



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOBFA, BTU)

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BDM/2025-26/17

Dated 29.06.2025

To,
Smt Anita Johri,
PGM (SR),
BSNL CO, New Delhi.

Sub: Organizational action programs by Bharatiya Doorsanchar Manch from 02.06.2025 to 17.07.2025 as per schedule vide letter dated 20.05.2025 – **Submission of Revised Schedule, Regarding.**

Ref: 1. Letter No. BDM/2025-26/10 dated 20.5.2025.
2. Letter no. BSNL/7-1/SR/2023 Dated 08.05.2025.
3. BSNL/7-1/SR/2023 Dated 30.05.2025.
4. BSNL/7-1/SR/2023 Dtd 02.06.2025 & BSNL/7-1/SR/2023 Dtd 25.06.2025.

Reference is invited to the SR cell letter dated 25.06.2025 mentioned under reference 1. In this regard we wish to inform the following:

Further to the detailed discussions held earlier with Director (HR) and members of the HR group, another detailed meeting of the Forum Leaders was held under the chairmanship of CMD BSNL on 23.06.2025, whereby point-wise deliberations on the issues was held. We are definitely thankful for the approach shown by the management in reaching to us for a constructive dialogue with the head of the organization.

Management side's assurance that all necessary steps will be taken to address the issues raised by the BDM Forum as stated above is definitely a positive step **but at the same time, management could not issue a firm written assurance for actions in a time bound manner.** Instead of the minutes, an appeal has been issued which is more of a generic nature. We don't have any issues on that too provided management is seriously working and showing some concrete actions in black & white. **However, we are yet to see any realizable action which can firmly be stated as output on the issues raised in charter of demands.**

Management desire that the forum must give time for settlement of the issues and asking us to withdraw to the action programs should be backed by actions also. The discussions on the issues are going on since 5th May 2025 and every time, all we have got are mere assurances. **On the request of Management, BDM put on hold the programs like WhatsApp Quitting, Press Conferences, Memorandum submission to the higher echelons in govt of India as well as state governments with a sincere hope that at least now management will do something concrete to address the issues raised vide charter of demands but to no avail.**

Two months are a long time to resolve the issues but it's sad to state that despite repeated assurances, even committees which came in action after submission of initial notice by BDM vide letter dated 01.05.2025 have still not submitted their reports like recommendations on Perks & Allowances, Recommendations on Increasing the Transport Allowance, Increasing the Superannuation Benefit Contribution, Settlement of the Seniority Dispute in SDE(T) cadre, Settlement of the Pending OTP cases and consideration of

retention, modification and cancellation requests on genuine grounds as per policy. **Instead, the people were victimized by issuing arbitrary transfer orders, arbitrary posting on promotions to the extent that people were forced to forego their promotions.** Perhaps BSNL may be the only company in the world where an executive will face stoppage of time bound promotions for two years as punishment just because they have passed a competitive examination. ***The officers posted in HR group couldn't differentiate between promotion through competitive exam and the regular routine promotions.***

After the meeting with CMD BSNL, we expected some immediate concrete actions as promised in the meetings like issuance of genuine modification /retention /cancellation requests of the orders dated 02.05.2025 but the same was not done. We expected that the letter to DoT on standard pay scales shall be sent to DoT very next day as promised to us but still not done. Issuance of speaking order on 147 reversal issue is also contrary to the promise made. Added to that employees have been thrust with an additional burden of being network ambassadors which is nothing but adding to the responsibilities of others to help those agencies which are not doing their work. **Instead of branding each employee as Network Ambassadors, better approach would have been to strengthen the maintenance teams, usage of world class alarm systems and posting of more manpower to maintain the network.** Such type of approach where the non-related work is being extended to other employee will never work and is against the guidelines also and hence can never be accepted. As usual, this time also, management went unilaterally without discussions on the issue.

*Pers section has been assuring in each and every meeting that suitable action shall be taken to address the promotion issue of all eligible (Both telecom as well as Accounts & Finance) but no action taken at all. **The committee for recommending on the seniority dispute of SDE (T) was constituted in March'25 with a time line of one month but has not moved at all.** This is state of the affairs of the HR group who are not willing to act on the directions/commitment of CMD BSNL and Director (HR). Nothing can be more unfortunate than this.*

However, the discussion with the CMD BSNL, Director HR and the HR team on dated 23.06.2025 has definitely ignited some ray of hope for us but is not the way forward till it attains finality in terms of the tangible output. It's good that the head of the organization himself has extended assurance and directed the concerned cell to act on the issues in a time bound manner with holistic consideration categorically in the meeting. **If management is really serious in its approach, we believe that tangible output as a result of these discussions will be visible in next 10-15 days.**

