing the scenario Com. L.D.R., handed over the land documents to Com.O.P.G. by calling him to Hyderabad.

In 2025, Com.V.K.Muthu convened a meeting and decided to built a house at the site by nominating a building committee with five members. He has given all relevant papers to Circle Union and CHQ. They choosed a builder namely Sri Ashok, who built the 5-storey building for NFTE BSNL in Padmarao Nager as per the Agreement with District Union.



View of pooja programme



G.S. addressing the meeting



Com. V.K Muthu DS addressing the meeting



Com. B Sunitha circle president addressing the meeting

The work done by Com.V.K.Muthu, DS and his team was appreciated by all the guests. Com.C.K.M., Com.C.Singh, GS, CS and CP and Com.A.Nagendra Babu, CS AP Circle.

The reception Committee honoured all the guests, branch secretaries, District Secretaries of



Com.V.K Muthu D.S honouring AI president



Com. N.Venkateshwarlu honouring G.S



Com. Raja Mouli CS addressing the meeting

Khammam, Sangareddy, Circle Office, Hyderabad and the builder with shawl and Memento.

The celebration was like a festival mood. It was only one building in India constructed by District Branch out of 372 District Branches

District Working Committee Meeting of Circle Office, Hyderabad on 18.08.2026:

The Meeting held under the Presidentship of Com.G.K.Hanumanth Rao. He invited all the guests to the Dias. Com.C.K.Mathivanan AI President, Com. C.Singh General Secretary

in the country.

In their speeches of Com.C.K.M. AI President, Com. C.Singh, GS NFTE BSNL have appreciated the work done by Com.V.K.Muthu, D.S., and his team was memorable in the long history of BSNL in the country.

Sri Amar son of Late LDR was invited by the reception committee to the function and they honoured him with Shawl and Boquet. Sri Amar felt very happy conveyed thanks to all for remembering his Late father's contribution to our organization.

For completion of construction work by the builder, Com. Muthyalu a senior Comrade who stayed there for nights at the site for days together and supervised the hard work with commitment.

Com.V.K.Muthu, DS and his team have completed the work with determination and commitment. They bravely/wisely faced all the difficulties at the time of construction work. It can be remember for ever which is a role model to others.

After completion of the meeting they arranged good and tasty lunch to all guests and participants.

For success of the programme Com.T.Durga Rao, DS/ACS, Khammam, Com.N.Venkateshwarlu, Com. Param Jyothi, V.P. Com. J.Laxmaiah, ACS, Com. Venugopal Krishna, Organizing Secretary, Com.Muthyulu Senior Comrade, Com. Mallesh, Com. Satyanarayana and Com.B.Sunita, Circle President stood always with Com.V.K.Muthu, DS from beginning to ending.

Circle Union/CHQ have congratulated Com.V.K. Muthu and his team for their committed hard work for constructing the building to NETE BSNL Union at Hyderabad. We salute all for the co-operation extended in all these years.

NFTE ZINDAB A D - Com. OPG Amar Rahe
Com. LDR Amar Rahe- Workers Unity Zindabad.

NFTE BSNL were the Chief Guests to the Meeting. Com.B.Sunita Circle President, Com.A.Raja Mouli Circle Secretary, Telangana, Com. A.Nagendra Babu, CSAP Circle attended the meeting along with District Secretaries of Khammam, Warangal, Sangareddy and Hyderabad Com.N.K.Jain,

Com. Ashok, Com Ramesh Senior leaders were present in the meeting.

At first Com. B.Geeta, DS Circle Office explained the purpose of holding the meeting, where the top leadership of NFTE CHQ were present in Hyderabad who inaugurated LDR Bhavan, (NFTE BSNL) on 17.8.2026. And also

showing any interest in conducting promotional exams, but giving top priority to reduce the staff without analysing ground realities.

In between time Sri Bunga Ravi Kumar, CGMT Telangana, Sri Navin Kumar, PGM and Sri Ravi Prasad DGM(A) came to the meeting. Both CGMT, GM have addressed the meeting



Sri Bunga Ravi Kumar, CGMT addressing the meeting

they were arranging grand felicitation to Com. B.Sunita, Senior Accountant who will be retiring on superannuation on 31.8.2026.

After that, Com.C.K.Mathivanan All India President have given status of 10th Membership verification, promotin policy and other issues. He congratulated Circle Office Comrades for their commitment to NFTE BSNL. He also appreciated the role of women comrades of Circle Office for their contribution to union. Com.C.Singh General Secreatry have elaborately explained the status of 3rd Wage Revision /PRC. He said a single union cannot achieve the Settlement at this crucial juncture. Relaxation of affordabilty clause is must. For that NFTE knocking the doors of all unions and associations to make Strong base for achievement. He succeeded for some time but some are making second voice to defeat our motto. Even though he was trying hard to bring unity among all, for they were holding AUAB meeting on 21.8.2026 positively and tried to bring a common programme to achieve 3rd Wage Revision /PRC to BSNL Employees. He also hinted about adament attitude of BSNL management in Solving staff issues. He said we may succeed at the end, patience is required. He categorically said BSNL Management is not

on issues and advised the staff to work for development of BSNL.

Circle Secretary said openly with the Management that we are not against to development of BSNL but while taking major decisions kindly take the view of all unions and associations before finalisation.

District Union honoured all the guests with shawl and boquet. The meeting ended with Vote of thanks by Com. Padma Rani, V.P. After the said session District Union felicitated Com. B.Sunita, Senor Accountant in a grand manner, who will be retiring on 31.8.2026, District Union honoured her with 'Gaja Mala' and shawls. AI President, General Secretary, CS, CP and District Secretaries also felicitated her with shawls. She was a Committed Organizer for NFTE in her service. She was a humble and sincere to her duties. She always behave soberly with colleagues in the office. Her family membres were also present in the function. After that a delicious lunch was organized to the participants in the meeting.

Circle Office Comrades collectively worked hard to made the programme a big success.

**NFTE ZINDABAD –
WORKERS UNITY ZINDABAD**

Circle Executive Committee meeting of A.P. Circle held on 06-08-2026 and 07-08-2026 at Vishakhapatnam:-

The Circle Executive Committee Meeting held at “Alluri Sita Ram Raju Vigana Kendram” at Vishakhapatnam under the Chairmanship of Com. K. Venkeshwar Rao. Out of 14 District Secretaries 12 District Secretaries participated in the meeting alongwith majority of Circle office bearers. Shri Raj Kumar CHQ office bearers SEWA BSNL attended and addressed the meeting. Com. C.K. Mathivanan, All India President was Chief Guest to the meeting. At first Com. A. Nagendra Babu, C.S. explained the agenda points notified in the notice in detail. A lengthy discussion took place in the house on implementation of 3rd wage revision, promotion policy and indifferent attitude of GM, Guntur. The CEC unanimously resolved the following resolutions in the meeting. (i) The CEC requested G.S. to take up the 3rd wage revision issue on priority basis for settlement. (ii) Immediate transfer of GM Guntur who is harassing the staff without any reason. (iii) The CEC constituted a committee under the Chairmanship of Circle Secretary with five members to dispose the land available at Hyderabad (AP Part). Com. C.K. Mathivanan, All India President have given a clear picture on 3rd wage revision status at all India level, Pension Revision and Promotion Policy. He categorically explained the members that CHQ is seriously persuing the issues with the co-operation of unions and associations (AUAB) by hoping early resolution. General Secretary have not reached Vizag to present in the meeting because of serious domestic problem. At the end Com. V.D.S.B. Subra manyaswara Rao, District Secretary conveyed vote of thanks.



Com. CKM addressing the meeting



Com. K. Venkeshwar Rao circle president addressing the meeting



Com. A Nagendra Babu CS addressing the meeting



Reception committee honouring AI president with shawl



View of circle office bearers and women employees on the dias



View of audience



AUAB demonstration in Chennai
Telephones at Flower Bazaar telephone
exchange on 31/07/2026:- A powerful and massive demonstration during lunch hour was held on July 31 as per the call given by All Unions and Associations of BSNL (AUAB). Comrade C K Mathivanan, National President of NFTE - BSNL presided and addressed the demonstrators. On behalf of BSNLEU, SNEA, SEWA - BSNL, AIBSNLEA and NFTCL comrades spoke in the brief meeting held after the demonstration. Comrades N Danapal, K M Elangovan, N Muneer Ali spoke on behalf of NFTE - BSNL. Com V Mathivanan proposed vote of thanks. On the whole this nationwide demonstration in protest of unilateral administrative reforms being implemented in Utrakand Circle by the management of BSNL without discussion on it with all stake holders was organised in Chennai in a powerful manner.



