



भारतीय मजदूर संघ Bharatiya Mazdoor Sangh

Central Office:

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Ref-BMS/C-22/2025/186

Date-12-06-2025

To

Shri Jyotiraditya M Scindia Ji,
Hon'ble Minister of Communications,
Sanchar Bhawan, New Delhi – 110001.

Subject: Urgent Intervention Requested for Ensuring BSNL's Viability, Safeguarding the rollout/development of Swadeshi 4G.5G and Resolution Long-Pending HR Issues of BSNL employees.

Dear Sir,

I write to you on behalf of the **Bharatiya Mazdoor Sangh (BMS)**, the largest trade union in India, expressing deep concern over the ongoing distress in **Bharat Sanchar Nigam Limited (BSNL)**. As highlighted by our affiliates in BSNL under the banner of **Bharatiya Doorsanchar Manch (BDM)** - comprising the major representative bodies of BSNL employees. There has been continued apathy towards critical viability-related issues and resolution of long-pending HR matters that directly affects operational stability and employee morale in this strategic telecom PSU.

Bharatiya Doorsanchar Manch (BDM) had previously postponed its planned organisational action programs in deference to the national situation. However, despite responsible restraint shown by the employees, BSNL management failed to respond with any meaningful confidence-building steps. **On the contrary, a series of provocative decisions and deviation from previously assured commitments - including failure to issue correct minutes of meetings** have further worsened the employee-employer relationship.

The concerns raised go far beyond routine administrative grievances. It reflects a systemic neglect of a PSU that has immense strategic importance for our nation's digital self-reliance. **We understand that BSNL is a national asset - pivotal to the Government of India's telecom objectives, including the Swadeshi 4G/5G initiative and BharatNet project.** Yet these vital initiatives continue to face delays, compounded by deteriorating service quality. Failure to address the core issues threatening these programs could derail the Government's efforts to ensure a self-reliant telecom infrastructure.

Equally important is the crucial HR issues concerning the day to day lives of BSNL employees including the retirees. **While BSNL is back on the path of recovery, these unsung warriors who have devoted themselves for the cause of nation largely remain affected from lack of proper pay, lack of proper social security, lack of proper pension, lack of proper health care, lack of proper resources/equipment's for maintenance and lack of a smooth career progression despite almost all of them being professionally/technically qualified.** The continued apathy of BSNL management towards their employees is clearly visible from the attached demands submitted vide their letter no. BDM/2025-26/04 Dated 01.05.2025 and BDM/2025-26/10 Dated 20.05.2025.

The devotion of BSNL employees—often unacknowledged—was clearly demonstrated during various national emergencies, including the current tense geopolitical situation. These telecom warriors risked their lives to ensure uninterrupted communication services



across the nation. It is high time their sacrifices are honoured through just and timely policy action by rewarding them with the resolution of their long pending dues of Pay, Pension and Promotions. **Having contributed immensely to the nation's cause and the involvement of BSNL in the Make in India exercise for developing a swadeshi 4G/5G, its high time that affordability clause is waived off for BSNL and 3rd PRC is implemented for BSNL employees and Pension Revision is affected for BSNL Retirees.**

It is quite clear that BSNL management is completely ignoring the crucial issues concerning BSNL viability and also the HR issues pertaining to the employees which is the last thing expected from a responsible management. Such is the adamancy of current management that even the **recommendations given with respect to operational and HR concerns of BSNL by COPU (The Parliamentary Committee on Public undertakings which consists of 22 members, 15 elected by the Lok Sabha, and not more than 7 members by the upper house, the Rajya Sabha) in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Lok Sabha remains largely unaddressed.**

The current leadership of BSNL is also understood to be deployed on ad-hoc arrangement for almost a year now. BSNL may have shown profit but the lack of progress on the crucial projects is really worrisome and hence appointment of a regular CMD is a must in BSNL, given its strategic importance in nation building.