In the absence of the immediate confidence building measures and tangible output through finalization on the issues especially those pertaining to Pay Scales, Pay Losses, Promotions for all eligible and streams, Perks and allowances, 30 Percent SAB, extension of mobile handset to JEs, taking up the matter of affordability clause waiver with DoT for 3rd PRC, submission of the recommendations of the wage negotiation committee for 3rd PRC, issuance of the genuine retention, modification and cancellation requests of orders dated 02.05.2025 & earlier, issuance of orders for those who have completed their tenure period, issuance of pending OTP requests, BDM cannot take a call on withdrawing the programs. In addition to that BSNL must come up with the tangible solutions on the issues raised with respect to BSNL viability and the issues facing the projects of national importance like 4G/5G and Bharatnet. We do believe that mutual

dialogues can only resolve the issues but intent of resolution must be there. **All the positivity created vanishes when we see the actions which have been taken post these meetings in the last week.** In this scenario, it becomes difficult to assume that management will fulfil the commitment made in a positive manner.

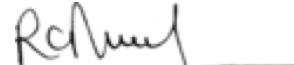
Hence, before any such consideration of withdrawal of the organizational action programs, management has to come up with concrete confidence building measures. **However, at the same time we cannot undermine the words of Apex authority in BSNL ie the words of our Hon'ble CMD, hence we are rescheduling our action programs to start from 10.07.2025 which gives another 10 days' time in addition to the last 15 days of already crossed time of action programs on hold.** The revised schedule of organizational action programs is attached herewith.

Management as well as BDM can utilize this time to give tangible output on the issues raised by adhering to the promises made and engaging into the constructive dialogues and actions. **If the things move in positive direction and tangible output is visible on the issues as stated, BDM will not hesitate in withdrawing the action programs altogether.** We sincerely believe that the spirit of togetherness will propel us to achieve the goals of the organization as well as realization of the long pending HR issues.

With Warm Regards,



(Chairman)
General Secretary AIGETOA
8373967633



(Convener)
General Secretary BTEU BSNL
9415000770

Encl: Revised Schedule of Action programs.

Copy to :

1. **The Chief Labor Commissioner (Central), Shramev Jayate Bhawan, Dwarka, New Delhi for kind information and intervention please.**
2. **The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
3. **The Organising Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
4. **Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, BMS, New Delhi kind information and intervention please.**
5. **The Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind information and intervention please.**

REVISED PROGRAMS & SCHEDULE	
Date	Activity
10th July 25 to 20th July 2025	Submission of Memorandum in support of the demands raised by BDM to Hon'ble Minister for Communications by CHQ, Hon'ble Minister of State for Communications by CHQ, Hon'ble Governors of the State, Hon'ble MPs of the Area, Hon'ble Ministers of the Area by respective CSs/DSs.
10th, 11th & 12th July 2025	X (Twitter Campaign) Highlighting the responsible factors for the current situation of BSNL and its employees. "Save BSNL, Save the Swadeshi 4G" campaign.
15th July 2025	Silent Stand-In Protest during Lunch and Closing Hours with Black Shirts/T-Shirts.
21st July 2025	Holding of Digital Protest Wall: A Slack channel/Digital Platform shall be provided by BDM for all the BSNL employees to post anonymous but honest testimonials about the operational issues, protest messages and Reverse Performance Review of the higher management which will be displayed live without the names of employee concerned to enable transparent feedback about the issues plaguing BSNL and its employees. The feedback shall be submitted to Hon'ble Prime Minister of India and Hon'ble Minister of Communications.
25th and 26th July 2025	Media & Press Conferences at CHQ/Circle/District Levels explaining the reasons behind this mass protest and the responsible factors for revival process of BSNL not picking up momentum & Wearing of Black Badges.
31st July 2025	Formation of Human Chain at BSNL CO, Circle/ District Headquarters by the employees of BSNL or Pad Yatra as per choice in solidarity and remembrance of the departed colleagues whose families have been left without any support by BSNL. The programs shall be conducted during lunch hours.
5th August 2025	Dharna at Rajghat New Delhi by all CHQ Office bearers and offering of Prayers for the departed employees of BSNL.

6th August 2025	Dharna at Prominent Place of the Area by all Circle and District Office bearers and offering of Prayers for the departed employees of BSNL.
7th August 2025 onwards	Quitting of all WhatsApp/Telegram Groups & Work According to Rule till the resolution of issues.
12th and 13th August 2025	X (Twitter Campaign) – for waiver of the Affordability clause for BSNL and extending 3rd PRC to BSNL employees.
19th August 2025	Observing Betrayal Day Full Day Silent Dharna at CHQ/Circles/Districts.
27th August 2025	One day Mass Leave by all Employees.
1st and 2nd September 2025	Hunger Fast during office hours at BSNL CO, Circle and District Headquarters by all the employees.
10th September to 12th September 2025	Delhi Chalo : Three Days Dharna at Corporate Office by all Employees.
In case the charter of demands is still not met, the programs will be intensified further.	