Com. CKM addressing the demonstration



Com. Muneer Ali addressing the meeting



View of demonstration site

Decisions of the AUAB CHQ meeting held on 21/08/2026.

An important meeting of the AUAB CHQ was held on 21.08.2026 at the NFTE Office, New Delhi. The General Secretaries and representatives of all the Unions and Associations available in Delhi attended the meeting physically, while representatives from outside Delhi participated online.

At the outset, the discussions and decisions taken in the AUAB CHQ meeting held on 08.08.2026 were reviewed. The meeting also discussed the developments that had taken place in the recent past and reviewed the actions taken by AUAB.

The meeting further deliberated on the future course of action to intensify the struggle for the implementation of the 3rd PRC in BSNL and decided to further strengthen the united struggle of the employees.

The meeting discussed in detail the demand for relaxation of the Affordability Clause for securing approval of the 3rd PRC, as well as the ongoing restructuring of Circle and BA administrations, including the Pilot Project in Uttarakhand Circle.

The meeting stressed the need for complete unity and serious preparation to make these programmes a success and to draw the attention of the Government and BSNL Management to the long-pending demand for implementation of the 3rd PRC. After elaborate discussions and submissions by all, the meeting decided to: -

(1) Take up matter with DoT/Gol for immediate approval of the third PRC.

(2) Oppose Restructuring Proposal with demand No Restructuring without third PRC.

(3) Organise a countrywide agitational programme to achieve the demand of the 3rd PRC.

(4) To decide and confirm the action on the agitational programmes in September 2026, such as an indefinite hunger strike, week-long lunch-hour demonstrations, and a Twitter campaign. Reaching out to different authorities and offices seeking intervention for the approval of the 3rd PRC will also be organised, culminating in a one-day strike in BSNL. In this connection, AUAB CHQ will organise zonal meetings to obtain feedback at the grassroots level and also to review the implementation of the agitational programmes.

(5) Work for complete unity and serious preparation to make these programmes a success to draw the attention of the Government and BSNL Management to the long-pending demand for implementation of the 3rd PRC.

(6) Strengthen AUAB by inviting all willing Associations and Unions of BSNL to join AUAB. Convenor will interact with General Secretaries of Unions/Associations who are presently not an active part of AUAB.

(7) Conduct five Zonal Online Meetings of AUAB in August 2026 to strengthen the Circle/District Level AUAB activities and mass participation viz. South, North, East, West and Central and these zonal meetings will be attended by the General Secretaries, All India/CHQ Presidents, Circle Secretaries and Circle Presidents of all constituent Unions and Associations of all Circles in that zone. The dates will be decided by the Chairman and Convenor in consultation with Circles.

(8) Conduct all meetings of AUAB CHQ in hybrid mode i.e. both in Online and Offline mode so that General Secretaries not available at Delhi

also can attend the meetings.

(9) Conduct next meeting of AUAB CHQ on 31/08/2026 at 12 noon at BSNLEU Office (Eastern Court) and conduct all Zonal Meetings before this meeting.

It was a very important meeting, which continued for about three hours. Important issues were discussed and decisions were taken, followed by a vote of thanks by the Convenor and Chairman.

Enthusiastic Response from Eastern Zone AUAB Zonal Meeting — Calls for Aggressive Agitational Programme to Achieve 3rd PRC AUAB is conducting online Zonal Meetings with the Circle Unions of its constituent unions and associations to intensify the struggle for implementation of the 3rd PRC in BSNL. AUAB has decided to conduct five Zonal Meetings across the country in the presence of the General Secretaries of the affiliated unions and associations. Accordingly, the first Zonal Meeting for the Eastern Zone was held on 26.08.2026, comprising eight circles—Assam, NE-I, NE-II, Bihar, West Bengal, CTD, Jharkhand and Odisha. The meeting witnessed enthusiastic and spirited participation from the Circle Secretaries and Presidents of all eight circles. All the Circle representatives expressed their strong support for AUAB CHQ and assured their active participation in an effective and aggressive agitational programme, including strike action, to achieve the 3rd PRC in BSNL without any further delay. Around 57 comrades from the eight circles participated in the meeting, which continued for more than two and a half hours. The enthusiastic response and determined participation of the leadership clearly demonstrated the strong resolve of BSNL employees to intensify the struggle and achieve the 3rd PRC. The meeting calls upon all BSNL employees to unite and prepare for an intensified agitational programme, including strike action, until the demand for the 3rd PRC is achieved.

Note of the Zonal meetings of the AUAB in different circles on the issue of future course of action on 3rd PRC and strengthening the functioning of AUAB.

(1) AUAB CHQ organised zonal meetings in different Circles from 26th August to 30th August,

2026, in the presence of the General Secretaries and All India leadership of the constituent unions and associations of AUAB. All the zonal meetings extended full support to the functioning of AUAB CHQ and reviewed the activities of AUAB for organising agitational programmes on the common single issue of the 3rd PRC for Executives and Non-Executives.

(2) The Circle Secretaries and Presidents who attended these meetings urged that proper action should be taken for similar functioning of AUAB at the Circle and BA levels. AUAB CHQ should take appropriate action to guide the Circle Secretaries of the constituent unions and associations in this regard.

(3) All the members who attended these meetings expressed their deep anxiety over the issue of the 3rd PRC, which should be materialised before December 2026, as the Government can take a decision at any time to start the dialogue for the 4th PRC. It was also clarified in the meetings that the future course of the agitational programme will be only on the issue of the 3rd PRC and will not be involved with any other issues.

(4) While reviewing the AUAB programmes in the recent past, some circle secretaries have expressed that all unions and associations at the grassroots level are not taking the AUAB decisions seriously enough for proper implementation. In some places, this has resulted in poor participation in demonstrations, dharnas and strike programmes and CHQ should take note of it.

(5) All the zonal meetings have seriously highlighted the need for an aggressive agitational programme to start immediately to create pressure on the Government for relaxation of the Affordability Clause to enable the Wage Agreement and implementation of the 3rd PRC in real terms.

(6) Suggestions came up during the discussions to start an aggressive campaign programme, such as week-long lunch-hour demonstration programme, week-long Twitter campaign, indefinite hunger strike, human chain at Jantar Mantar and state capitals, etc. Dates should be announced for going on All India strike programme, which can compel the Government to accept the 3rd PRC in BSNL. Some members

also suggested going on a 72-hour or indefinite-period strike programme until the achievement of our demands.

(7) The zonal meetings stressed the need to use social media in favour of BSNL staff, which can help create pressure on the Government to accept our demands. They suggested organising Twitter campaigns, YouTuber groups, WhatsApp groups, etc., to create pressure on the Government. We can involve our family members, customers and followers in these campaign programmes.

(8) During the discussions in the meetings, it was suggested that we can also discuss our future course of action with the leadership of pensioners' associations, who are also of the view that pension revision has a direct link with pay revision. Retired persons can help us in ensuring massive participation in gatherings and social media campaigns in support of our programme. It was also suggested to hold press conferences at the CHQ and Circle levels so that we can get media coverage in favour of our demands.

(9) AUAB CHQ, as well as Circle/District Secretaries, will try to contact local Members of Parliament and Governors, who can also pursue our demands to the Ministry, as the Cabinet is the appropriate authority that can relax the Affordability Clause, particularly for BSNL.

(10) During the campaign programme, AUAB CHQ should take appropriate initiative to meet the Secretary, DoT, and the Ministry of Communications for a final decision on the 3rd PRC issue, as today the PRC issue is directly linked to the future and better performance of BSNL.

(11) It has also suggested by the members to approach other unions and associations that are yet to be associated with AUAB. It was opined that AUAB should take active initiative to pursue the other union leaders in other forums so that their members and leaders can be involved in the future course of agitational programme on the 3rd PRC issue.

(12) All these meetings were inspiring for AUAB CHQ, as more than 250 Circle-level leaders participated in these five meetings and shared their views. Most of our General Secretaries and Presidents of the unions and associations were present to guide these zonal meetings.