The Bharatiya Mazdoor Sangh stands firmly with BSNL employees in their rightful demand for fairness, dignity, and restoration of BSNL's viability. We urge your esteemed office to intervene decisively and initiate a high-level dialogue involving all stakeholders of Bharatiya Doorsanchar Manch (BDM), to address these concerns on an urgent basis.

We sincerely hope that your proactive and immediate intervention will help steer BSNL toward a path of sustainable recovery and employee welfare—strengthening its role in national development.

With Warm regards,

Yours sincerely,



**[Ravindra Himte]
General Secretary
Bharatiya Mazdoor Sangh (BMS)**

Encl: Letters by Bhartiya Doorsanchar Manch to BSNL Management.

Copy to:

- 1. Shri Narendra Damodar Das Modi Ji, Hon'ble Prime Minister of India for kind information and request for intervention in safeguarding the development and smooth rollout of Swadeshi 4G/5G.**
- 2. Dr Neeraj Mittal, Secretary, Department of Telecom for intervention and directing BSNL to resolve the BSNL's viability related and crucial HR Concerns.**



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

Email: bdmbms23@gmail.com, Phone: 9415000770, 8373967633

BDM/2025-26/04

Dated 01.05.2025

To,

Shri A Robert J Ravi
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
Janpath, New Delhi – 110001

Sub: Notice for Organisational Actions in view of non-resolution of the crucial issues related to BSNL Revival and Survival by Management leading to the complete frustration in the employees and breach of trust in resolving the long pending HR issues despite firm assurance by BSNL - Reg.

Respected Sir,

We the **BSNL's Unions and Associations** affiliated to **Bharatiya Mazdoor Sangh (BMS)** assembled under the banner of **Bharatiya Door Sanchar Manch** seek the kind attention of your good self towards the prevailing unrest amongst the BSNL employees due to the indifferent attitude of BSNL management not only in clearance of pending and legitimate HR issues but also due to failure of management **in timely addressing the crucial concerns of BSNL viability mostly pertaining to the problems associated with development of Swadeshi Mobile 4G/5G Core and non-provisioning of proper resources to handle the operation and maintenance issues.**

Today, our beloved BSNL is facing lot of issues due to inept handling of the most prestigious Swadeshi 4G/5G Project which holds immense significance not only for BSNL but also for our country. With the successful launch of home grown 4G, India would have been in the successful league of few select nations with its own 4G/5G core. **Despite full support of government, the project is being consistently marred with problems mostly due to the inept handling of the project by the Management and the associated vendors.** This delay in smooth rollout of full-fledged 4G/5G services and consistent day to day problems in the network is leading to huge churn of subscribers which is further leading to a great dip in revenue.

Not only 4G but even the basic issues in the FTTH segment is also not being looked upon which is taking BSNL lag behind its competitors in this era of fierce competition in FTTH / EB segments. The backhaul issues, Network issues, connectivity issues, lack of proper Infra and Equipment have been brought to the notice of management time and again but to no avail and no appreciable action has been taken to rectify the problems. All these things are leading to huge churn of customers and loss of revenue which is making BSNL subject to losses despite best efforts by the employees. The latest TRAI data suggests that the advantage which BSNL received in the form of huge Port-In due to BSNL's competitive tariff in July 2024 has gone away in the form of maximum customer churn of subscribers from BSNL in last few months due to network coverage issues and instability in the 4G core. Added to this, the work related to crucial projects like BharatNet, CDR, Pan India MAAN (Multi Access Aggregation Network), IP MPLS MAAN etc are also not moving in a proper way due to indecisions on the part of Management at various levels.