LETTERS FROM BSNL MANAGEMENT / GOVT.

Clarification regarding applicability of GSLI/GIP during Sabbatical under BSNL Sabbatical Scheme, 2026 - Reg.

No.BSNLCO-A/11(25)/2/2025-ESTAB Dated: 10.08.2026 To, All Heads of Telecom Circles, BSNL All Heads of Administrative Units of BSNL

In continuation of this office letter of even number dated 05.06.2026 regarding the BSNL Sabbatical Scheme, 2026, the following clarification is issued with the approval of the Competent Authority regarding the applicability of Group Savings Linked Insurance (GSLI)/ Group Insurance Policy (GIP) during the period of Sabbatical:

(i) Continuation of GSLI/GIP Membership:

An employee proceeding on approved Sabbatical shall continue to remain a member of the GSLI/ GIP Scheme during the period of Sabbatical, subject to payment of the prescribed subscription/ premium in accordance with the provisions of the Scheme.

(ii) Insurance Risk Coverage: The insurance risk coverage under the GSLI/GIP Scheme shall continue during the approved Sabbatical, provided the prescribed subscription/premium is remitted by the employee within the stipulated timelines.

(iii) Payment of Subscription/Premium: Since no salary is admissible during the period of Sabbatical, recovery of GSLI/GIP subscription/ premium through payroll shall not be feasible. Accordingly, the employee shall pay the applicable subscription/premium through the prescribed mechanism, either: (a) in advance for the entire approved period of Sabbatical; or (b) periodically (monthly/quarterly/annually), as may be prescribed by the concerned office.

(iv) Non-payment of Subscription/ Premium: In the event of failure to remit the prescribed subscription/premium within the stipulated period, the continuity of insurance coverage and other consequential benefits under the GSLI/GIP Scheme shall be governed by the provisions and conditions of the respective Scheme.

(v) Responsibility of the Employee:

The employee shall be responsible for timely payment of the prescribed subscription/premium during the Sabbatical period. In order to ensure the continuity of insurance coverage and other admissible benefits under GSLI/GIP Scheme, the concerned employee shall inform the office regarding the mode and frequency of payment, at the time of sanction of Sabbatical.

(vi) SAP/Payroll Implementation:

Necessary provisions shall be incorporated in the SAP Payroll Module to facilitate deposit of the GSLI/GIP subscription/premium by employees during the Sabbatical period, either in advance or periodically, as applicable.

2. All other terms and conditions of the BSNL Sabbatical Scheme, 2026 circulated vide letter of even number dated 05.06.2026 shall remain unchanged.

3. This issues with approval of Competent Authority.

(i) Comments regarding the non-recording of APAR grading in the APARs for the period from 01.04.2020 to 31.03.2021 in respect of Shri Gyanwardhan Sharma and Ms. Farzana B (Kerala Telecom Circle).

(ii) Copies of educational qualification certificates, along with confirmation of the discipline/branch of B.E./B.Tech./M.Tech./M.Sc., in respect of all 41 applicants.

(iii) Details of major/minor penalties, if any, imposed during the preceding ten years in respect of all 41 applicants.

3. The above information/documents may kindly be forwarded to this office immediately, but not later than 14.08.2026, for onward submission to NTRO without any further delay. This matter may be treated as MOST URGENT.

Clarification regarding existing CGHS Guidelines.

F.No. D-12015/420/2024-Admn-IV Dated the 11th August, 2026 Union Public Service Commission Administration-IV Section

The undersigned is directed to refer to CGHS OM No. Z/15025/19/2024/DIR/CGHS/EHS dated 28.06.2024, SOP dated 02.09.2024 and CGHS OM No. 5-16/CGHS(HQ)/HEC/2024(Part-I)

dated 03.10.2025 and to say that certain issues relating to reimbursement of medical claims have frequently been noticed in this office during scrutiny/processing of claims due to lack of clarity in the existing CGHS guidelines/instructions.

2. Accordingly, the issues were taken up with the CGHS (HQ) for necessary clarification and in response, the CGHS (HQ) has conveyed the following guidelines:-

a) Subsequent follow-up consultations/investigations/minor procedures can be done only at the same empanelled hospital where primary consultation was availed.

i. If any investigation/test amounting up to Rs. 3000/- (each test/investigation) is prescribed by the Specialist of an empanelled hospital/HCO, the investigation/test must be undertaken at the same hospital/HCO, where primary consultation has been taken.

ii. If the beneficiary wants to get the tests/investigations done from any other CGHS empanelled hospital/HCO/Diagnostic Centre, he/she has to take prior referral/endorsement from CGHS Wellness Centre.

iii. Referral/endorsement from CGHS shall be required for special investigations like CT Scan, MRI Scan, PET Scan and any other investigation costing over Rs. 3,000/-.

b) Each consultation will be considered valid for a period of 7 days, provided it pertains to the same specialty.

c) Eye consultation fees include refraction, tonometry and fundus examination.

d) Prior permission of the Department/Office is mandatory for undergoing an unlisted investigation/procedure advised by specialist of a CGHS empanelled hospital.

3. All the staff/officials are advised to follow the aforesaid guidelines issued by the CGHS (Ministry of Health & Family Welfare) for hassle-free medical reimbursement.

4. This issues with the approval of the Competent Authority.

Vigilance investigations pending where officers are due for retirement in next one year-reg.

File No.23-03/2026/VA Dated: 13.08.2026 To All

PGM/GM (Vigilance), BSNL Telecom Circles/Units

With reference to the subject mentioned above, for proper identification and monitoring of cases of officers due for retirement in next one year, it is requested that details and anticipated time for completion of cases may be kept at the level of PGM/GM(Vigilance) for the Circles under their jurisdiction. Further details may also be sent to concerned VMs in this office on monthly basis.

This is issued with the approval of CVO.

Reporting of all Encroachment Cases on BSNL Land and Submission of Certificate regarding completeness of information.

***File No.: BSNLCO-LM/11(11)/1/2022-LM-Part(1)
Date: 14/08/2026 To, The CGM All BSNL Circles.***

BSNL possesses a substantial land bank, and the monetization of these assets is being undertaken in a phased manner. It is, therefore, imperative to protect and safeguard these valuable assets against encroachment and unauthorized occupation. A review of the data available in the Real Estate Management (REM) Portal has revealed that the information relating to encroachments and unauthorized occupation has not been comprehensively and accurately updated by all Circles.

In view of the above, all Telecom Circles are requested to undertake a comprehensive review of all BSNL land assets under their jurisdiction and identify all existing cases of encroachment and unauthorized occupation. The details of such cases shall be verified from the relevant land records and furnished to this office in the format prescribed at Annexure-I.

Further, each Circle shall submit the Certificate of Completeness in the format prescribed at Annexure-II, duly signed by the General Manager (Land & Buildings), certifying that all cases of encroachment and unauthorized occupation pertaining to BSNL land within the Circle have been identified and reported and that, to the best of his/her knowledge and based on the available records, no such case has been omitted from the report.

Simultaneously, all data relating to encroachments and unauthorized occupation shall also be updated in the REM Portal, ensuring that the information available in the Portal is

complete, accurate, and consistent with the report submitted to this office.

It is further clarified that dispute cases involving cancellation of allotment, re-allotment, or occupation arising out of actions taken by the original allotting authority shall be dealt with separately and shall not be classified as encroachment cases for the purpose of this

exercise.

The report, along with the duly signed certificate, should reach this office within 15 days from the date of issue of this letter.

This issues with the approval of the Director (Finance).

Encl: Annexure I & II.

Annexure-I

Circle Name	BE ID	Land ID	Name of Asset (As per REM)	City	District	Total Area of Land	Encroached area of Land	Encroached by Govt. / Private	Court Case (Yes/No)	If yes, name of court, last date of hearing, next date of hearing & Action on last hearing	Detail of Action taken with date	Present status

Annexure-II: Certificate

Telecom Circle: Certified that a comprehensive verification of all BSNL land assets under this Circle has been carried out and all encroachment & unauthorized occupation cases have been identified and included in the enclosed report to the best of my knowledge and based on available records, no encroachment case has been omitted.

Place:

Date:

(Signature by the authorized official not below the rank of GM.)