In fact, we had high hopes on the present management and the association and unions have continuously highlighted the real concerns of employees including the matters related to operation and maintenance to the new team from July-2024 onwards but to no avail except words of assurance and infinite nomenclatures. The result of this inept/indecisive handling of the crucial issues pertaining to BSNL revival and survival is appearing in the form of loss of crucial revenue to BSNL which could have grown manifold, had management taken aggressive stand to rectify the problems. **This loss of revenue to BSNL is only due to the poor implementation strategy and not taking vendors to the task in a timely and effective manner.**

The employees of BSNL are so devoted to the cause of BSNL that they came forward to celebrate the **February'25 Month as FTTH Month and March'25 as the Revenue Month. All the employees have been working very hard and the results of such hard work is now visible on the results of the FY 2024-25 and in the record breaking revenue collection in the month of March 2025. It's worth mentioning that that BSNL has delivered a net profitable quarter after almost 17 years in the Q3 results of FY 2024-25. Despite such strong results of togetherness,** management has comprehensively forgotten its own promise of celebrating April Month as HR Month with no focus on resolution of long pending issues of Pay, Pension and Promotion.

There is a growing unrest in the minds of employees **not only due to the non-resolution of the long pending HR issues but also due to the inept handling of the problems related to the BSNL growth and development especially due to delay in the launch of full-fledged 4G/5G services and persisting network problems which are making the life of every employee difficult.** Our employees are being taken as sacrificial lambs whose job is only to prepare the reports, attend the never-ending VC Meetings, even to execute the works which should have been done by the vendors like optimisation/installation work and then to face the ire of the customers because of the persisting problems in the network. **Despite shedding their sweat and blood to the cause of BSNL, efforts of employees have never ever been acknowledged by management. BSNL is lagging behind not due to employees but due to the policy makers in management who never bothered to get into the root cause of the problem and are keeping employees engaged in Meetings, Report making etc than the actual output-oriented work.**

Added to this, there is huge disparity in the Pay Structure, Promotional Avenues, Perks & Allowances within the BSNL wherein one group of the officers on deputation from outside organisation has been extended all benefits and preferential treatment while those recruited/absorbed in BSNL are being denied everything in the name of the profitability. **The disparity in the Pay, Perks & allowances and Promotional avenues of those on deputation and those Recruited/absorbed in BSNL has been acknowledged even by the Parliamentary Committee on Public Undertakings (COPU) in its sixth report for BSNL submitted to 18th Loksabha. Despite, such high level recommendations, no action has been taken by BSNL on the above said disparity.**

It is very clear that management deliberately wants to keep the Executives & Non-Executives in a state of unrest and allow the organisation in a turbulent condition perhaps to hide failures on other fronts. It is concluded that our all efforts to break the stalemate through dialogue is futile and our patience for getting resolution through amicable means has totally gone away as management has failed to keep their own words. Sensing no hope for any amicable resolution, constituents of the Bharatiya Door Sanchar Manch has decided to serve Organisational Call Notice for settlement of the long outstanding issues as listed below.

DEMANDS:

A] BSNL's viability Issues:

- 1. Enquiry into the circumstances leading to the failure of BSNL to launch full-fledged 4G and 5G services PAN India under Atma Nirbhar Bharat. Issuance of white paper on the actions taken by BSNL to resolve the problems in smooth rollout of the 4G services (voice fine tuning issues etc.) and to arrest the growing customer dissatisfaction.**
- 2. Implementation of recommendations given by the Committee of Public undertakings (COPU) in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Loksabha.**
- 3. Overhauling and strengthening of backhaul and other fibre network of BSNL. Alternate mechanism to arrest the frequent media outage leading to consistent problems in backhaul and low network availability.**
- 4. Provisioning of adequate resources to the field officers for Network and FTTH maintenance, including tools and mobile handsets for field staff.**
- 5. Issuance of white paper on the assets of BSNL which has been taken by DoT after 01.10.2000 without providing adequate compensation to BSNL and transferring its ownership back to BSNL as envisaged in the terms and conditions formulated while incorporating BSNL.**
- 6. White paper on utilisation of various "Revival Packages" by BSNL vis-à-vis the investment made and its associated outcome.**
- 7. White Paper on the outcome of the Consultant appointed for Organisation Transformation in Strategic Area vis-à-vis the expenditure made.**
- 8. Posting of a Regular CMD, CGMs and BA heads at the earliest in BSNL for continuity in the implementation of the various decisions/projects and telecom objectives of the government especially that of Atma Nirbhar Bharat in Telecom.**