Appointment of Ms. Vatchala Cari, IRS (IT:2005) as CVO, Bharat Sanchar Nigam Limited (BSNL), Delhi - Reg.

**No. BSNLCO-PER1/20(11)/11/2021-PERS1
Dated: 19/08/2026**

DoT vide letter No.8-2/2012-VM (Vol.II) dated 05.08.2026 (copy enclosed) has conveyed the approval of the Appointments Committee of the Cabinet regarding the appointment of Ms. Vatchala Cari, IRS (IT: 2005) as CVO, Bharat Sanchar Nigam Limited (BSNL), New Delhi under DoT with pay at level 14 (Rs. 1,44,200-2,18,200/-) of the pay matrix, for an initial period of 3 years from the date of assumption of charge of the post or until further orders, whichever is earlier.

2. Ms. Vatchala Cari has assumed the charge of the post of CVO, Bharat Sanchar Nigam Limited (BSNL) w.e.f. 14.08.2026.

3. This issues with the approval of the

Competent Authority.

Creation of comprehensive competency repository in respect of Non-executives of BSNL- Reg.

No. BSNLCO-A/15(22)/6/2026-ESTAB Dated: 24.08.2026 To All CGMs/Unit Heads, BSNL

Ref: No. BSNLCO-PERB/18(11)/7/2025-PERSI, dated 02.12.2025

In reference to the BSNLCO letter under reference on creation of comprehensive Competency repository in respect of BSNL executives, it is decided to create competency repository of the non-executives of BSNL.

2. All non-executives are therefore, required to furnish the information / details regarding Area(s) of Competencies acquired by them by giving their preferences i.e. 1st, 2nd and 3rd. Further, the non-executives should also indicate their present area of competency in which working and also indicate preferences of competency areas as per 1st, 2nd and 3rd in which they would like to work. These information may be submitted through the Attendance App "My Office" --> HR Module --> Update Competencies.

3. Accordingly, all the non-executives under your administrative control may be directed to submit above information through Attendance App by 28.08.2026.

This issues with the approval of the Competent Authority.

Revision of flat rate of licence fee for

BSNL Residential Accommodation.

No: BSNLCO-LM/13(13)/2/2020-O/o GM (LM) Date: 31.07.2026 To The Chief General Managers, BSNL All Telecom Circles.

Ref: - (1) OM No 18011/2/2015-Pol III dated 17.07.2026 from Deptt of Estates, Gol. (Copy enclosed). (2) Letter No BSNLCO-LM/13(13)/2/2020-O/o GM (LM) dated 02.08.2023.

SR Cell BSNLCO office had issued instructions/guidelines vide letter No BSNL/6-1/2013 dated 07.02.2014 and BSNL/6-1/2015 dated 16.08.2017, wherein it has been clarified that Premises of BSNL are Public Premises and the rates/guidelines issued by Government of India/Directorate of Estates from time to time would be applicable to the employees occupying BSNL Quarters.

Earlier, the licence fee for BSNL Residential accommodation was revised in accordance to the OM No 18011/2/2015- Pol III dated 10.07.2023 from Deptt of Estates, Gol which was circulated vide letter under reference at SI No 2 above.

Now, Directorate of Estates vide OM No 18011/2/2015 - Pol III dated 17.07.2026 has revised the flat rate of licence fee to be charged for the occupation of General Pool Residential Accommodation (GPRA) throughout the country w.e.f. 01.07.2026. The competent authority has decided that henceforth these rates shall also be applicable to BSNL Residential Accommodation unless the BSNL Corporate office specifically decides otherwise.

This is issued with approval of the competent authority.

Revision of flat rate of licence fee for General Pool Residential

Accommodation (GPRA) throughout the country.

No. 18011/2/2015-Pol.III Dated: 17.07.2026 Govt. of India, Ministry of Housing and Urban Affairs, Directorate of Estates

In terms of the provisions of the Rule 74 of the "Central Government General Pool Residential Accommodation Rules 2017", the Government has decided to revise the flat rates of licence fee recoverable for the residential accommodation available in General Pool and also in Departmental Pools of Ministries/Departments of the Government of India throughout the Country (except in respect of substandard/unclassified accommodation of Ministry of Defence, accommodation for service personnel of the Ministry of Defence and accommodation under the control of Ministry of Railways), as shown in the Annexure.

2. The revised rates of licence fee would be effective from 1st July, 2026. All Ministries/ Departments are requested to take action to recover the revised licence fee in accordance with these orders in respect of accommodation under their control all over the country.

3. This issues with the concurrence of Integrated Finance Wing of the Ministry of Housing and Urban Affairs vide their note dated 07.07.2026.

Encl: As above

Annexure

(to the OM No. 18011/2/2015-Pol.III dated 17.07.2026)

Revised flat rates of licence fee applicable for General Pool Residential Accommodation (GPRA) throughout the country w.e.f. 01-07-2026

Types of accommodation	Range of living area in sq. mtr.	Revised rates of licence fee effective from 01.07.2026 rounded to nearest 10, for the concerned Type (Rs.)
I	Upto 30	230
II	26.5 to 50	490
III	44 to 65	740
IV	59 to 91.5	980
IV (Special)	59 to 91.5	1040
VA	Upto 106	1850

VB	Beyond 106	1960	
VIA	Upto 159.5	2430	
VIB	Beyond 159.5	2900	
VII	189.5 to 224.5	3400	
VIII	243 to 522	6070	
Note 1: In addition to the flat rates shown in the table above, License Fee at the following flat rates for Servant quarters & Garages allotted independently of regular accommodation shall be recovered.			
S. No.	Particulars	Revised Rates (p.m.) effective from 01.07.2026 rounded off to nearest 10, for the concerned Type (Rs.)	
1	Servant Quarters	100	
2	Garages	70	
Note 2: For Hostel Accommodation, License Fee at the following flat rates shall be recovered.			
S.No.	Category of Suite	Living Area (Sq. mtr.)	Revised Rates (p.m.) effective from 01.07.2026 rounded off to nearest 10, for the concerned Type (Rs.)
1	Single Room (without Kitchen) Single Room (with Kitchen)	21.5 to 30 30.5 to 39.5	620 870
2.	Double Room	47.5 to 60	1200

Regarding guidelines for incurring Capital Expenditure

No.: BSNLCO-CBB/11(12)/4/2026-CBB (E-765094) Dated: 27.07.2026 To, The Chief General Manager, All Telecom Circles & Metro Telecom Districts, BSNL

Ref: 16-4/CBB/CAPEX/2024-25/dated 20.11.2024 (copy attached)

With reference to above letter dated 20.11.2024, guidelines for incurring Capital Expenditure were issued to all the field units.

2. Earlier issued guidelines have been reviewed and approval of the competent authority is hereby conveyed for relaxing the maximum capex ceiling limit for OFC laying tenders from Rs. 1 Crore to Rs. 5 Crore at CGM level with financial concurrence of Circle IFA for OFC routes which are more than 18 years old routes and for those routes which are lossy beyond permissible limit for smooth running of all major transmission equipment like OTN, super core routers, super edge routers, etc. Subject to the availability of budget.

3. In respect of the new routes, the Capex ceiling limit for OFC laying tenders has also been

examined and increased to Rs. 5 Crores at CGM level with the financial concurrence of Circle IFA subject to the following conditions:

(i) For cases above Rs. 1 Crore and up to Rs. 5 Crores to be approved by RTPC

(ii) For cases above Rs. 5 Crore and up to Rs. 10 Crores to be approved by Dir (EB)

(iii) For cases above Rs. 10 Crore to be approved by CMD.

4. This approval is for all the Telecom Circles and Metro Telecom Districts.

5. All other terms and conditions shall remain unchanged as mentioned in earlier issued letters.

6. All concerned Circles must ensure strict adherence to instructions issued by BSNLCO New Delhi from time to time regarding OFC laying like video recording, etc.

This is issued with the approval of CMD, BSNL.

Implementation of Pilot Organizational Restructuring in Uttarakhand Telecom Circle Revised Redistribution of Working Strength and Clarification on Suggestions/Queries

File No.: BSNLCO-RSTG/15(14)/1/2020-RSTG-Part(1) Date: 28.08.2026 To, CGM Uttarakhand, BSNL

Ref. 1. Letter No: UKND/Restructuring/2020-21/Admn/kw/21 dtd: 21.07.2026 2. Letter No: UKND/Restructuring/2020-21/Admn/kw/27 dated 03.08.26

Kindly refer to the suggestions, queries and comments submitted by Uttarakhand Telecom Circle regarding the implementation of the Pilot Organizational Restructuring vide the above mentioned letters.

The suggestions and queries received from the Circle have been examined in detail at BSNL Corporate Office. Based on the approval of the Competent Authority, the following is clarified for necessary action and compliance:

i. The revised redistribution of the existing working strength has also been examined. It has been decided to agree to the creation of a Fourth Zone with Headquarters at Almora, which shall be operationalized entirely through redistribution of the existing working strength, without creation of any additional sanctioned posts or increase in the overall manpower of the Circle. Accordingly the UKD Circle may be divided into 4 Zones as below:

Zone	Constituent Districts	No of Districts	Major Municipal/ Urban Area	No of Blocks (Rural Area)	GPs Covered
Dehradun	Dehradun, Tehri Garhwal Uttarkashi	3	Dehradun, Mussorie, Rishikesh	21	1978
Haridwar	Haridwar, Pauri Garhwal, Chamoli, Rudraprayag	4	Haridwar, Roorkee, Kotdwar, Srinagar	33	2437
Almora	Almora, Pithoragarh, Bageshwar	3	Almora, Bageshwar, Pithoragarh	22	2226
Nainital	Nainital Udham Singh Nagar. Champawat	3	Nainital Haldwani, Kashipur Rudrapur	19	1133
	Total	13	14	95	7774

ii. It is reiterated that, under the approved Pilot Organizational Restructuring model, 7,774 Gram Panchayats (GPs) are to be serviced through 132 available JTO-led GP clusters. In the proposal submitted by the Circle, deployment of 91 JTOs and 49 JEs has been proposed for covering these GPs. In this regard, it is clarified that the charge of GP clusters shall only be assigned to JTOs. The JEs are intended to provide technical and operational support to the JTOs and shall not be assigned independent charge of GP clusters.

iii. In view of the available working strength, the Circle may suitably increase the size of GP clusters so that all 7,774 GPs are effectively covered by the available JTOs. Further, JTOs are primarily field functionaries and should be deployed in field units for service delivery and customer interface. JTOS/JEs should not ordinarily be posted at Circle, Zonal or Block Offices except where specifically justified by

functional requirements.

iv. With regard to the Circle's submission that Municipality Corporation/Urban areas, CNOC areas and Transmission Centres should be adequately covered in the proposed structure it is clarified that major MC areas may be headed by SDE level officers. However, one AGM may head CNOC.

v. DGM, AGMS, SDES, AOs and JAOs are already proposed in each Zone. The proposal of Circle to have one CAO in each zone and 5 CAOs in Circle office is not agreed to.

vi. The proposal to deploy SDEs in 42 Blocks initially is agreed to with the condition that with setting up of offices in remaining Blocks SDEs will be deployed there also and eventually the goal of having one SDE in each block will be achieved.

vii The proposal to deploy additional 22 staff is not agreed to. Instructions about surplus GMs will be issued by Corporate Office. However,

CGM Uttarakhand can continue the practice of assigning DGM responsibilities to senior AGMs on an L/A basis under the pilot model, matching the executive empowerment available in the legacy setup, within the sanctioned strength.

viii. Regarding IFA to the CGM it is clarified that the proposed DGM (Fin) will act as IFA to the CGM.

ix. Existing roles and reporting structure will prevail for Civil and Electrical wing officers; if needed, they can be deployed in HR/Legal/Admin, i.e. in Shared Services with the approval of BSNL CO.

x. Regarding the Shared Services workflow, file processing and procurement powers it is clarified that Core procurement activities. Such as e-tendering for equipment-to be dealt with at Corporate Office. Vehicles, housekeeping, building maintenance, IT items etc. Will be institutionalised at the Circle level.

xi. Regarding the request of the Circle for revised and explicit DoFP for proposed tiers it is clarified that financial powers stand centralised at Circle level. All proposals for sanction of expenditure, procurement, administrative approval and financial concurrence will continue to be processed under the prevailing ailing DoFP. Monthly expenditure requirements of Zones to be consolidated and approved by Circle Office. Zonal, District and Block level officers to function within the approved budget

and to exercise no independent financial powers beyond those already delegated. No separate DoFP is being issued as part of the restructuring; any future revision will be issued separately by the Competent Authority. Tier-wise mapping: (i) CGM-existing; (ii) CCO (GM level)-same powers as erstwhile GM (S&M) in Circle; (iii) CTO (GM level) same as GM (CM/CFA); (iv) GM (Shared Services) as per GM (HR/Legal/Fin); (v) Zonal DGMs (CEO/CTO) as per DGM cadre; (vi) AGM (Commercial) / AGM (Field CTO) as per AGM cadre; (vii) SE/EE (Civil & Electrical) existing financial powers. Financial limits for hiring office accommodation and infrastructure at Block HQ and GP Clusters as per FRAC and DoFP.

xii. Regarding one-time relaxation or waiver under the transfer policy there will be no waiver, except for PwBD cases and single women parents.

xiii. Uttarakhand Telecom Circle is requested to implement the approved organizational structure in accordance with the enclosed decisions and the revised manpower distribution. The redistribution may be carried out judiciously to ensure optimum utilization of available manpower, strengthen field operations crations and and achieve the objectives of the Pilot Organizational Restructuring. The UKD circle office structure is enclosed as Annexure I.

This issues with the approval of the Competent Authority.

LETTERS TO BSNL MANAGEMENT / GOVT.

Response to your proposal for formation of Joint Action Committee of AUAB and BDM and allegations regarding non-response from AUAB.

Date: 14.08.2026 To, (1) Shri Ravishil Verma , GS AIGETOA & Convener, Bhartiya Doorsanchar Manch (2) Shri R.C. Pandey, GS BTEU & Chairman, Bhartiya Doorsanchar Manch

We are in receipt of your letters and reminders regarding the formation of a Joint Action Committee (JAC) of AUAB and BDM, as well as your allegation that AUAB has not responded to your repeated requests.

AUAB has discussed the matter and carefully considered your proposal for a joint struggle. In the interest of BSNL, its employees and the

important issue of implementation of the 3rd PRC, we wish to place the following points for your consideration.

AIGETOA and BTEU were part of AUAB from its formation and participated in wage negotiations with the DoT. Therefore, the allegation that AUAB is against unity is not justified.

AUAB has seriously reviewed the proposals and suggestions placed before it and has decided that the AUAB platform should take up issues common to Executives and Non-Executives. It was also decided that issues raised on the AUAB platform should not simultaneously be pursued through another forum.

During the discussions, AUAB leadership expressed its willingness to pursue the approval and implementation of the 3rd PRC through united

efforts, provided BTEU and AIGETOA continued to function under the AUAB banner. It is therefore our considered view that BTEU and AIGETOA chose to distance themselves from AUAB after their proposals were not accepted by the majority.

AUAB has also reviewed the countrywide struggle against the Uttarakhand Pilot Project. The struggle was successfully conducted under the AUAB banner, with both Executives and Non-Executives participating together. This demonstrates the strength and effectiveness of a united platform.

Therefore, if BDM proposes any agitational programme, the matter may first be discussed with the AUAB Chairman, Convenor or General Secretaries before issuing any notice. If a mutually agreed understanding is reached regarding any particular agitation, AUAB will certainly consider extending its support.

AUAB has never closed its doors to any Union or Association genuinely committed to safeguarding the collective interests of BSNL employees. We welcome every sincere effort to mobilise employees and build pressure on Management. However, AUAB leaders are of the view that the AUAB platform is a recognised and established forum that has been functioning smoothly. At this juncture, parallel forums and divided activities may create confusion among the cadre and weaken the collective struggle.

The present situation is critical, particularly with regard to the 3rd PRC, restructuring of Circle and BA administrations, and other challenges facing BSNL. AUAB firmly believes that Executives, Non-Executives and retired employees must come together to achieve the implementation of the 3rd PRC and other long-pending common demands. The 3rd PRC is not only an issue concerning serving employees but will also benefit more than 2.5 lakh retired Executives and Non-Executives.