B] Resolution of Long Pending HR Issues:

- 1. Implementation of 3rd PRC in BSNL for executives by waiving of the affordability clause in view of the BSNL's status as strategic PSU and its involvement in the "Make in India" initiative for development of Swadeshi 4G/5G Technology. Finalization of Wage negotiation for non-executives.**
- 2. Delinking of Pension Revision with Profitability of BSNL. Pension Revision of BSNL/MTNL Pensioners at par with Central Government Pensioners and implementation of Hon'ble PBCAT judgement.**
- 3. "One Company - One Policy" for all Employee in BSNL. The disparity in the Pay, Perks & allowances and Promotional avenues of those on deputation and those Recruited/absorbed in BSNL must be removed and equal rights must be given to all.**
- 4. Settlement of residuals of 2nd PRC recommendation, including:**

- a. Issuance of revised presidential order for replacement of the initial two scales E2 (20,600-3%-46,500) for JTO/JAO/Equivalent grades and E3 (24,900-3%-50,500) for SDE/AO/Equivalent grades, which was approved by the BSNL full board in May 2016 and sent to DoT.
 - b. 30% defined contribution towards Superannuation Benefit as per DPE guidelines.
 - c. Creating the mandatory Post-Retirement Medical Benefit Fund (PRMB) for BSNL recruits as per DPE guidelines.
 - d. Settlement of Pay Loss issues of JTOs/JAOs recruited post 1.1.2007 due to wrongful implementation of 2nd PRC benefits for BSNL Recruits (22820/-, E1+5 increments, Pay fixation of DR JE to JTO, JE period Pay Loss).
 - e. Fixing the appropriate JE pay scale and Review of NEPP to extend sufficient career progression to the non-executives.
 - f. Redressal of stagnation issues pertaining to the employees of BSNL.
 - g. Restoration of Medical Coverage (Indoor + Outdoor) as per initial BSNLMRS.
 - h. Extension of Perks & Allowances (Transport, Children Education Allowance, TA/DA etc) and restoration of All India LTC etc.
5. Promotions for all eligible executives and non-executives across all streams/cadres and providing smooth career progression with minimum span of years to the employees of BSNL by provisioning of sufficient promotional posts through restructuring review. Settlement of all pending seniority issues. Review of deficit and surplus circle transfer policy to enable inter circle, rule-8, Spouse, PWD and Medical cases transfer. Immediate issuance of all pending promotions.
6. Implementation of E1 instead of NE-12 scale for the non-executives at par with MTNL.
7. Intervention at highest level with EPFO authorities to ensure that the EPF higher pension options of BSNL Executives are accepted. Strict Directions to all the Circle Heads to ensure compliance and not to thrust the responsibility of such compliances to the employee. Fixing up the responsibility for the lapses made in this direction.
8. Granting one time option to be covered under the CCS (Pension) rules 1972 for the executives and non-executives whose recruitment process was initiated / notified by DoT before formation of BSNL.

PROGRAMS & SCHEDULE:

Date	Activity
16th May 25 to 22nd May 25	Signature Campaign
23rd May 25 to 29th May 25	Submission of Memorandums through Postal Media & Online Portal to Hon'ble Prime Minister, Hon'ble Minister for Communications, Hon'ble Minister of State for Communications, Hon'ble Secretary DoT and CMD BSNL.
23rd May 25 to 29th May 25	Wearing of Black Badges
30th May 25, 31st May 25 & 2nd June 25	X (Twitter Campaign) highlighting the issues of BSNL and Employees.

3rd June 2025	Lunch Hour Demonstration at CHQ/Circle/District Headquarters.
3rd June onwards	Quitting of all official WhatsApp Groups/Telegram till the resolution of issues.
6th June 2025	Media & Press Conference 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.
9th June 25 to 14th June 25	Submission of Memorandum to Hon'ble Governors of the State, Hon'ble MPs of the Area, Hon'ble Ministers and District Collectors of the Area by the respective CSs & DSs.
11th June 2025	Formation of Human Chain at BSNL CO and Circle Headquarters by the employees of BSNL.
17th June 2025	Full Day Dharna at CHQ/Circle/District Head Quarters.
20th June 25 to 22nd June 25	Social Media Campaign – X, Instagram, You Tube and Facebook highlighting the responsible factors for the current situation of BSNL and its employees.
25th June 25	Lunch Hour Demonstration
1st July 25 to 4th July 25	Wearing of Black Badges.
7th July 2025	One day Mass Leave by all Employees.
9th July 25 to 11th July 25	Relay Hunger Fast at BSNL CO, Circle and District Headquarters.
15th July 25 to 17th July 25	Three Days Dharma at Corporate Office by all Employees.

We sincerely believe that still at this belated stage, management will seize the opportunity to address the lost trust and ensure immediate settlement of the BSNL viability related issues along with our long pending HR issues and address the serious concerns as above to maintain harmonious Employees - Employer relationship.

With Warm Regards,



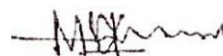
(Chairman)
General Secretary AIGETOA
8373967633



General Secretary
BDPS



General Secretary
AIBSNLOBCEWA



General Secretary
STEWA



General Secretary
FNTOB EA



General Secretary
BTU

Copy to :

1. **The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.**
2. **The Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.**
3. **The Hon'ble Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information and intervention please with special emphasis with respect to demand no. A-8.**
4. **The Chief Labor Commissioner (Central), Shramev Jayate Bhawan, Dwarka, New Delhi for kind information and intervention please.**
5. **The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
6. **The Organising Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.**
7. **Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, BMS, New Delhi kind information and intervention please.**
8. **The Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind information and intervention please.**
9. **All the other Directors of BSNL Board for kind information please.**
10. **The PGM (SR) BSNL CO, New Delhi for kind information and n/a please.**



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

Email: bdmbms23@gmail.com, Phone: 9415000770, 8373967633

BDM/2025-26/08

Dated 09.05.2025

To,

Shri A Robert J Ravi,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
Janpath, New Delhi – 110001.

Subject: Postponement of the Organisational action Call in View of the "Current critical situation across the nation"

Ref: 1. BDM/2025-26/04 Dated 01.05.2025 (Agitation Notice)
2. BDM/2025-26/06 Dated 08.05.2025 (LICE posting "as is where is Basis" in critical situation across the nation).
3. BDM/2025-26/07 Dated 08.05.2025 (Correction & Re-issuance of Minutes of Meeting)

Respected Sir,

"Jai Hind, Jai Bharat"

In light of the **Current critical situation across the nation**, the **Bharatiya Doorsanchar Manch (BDM)**, representing the Unions and Associations of BSNL employees affiliated with **Bharatiya Mazdoor Sangh (BMS)**, hereby announces the **postponement of the organisational action programs** scheduled to start from **16th May 2025** (as per notice BDM/2025-26/04 dated 01.05.2025).

As a group of responsible associations & unions, we firmly believe in Nation First (राष्ट्र हित सर्वोपरि) approach. At this critical juncture, when the nation stands united to safeguard its sovereignty and stability, we prioritize **national interests above everything else**. BSNL, as a strategic asset, plays a pivotal role in ensuring uninterrupted communication services, especially during emergencies. Recognizing our responsibility, **we have decided to postpone all planned protests unilaterally until the situation normalizes**, to avoid any disruption to essential telecom services and maintain operational efficiency.