We therefore once again appeal to BTEU and AIGETOA to set aside past differences, participate wholeheartedly in discussions with the AUAB leadership and actively join the united struggle. We assure you of our full cooperation in rebuilding the strongest possible unity among BSNL Executives and Non-Executives.

Regarding the formation of the JAC, our considered view is that BTEU and AIGETOA should participate in discussions with AUAB,

particularly when almost all major Unions and Associations are already united under the AUAB platform. The larger interest of BSNL demands one united platform, one united struggle and one united voice.

We earnestly request you to reconsider your stand and join the discussion with AUAB leadership to decide the future course of united action in the interest of BSNL and its employees. A meaningful discussion can certainly pave the way for strengthening the joint struggle for implementation of the 3rd PRC and for further action against the Uttarakhand Pilot Project.

Appeal for review of the proposed restructuring of BSNL, particularly the Uttarakhand Pilot Proposal, in the interest of BSNL's revival and operational efficiency, and for approval of Third PRC

**No.: AUAB / CHQ / 2026 / RSTG Date: 14th August, 2026 To, Shri Jyotiraditya M. Scindia
Ji Hon'ble Minister of Communications
Government of India, Sanchar Bhavan Ashoka
Road, New Delhi – 110001**

**Ref: Letter No. BSNLCO-RSTG/15(14)
/1/2026-RSTG dated 04.07.2026**

The All Unions and Associations of BSNL (AUAB) respectfully submit this Memorandum seeking your kind and urgent intervention for a comprehensive review of the restructuring proposal presently being considered by BSNL Management, with Uttarakhand as the pilot Circle. AUAB is not opposed to restructuring and fully appreciates the need for an efficient and modern organisational structure based on technological changes, business requirements, network expansion and manpower needs. However, the present proposal appears to be based predominantly on Gram Panchayat/Block-level administrative considerations and does not adequately reflect the actual business profile, network infrastructure, geographical challenges, operational workload and manpower requirements of BSNL. We therefore earnestly appeal for reconsideration of the proposal before its implementation, so that the restructuring exercise genuinely strengthens BSNL and supports its long-term revival.

Following the merger of BBNL with BSNL, the

responsibility for maintenance and operation of the extensive BharatNet OFC network and services at the Gram Panchayat level has become a major additional responsibility of BSNL. This requires adequate manpower for OFC maintenance, fault restoration, power and transmission systems, new connections and service assurance, particularly in remote and difficult areas. At the same time, BSNL has already lost a substantial number of experienced line staff due to VRS-2019. Therefore, the additional manpower requirement arising from BharatNet/BSNL responsibilities should be properly assessed before implementing any restructuring. Various available options, including outsourcing, TIP-based maintenance, utilisation of experienced retired or contract staff, recruitment of line staff, consideration of pending CGA cases, promotional avenues and fresh recruitment of JTOs/JEs, may also be objectively examined.

We are concerned that the present restructuring proposal does not adequately take into account the established BSNL staffing requirements based on lines, BTS, OFC, transmission, revenue, network workload and geographical conditions, and appears to give greater importance to administrative units rather than actual business and technical requirements. The proposal may also result in large-scale transfers and dislocation of employees, with consequential financial and operational implications. At a crucial stage of BSNL's revival, when the Government has made substantial financial investment in the organisation, such dislocation may adversely affect operational efficiency, service quality and employee confidence. Therefore, a comprehensive business and manpower study, transparent assessment of financial implications, evaluation of alternative manpower models and meaningful consultation with representative unions and associations are essential before finalising the restructuring plan.

It is also necessary to examine the restructuring models already implemented or approved in other Circles, where network and business parameters have been taken into consideration, and to evolve a uniform, rational and transparent restructuring framework for BSNL. The practical experience of employees and their representative unions regarding network maintenance, field operations and manpower requirements should also be taken into account through meaningful consultation. AUAB is further concerned about

references to directions from the Hon'ble Prime Minister's Office in support of the restructuring exercise. We respectfully submit that directions relating primarily to the repatriation of officers on deputation should not be selectively interpreted to justify mass transfers of BSNL's own employees while the deputation issue remains unresolved.

In view of the above, AUAB earnestly appeals to your good self to kindly intervene and direct BSNL Management to review the present restructuring proposal in its entirety, keep the Uttarakhand pilot proposal in abeyance and undertake a fresh, comprehensive and objective assessment based on business, network, technological, geographical and actual manpower requirements. We further request that the additional manpower requirement arising from the BharatNet/BSNL network be specifically assessed, all available manpower options be examined before resorting to large-scale transfers and dislocation, and the restructuring models of other Circles be reviewed to evolve a practical and uniform framework. We also request that meaningful consultation with representative unions and associations be ensured before finalising any restructuring plan, so that the exercise strengthens BSNL rather than causing operational disruption, additional financial burden or employee discontent.

At the same time, we respectfully request your kind intervention for the early approval of the Third PRC/Wage Revision for BSNL employees, which has been pending for a considerable period. The affordability condition may kindly be waived as recommended/directed by DPE, enabling BSNL employees, who have made significant sacrifices for the revival of the organisation, to receive their legitimate wage revision.

Sir, BSNL is a strategic Public Sector Undertaking and an important national telecom asset. Its restructuring should therefore be undertaken with utmost care, keeping in view not only administrative rationalisation but also service requirements, network expansion, business potential, geographical realities and the confidence of its workforce. We sincerely hope that your kind and timely intervention will ensure a practical, transparent and business-oriented review of the restructuring proposal, particularly the Uttarakhand pilot, and help strengthen BSNL, improve its operational efficiency and support its long-term revival in the larger national interest.

बीएसएनएल कर्मचारियों के साथ न्याय कहाँ है?

वर्षों के संघर्ष, समझौतों और आश्वासनों के बावजूद कर्मचारियों के हिस्से में केवल प्रतीक्षा क्यों?

भारत संचार निगम लिमिटेड के कर्मचारी आज जिस पीड़ा, असंतोष और अन्याय का सामना कर रहे हैं, वह केवल वेतन संशोधन में देरी का विषय नहीं है। यह न्याय, समानता, सम्मान, सामाजिक सुरक्षा और कर्मचारियों के वैधानिक अधिकारों का प्रश्न है।

ये वही कर्मचारी हैं जिन्होंने अपने जीवन के महत्वपूर्ण वर्ष देश की दूरसंचार व्यवस्था को मजबूत करने में लगाए हैं। कठिन परिस्थितियों में काम किया, दूर-दराज के क्षेत्रों में सेवाएं बनाए रखीं, प्राकृतिक आपदाओं और विषम परिस्थितियों में संचार व्यवस्था को सुचारु रखने के लिए दिन-रात मेहनत की और संस्था के कठिन दौर में भी अपनी जिम्मेदारियों से पीछे नहीं हटे। लेकिन जब उनके अपने अधिकारों की बात आती है, तो उन्हें वर्षों से प्रतीक्षा करने के लिए मजबूर किया जा रहा है।

इसलिए आज सबसे बड़ा प्रश्न है— आखिर बीएसएनएल कर्मचारियों के लिए न्याय कहाँ है?

बीएसएनएल कर्मचारी वर्ष 2018 से लगातार शांतिपूर्ण और लोकतांत्रिक संघर्ष कर रहे हैं। उन्होंने अपनी जायज मांगों को लेकर संबंधित अधिकारियों से लेकर उच्चतम स्तर तक अपनी आवाज पहुंचाने का हर संभव प्रयास किया है। उन्होंने ज्ञापन दिए, प्रतिनिधिमंडल भेजे, अपनी समस्याओं से संबंधित अधिकारियों का ध्यान आकर्षित किया और यहां तक कि माननीय प्रधानमंत्री कार्यालय तक अपनी आवाज पहुंचाई।

उनकी मांग कोई अनुचित मांग नहीं है।

वे केवल यह चाहते हैं कि तीसरे वेतन संशोधन के रास्ते में लगाई गई सामर्थ्य और लाभप्रदता की शर्तों में उचित छूट दी जाए, ताकि बीएसएनएल कर्मचारियों का लंबित वेतन संशोधन लागू हो सके। लेकिन वर्षों के संघर्ष और लगातार अभ्यावेदन के बाद भी यह प्रश्न आज तक अनसुलझा है।

आखिर कर्मचारियों को और कितने वर्षों तक प्रतीक्षा करनी होगी?