Our Forum has further given a clarion call to the employees of BSNL to stand firmly and boldly for the cause of our mother nation.

However, we would like to maintain that our pursuit for protecting the interest of our company BSNL will continue and **we will keep on highlighting the factors which are impeding the progress of crucial projects like Development of Swadeshi 4G/5G mobile Technology and Bharatnet which are important not only for BSNL but also holds extreme national significance.**

We urge the BSNL Management to:

1. **Fasten the pace of the completion of the projects of extreme national interest like Swadeshi 4G/5G and Bharatnet etc and have a review of the decisions which are impeding the progress and smooth roll out in the best interest of our mother nation as well as our beloved organisation BSNL.**

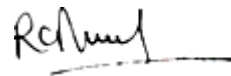
2. **Address the long-pending HR issues (Pay, Pension, Promotions, etc.) and BSNL's viability concerns.**
3. **Immediately review the arbitrary mass transfer orders dated 02.05.2025 displacing experienced officers, which jeopardize operational readiness during this critical situation and allow them to join at their current places of posting.**

We sincerely hope that the Management will reciprocate this goodwill gesture by resolving the issues amicably. We believe that management will not compel us to restart our postponed organisational programs which is the last thing any responsible association/union want to resort to. **We request that decisions be made in the organization's best interest, ensuring transparency and fairness.**

With Warm Regards and Patriotic Commitment,



(Chairman)
General Secretary AIGETOA
8373967633



(Convener)
General Secretary BTEU BSNL
9415000770

Copy to :

1. **The Hon'ble Minister of Communications**, Sanchar Bhavan, New Delhi - for kind information please. We stand firmly with your endeavours **to safeguard the national telecom resilience during this critical period.**
2. **The Hon'ble Minister of State for Communications**, Sanchar Bhavan, and New Delhi - for kind information please. We stand firmly with your endeavours **to uphold uninterrupted telecom services in national interest.**
3. **The Secretary, Department of Telecommunications**, Sanchar Bhavan, New Delhi - for kind information please. We stand firmly with your endeavours to ensure **operational stability and strategic continuity in BSNL.**
4. **The Chief Labour Commissioner (Central)**, Shramev Jayate Bhawan, Dwarka, New Delhi - for kind information please.
5. **The General Secretary, Bharatiya Mazdoor Sangh (BMS)**, New Delhi - for kind information **please.**
6. **The Organising Secretary, Bharatiya Mazdoor Sangh (BMS)**, New Delhi - for kind information please.
7. **Shri Ram Nath Ganeshe Ji**, All India Secretary & Telecom Prabhari, BMS, New Delhi - for kind information **please.**
8. **The Director (HR), BSNL Board**, BSNL Corporate Office, New Delhi - for information and necessary action please.
9. **All Other Directors of BSNL Board**, New Delhi - for information and necessary action please.
10. **The PGM (SR), BSNL CO**, New Delhi - for information **and necessary action please**



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

Email: bdmbms23@gmail.com, Phone: 9415000770, 8373967633

BDM/2025-26/10

Dated 20.05.2025

To,

Shri A Robert J Ravi
Chairman and Managing Director,
Bharat Sanchar Nigam Limited,
Janpath, New Delhi – 110001

Sub: Resumption of the Organisational Action Programs in view of non-resolution of the crucial issues related to BSNL Revival and Survival by Management leading to the complete frustration in the employees and breach of trust in resolving the long pending HR issues despite firm assurance by BSNL to the extent that even minutes of the meeting has not been issued in line with the discussions and resolutions taken - Reg.

Ref:

1. BDM/2025-26/04 Dated 01.05.2025 (**Organizational Action Notice**).
2. BDM/2025-26/06 Dated 08.05.2025 (**LICE posting "as is where is Basis" in National Emergency situation**).
3. BDM/2025-26/07 Dated 08.05.2025 (**Correction & Re-issuance of Minutes of Meeting**).
4. BDM/2025-26/08 Dated 08.05.2025 (**Postponement Notice of BDM in view of the prevailing war like situation in the country**).
5. BDM/2025-26/09 Dated 19.05.2025 (**Submissions of the provocative actions being taken by management which categorically points to the fact that management wants employees to remain in a state of unrest and agitation**).