बीएसएनएल कोई सामान्य रूप से स्थापित सार्वजनिक उपक्रम नहीं था।

यह तथ्य स्पष्ट रूप से समझना होगा कि बीएसएनएल की स्थापना किसी सामान्य सार्वजनिक उपक्रम की तरह शून्य से नहीं हुई थी।

एक अक्टूबर 2000 को दूरसंचार विभाग के दूरसंचार संचालन एवं सेवाओं का निगमित रुपांतरण करके भारत संचार निगम लिमिटेड का गठन किया गया।

इस ऐतिहासिक परिवर्तन के साथ हजारों कर्मचारियों की सेवा, वरिष्ठता, पेंशन, वेतन और भविष्य सीधे जुड़े हुए थे।

कर्मचारियों ने इस परिवर्तन को इस विश्वास के साथ स्वीकार किया था कि उनके हितों और भविष्य की सुरक्षा सुनिश्चित की जाएगी तथा नवगठित निगम को आर्थिक रूप से सक्षम बनाया जाएगा।

इसलिए बीएसएनएल के गठन के समय किए गए समझौतों और प्रतिबद्धताओं को आज भुलाया नहीं जा सकता।

आठ सितंबर 2000 का ऐतिहासिक समझौता—उन वादों का क्या हुआ?

बीएसएनएल के गठन से पहले कर्मचारियों ने अपने अधिकारों और भविष्य की सुरक्षा के लिए ऐतिहासिक संघर्ष किया था।

छह सितंबर 2000 से गैर-कार्यकारी कर्मचारियों ने तीन दिवसीय ऐतिहासिक हड़ताल की थी।

इस संघर्ष के परिणामस्वरूप आठ सितंबर 2000 को छह केंद्रीय मंत्रियों के समूह और कर्मचारी प्रतिनिधियों के बीच समझौता हुआ।

छह केंद्रीय मंत्रियों द्वारा हस्ताक्षरित लिखित समझौते में नवगठित सार्वजनिक उपक्रम को आर्थिक रूप से सक्षम बनाए रखने तथा कर्मचारियों के हितों की रक्षा करने की स्पष्ट प्रतिबद्धता व्यक्त की गई थी।

दूरसंचार विभाग से बीएसएनएल में स्थानांतरित कर्मचारियों के संबंध में यह भी स्पष्ट प्रतिबद्धता थी कि उन्हें पेंशन नियम, 1972 के प्रावधानों के अंतर्गत सरकारी पेंशन का संरक्षण प्राप्त रहेगा। ये सामान्य आश्वासन नहीं थे। ये लिखित समझौते थे। ये उच्चतम स्तर पर किए गए वादे थे। इसलिए आज यह प्रश्न पूछना कर्मचारियों का अधिकार है— क्या उन प्रतिबद्धताओं को पूरी तरह निभाया गया है?

यदि हाँ, तो बीएसएनएल के सेवानिवृत्त कर्मचारियों को एक जनवरी 2017 से पेंशन संशोधन के लिए वर्षों तक प्रतीक्षा क्यों करनी पड़ रही है?

यदि हाँ, तो कार्यरत कर्मचारियों का एक जनवरी 2017 से तीसरा वेतन संशोधन आज तक लंबित क्यों है?

और यदि कर्मचारियों के साथ किए गए लिखित समझौते वर्षों तक लागू नहीं किए जाते, तो फिर ऐसे समझौतों की विश्वसनीयता और महत्ता क्या रह जाती है? एक ही बीएसएनएल, लेकिन न्याय के दो अलग-अलग मापदंड क्यों?

बीएसएनएल कर्मचारियों की पीड़ा को समझने के लिए संस्था के भीतर दिखाई देने वाली इस असमानता पर ध्यान देना आवश्यक है।

एक ओर हजारों गैर-कार्यकारी कर्मचारी आज भी अपने लंबित
अगले पृष्ठ पर जारी.....

पिछले पृष्ठ पर शेष.....

वेतन संशोधन की प्रतीक्षा कर रहे हैं।

दूसरी ओर प्रतिनियुक्ति पर आए उच्च स्तर के अधिकारी छटे और सातवें केंद्रीय वेतन आयोग से संबंधित वित्तीय लाभ प्राप्त करते रहे हैं और आगामी आठवें केंद्रीय वेतन आयोग की ओर भी उनका ध्यान स्वाभाविक रूप से है। यह किसी व्यक्ति विशेष के विरुद्ध आरोप नहीं है। यह समानता और न्याय के सिद्धांत का प्रश्न है।

यदि बीएसएनएल के संसाधनों से उच्च स्तर के अधिकारियों को समय-समय पर वेतन संबंधी वित्तीय लाभ दिए जा सकते हैं, तो उसी संस्था के उन कर्मचारियों के लिए वित्तीय न्याय क्यों नहीं, जो वास्तविक धरातल पर बीएसएनएल की सेवाओं को संचालित कर रहे हैं?

जो कर्मचारी नेटवर्क संभालता है।

जो दूरसंचार दोषों को ठीक करता है।

जो उपभोक्ताओं की समस्याओं का समाधान करता है।

जो दिन-रात क्षेत्र में काम करता है।

जो कठिन परिस्थितियों में सेवाएं बहाल करता है।

जो बीएसएनएल की वास्तविक कार्यप्रणाली की रीढ़ है।

उस कर्मचारी को अपने जायज वेतन संशोधन के लिए वर्षों तक प्रतीक्षा क्यों करनी पड़े?

क्या आर्थिक कठिनाइयों का स्मरण केवल गैर-कार्यकारी कर्मचारियों के वेतन संशोधन के समय ही होता है?

यह प्रश्न आज प्रत्येक गैर-कार्यकारी कर्मचारी के मन में है।

सबसे कमजोर वर्ग की स्थिति और भी अधिक चिंताजनक है

समस्या केवल नियमित कर्मचारियों तक सीमित नहीं है।

अस्थायी दर्जा प्राप्त मजदूरों तथा आकस्मिक मजदूरों की स्थिति भी अत्यंत चिंताजनक है। वे लंबे समय से पुराने स्तर पर निर्धारित मजदूरी में काम करने को मजबूर हैं।

इसी प्रकार समूह 'ग' और समूह 'घ' के कर्मचारी भी एक जनवरी 2007 से लागू पुराने वेतन ढाँचे के कारण आर्थिक कठिनाइयों का सामना कर रहे हैं। यह कैसी व्यवस्था है जिसमें संस्था अपने कर्मचारियों से आधुनिक तकनीक, नई जिम्मेदारियों और बढ़ती कार्यक्षमता की अपेक्षा करती है, लेकिन उनके वेतन और आर्थिक सुरक्षा के मामले में उन्हें वर्षों पुराने ढाँचे में ही बांधकर रखती है?

क्या यही श्रमिक न्याय है?

क्या यही समानता है?

क्या यही उस कर्मचारी का सम्मान है जिसने अपने जीवन के महत्वपूर्ण वर्ष बीएसएनएल को दिए हैं? इस प्रश्न का उत्तर नकारात्मक ही हो सकता है। सामर्थ्य और लाभप्रदता की आड़ में अधिकारों को अनिश्चितकाल तक नहीं रोका जा सकता।

तीसरे वेतन संशोधन के संबंध में बार-बार संस्था की आर्थिक

क्षमता और लाभप्रदता की शर्तों का उल्लेख किया जाता है। लेकिन मूल प्रश्न यह है—

क्या कर्मचारियों के जायज वेतन संशोधन को केवल आर्थिक क्षमता और लाभप्रदता का हवाला देकर अनिश्चितकाल तक रोका जा सकता है? बीएसएनएल का इतिहास और इसकी सार्वजनिक सेवा की भूमिका अन्य सामान्य सार्वजनिक उपक्रमों से अलग है।

बीएसएनएल ने देश के दूर-दराज और ग्रामीण क्षेत्रों तक दूरसंचार सेवाएं पहुंचाने में महत्वपूर्ण भूमिका निभाई है।

जब संस्था को कर्मचारियों की आवश्यकता पड़ी, कर्मचारी पीछे नहीं हटे।

जब नेटवर्क को संभालने की आवश्यकता पड़ी, कर्मचारी आगे रहे।

जब संचार व्यवस्था बहाल करनी पड़ी, कर्मचारी मैदान में रहे।

जब कठिन परिस्थितियों में काम करना पड़ा, कर्मचारियों ने अपनी जिम्मेदारी निभाई।

लेकिन जब कर्मचारियों के अपने अधिकारों की बात आती है, तो वही कर्मचारी वर्षों से प्रतीक्षा की कतार में खड़े हैं। यह विरोधाभास अब स्वीकार्य नहीं होना चाहिए। पेंशनभोगी और कार्यरत कर्मचारी—दोनों एक ही अन्याय के शिकार।

आज बीएसएनएल का सेवानिवृत्त कर्मचारी भी परेशान है और कार्यरत कर्मचारी भी।

एक ओर एक जनवरी 2017 से पेंशन संशोधन लंबित है।

दूसरी ओर एक जनवरी 2017 से तीसरा वेतन संशोधन लंबित है।

जिस कर्मचारी ने अपना पूरा जीवन बीएसएनएल को दिया, वह सेवानिवृत्ति के बाद भी अपने पेंशन संशोधन की प्रतीक्षा कर रहा है। और जो कर्मचारी आज बीएसएनएल को चला रहा है, वह सेवा में रहते हुए अपने वेतन संशोधन की प्रतीक्षा कर रहा है।

एक ही संस्था की दो पीढ़ियां एक ही सवाल पूछ रही हैं—हमारा न्याय कब होगा? यह केवल आर्थिक समस्या नहीं है।

महंगाई लगातार बढ़ रही है।

बच्चों की शिक्षा का खर्च बढ़ रहा है।

चिकित्सा खर्च बढ़ रहा है।

दैनिक आवश्यक वस्तुओं की कीमतें बढ़ रही हैं।

लेकिन जब कर्मचारी का वेतन वर्षों तक पुराने ढाँचे में स्थिर रहता है, तो उसके परिवार पर आर्थिक बोझ लगातार बढ़ता जाता है। अब चुप रहने का नहीं, अधिकारों के लिए आवाज बुलंद करने का समय है।

अब समय आ गया है कि बीएसएनएल कर्मचारियों की संगठित शक्ति को और मजबूत किया जाए।

यह संघर्ष किसी व्यक्ति विशेष के विरुद्ध नहीं है।

अगले पृष्ठ पर जारी.....

पिछले पृष्ठ पर शेष.....

यह संघर्ष किसी अधिकारी के विरुद्ध व्यक्तिगत संघर्ष नहीं है।

यह संघर्ष न्याय, समानता और कर्मचारियों के जायज़ अधिकारों के लिए है।

शांतिपूर्ण संघर्ष कमजोरी नहीं है।

शांतिपूर्ण संघर्ष संगठित श्रमिक शक्ति की पहचान है।

लेकिन वर्षों तक मांगों को लंबित रखना भी स्वीकार नहीं किया जा सकता।

कर्मचारियों की एकता ही उनकी सबसे बड़ी ताकत है।

इतिहास गवाह है कि संगठित कर्मचारी शक्ति ने बड़े-बड़े समझौते करवाए हैं और अधिकार हासिल किए हैं।

इसलिए अब संघर्ष को और अधिक संगठित, मजबूत और निर्णायक बनाने की आवश्यकता है।

अब केवल आश्वासन नहीं, निर्णय चाहिए

बीएसएनएल कर्मचारियों ने बहुत प्रतीक्षा की है।

ज्ञापन दिए गए।

प्रतिनिधिमंडल भेजे गए।

शांतिपूर्ण प्रदर्शन किए गए।

संबंधित अधिकारियों का ध्यान आकर्षित किया गया।

उच्च स्तर तक अपनी आवाज पहुंचाई गई।

माननीय प्रधानमंत्री कार्यालय तक अपनी मांग पहुंचाई गई।

लेकिन अब एक बात पूरी तरह स्पष्ट होनी चाहिए—

शांतिपूर्ण संघर्ष कमजोरी नहीं है।

धैर्य का अर्थ अधिकारों से समझौता नहीं है।

चुप्पी का अर्थ सहमति नहीं है।

कर्मचारियों को अब केवल आश्वासन नहीं चाहिए।

कर्मचारियों को निर्णय चाहिए।

कर्मचारियों को नई तारीख नहीं चाहिए।

कर्मचारियों को क्रियान्वयन चाहिए।

कर्मचारियों को सहानुभूति नहीं चाहिए।

कर्मचारियों को न्याय चाहिए।

सीधा सवाल—जवाब कौन देगा?

यदि बीएसएनएल को मजबूत बनाना है, तो उसके कर्मचारियों के अधिकारों को मजबूत क्यों नहीं किया जा रहा?

यदि कर्मचारी बीएसएनएल की सबसे महत्वपूर्ण शक्ति हैं, तो उनके आर्थिक हितों की अनदेखी क्यों?

यदि आठ सितंबर 2000 का समझौता कर्मचारियों के हितों की रक्षा की स्पष्ट प्रतिबद्धता था, तो उस प्रतिबद्धता की वर्तमान स्थिति क्या है?

यदि उच्च स्तर पर वित्तीय लाभों का रास्ता खुला रह सकता

है, तो नीचे काम करने वाले कर्मचारियों के लिए वेतन संशोधन का रास्ता क्यों बंद है?

यदि कर्मचारी वर्षों से संस्था के साथ खड़े रहे हैं, तो संस्था और व्यवस्था कर्मचारियों के साथ कब खड़ी होगी? इन सवालों का जवाब अब केवल कागजों और फाइलों में नहीं चाहिए।

इन सवालों का जवाब ठोस निर्णय और उसके तत्काल क्रियान्वयन के रूप में चाहिए।

विलंबित न्याय, न्याय से इनकार के समान है

बीएसएनएल कर्मचारी किसी दया की मांग नहीं कर रहे हैं।

वे किसी कृपा की मांग नहीं कर रहे हैं।

वे कोई अनुचित विशेषाधिकार नहीं मांग रहे हैं।

वे केवल अपना न्यायसंगत अधिकार मांग रहे हैं।

तीसरा वेतन संशोधन कोई उपकार नहीं है।

पेंशन संशोधन कोई दया नहीं है।

कर्मचारियों की आर्थिक सुरक्षा कोई अतिरिक्त सुविधा नहीं है।

यह उन कर्मचारियों का अधिकार है जिन्होंने बीएसएनएल की नींव मजबूत की, कठिन समय में संस्था को संभाला और आज भी पूरी निष्ठा के साथ अपनी जिम्मेदारियां निभा रहे हैं। अब इस मुद्दे को अनिश्चितकाल तक लंबित रखना स्वीकार नहीं किया जा सकता।

कर्मचारियों को केवल आश्वासन नहीं चाहिए— निर्णय चाहिए।

कर्मचारियों को केवल प्रतीक्षा नहीं चाहिए— क्रियान्वयन चाहिए।

कर्मचारियों को केवल सहानुभूति नहीं चाहिए— न्याय चाहिए।

और संगठित श्रमिक आंदोलन का संदेश बिल्कुल स्पष्ट होना चाहिए— “बीएसएनएल को मजबूत करना है तो बीएसएनएल कर्मचारियों के सम्मान और अधिकारों को भी मजबूत करना होगा।”

“अब और प्रतीक्षा नहीं—तीसरा वेतन संशोधन हमारा न्यायसंगत अधिकार है।”

“पेंशनभोगी और कार्यरत कर्मचारी एकजुट हैं—न्याय की लड़ाई जारी रहेगी।”

आज बीएसएनएल का प्रत्येक गैर-कार्यकारी कर्मचारी एक ही सवाल पूछ रहा है—

“आखिर बीएसएनएल कर्मचारियों के लिए न्याय कहाँ है?”

इस प्रश्न का उत्तर अब किसी भाषण, आश्वासन या नई तारीख में नहीं चाहिए।

उत्तर ठोस निर्णय में चाहिए।

उत्तर तत्काल क्रियान्वयन में चाहिए।

संघर्ष जारी रहेगा।

एकता और मजबूत होगी।

अधिकारों की लड़ाई और तेज होगी।

न्याय मिलने तक संगठित श्रमिक संघर्ष जारी रहेगा।