Respected Sir,

"Jai Hind, Jai Bharat"

Bharatiya Doorsanchar Manch (BDM), representing the Unions and Associations of BSNL employees affiliated with **Bharatiya Mazdoor Sangh (BMS)** acted responsibly and was quick enough to postpone the organisational action programs scheduled from **16th May 2025 in view of the** prevailing war like situation in the country. However, it was indeed surprising to note that when country was in such a sensitive situation, **the management side of BSNL especially the SR cell acted contrary to the situation by indulging into activities which were more focussed towards agitating the protesting groups rather than towards resolving the impasse.**

At this critical juncture, when the entire nation stood united to safeguard its sovereignty and stability, the forum prioritized **national interests above all else and postponed all planned protests** till the situation normalizes, to avoid even a minor disruption to essential telecom services and maintain operational continuity as well as operational efficiency of BSNL – the strategic national telecom asset. **However, it is disheartening and surprising to witness a series of provocative actions from the management side even during such a sensitive period.**

(Letter under reference 5 may be referred to). Going by the provocative actions which were and are being taken by management is definitely giving an impression that somewhere BSNL management prioritised its thought process than resolution. **It is concluded that our all efforts to break the stalemate through dialogue is futile and our patience for getting resolution through amicable means has totally gone away as management has failed to keep their own words and has even failed to issue the correct minutes of meeting in line with the decisions taken in the meeting dated 05.05.2025 despite repeated assurances to issue the corrected minutes by Director (HR).** It is amply clear that some corners in management wants to keep employees in agitated state for reasons best known to them in even during that critical situation as well as now.

The Bharatiya Doorsanchar Manch unilaterally postponed its organisational action programs in view of the prevailing war like situation in country as **we prioritise national interest above everything.** Now that the situation has normalised with cease fire in place and also in the absence of any confidence building measures from BSNL management, rather provocative actions were taken as stated in the letter under ref 5 including the uncalled-for transfer and postings, **we hereby inform that Bharatiya Doorsanchar Manch is restarting the organisation programs with effect from 2nd June 2025.**

If management is really interested in resolving the issues amicably, the intervening period of 14 days may be utilised for realising the assurances which were made to us in the reconciliatory meeting dated 5th May 2025. **Sensing no hope for any amicable resolution, constituents of the Bharatiya Door Sanchar Manch has decided to resume the postponed organizational action programs for settlement of the long outstanding issues as listed below.**

DEMANDS:

A] BSNL's viability Issues:

- 1. Enquiry into the circumstances leading to the failure of BSNL to launch full-fledged 4G and 5G services PAN India under Atma Nirbhar Bharat. Issuance of white paper on the actions taken by BSNL to resolve the problems in smooth rollout of the 4G services (voice fine tuning issues etc.) and to arrest the growing customer dissatisfaction.**
- 2. Implementation of recommendations given by the Committee of Public undertakings (COPU) in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Loksabha.**
- 3. Overhauling and strengthening of backhaul and other fibre network of BSNL. Alternate mechanism to arrest the frequent media outage leading to consistent problems in backhaul and low network availability.**
- 4. Provisioning of adequate resources to the field officers for Network and FTTH maintenance, including tools and mobile handsets for field staff.**
- 5. Issuance of white paper on the assets of BSNL which has been taken by DoT after 01.10.2000 without providing adequate compensation to BSNL and transferring its ownership back to BSNL as envisaged in the terms and conditions formulated while incorporating BSNL.**
- 6. White paper on utilisation of various "Revival Packages" by BSNL vis-à-vis the investment made and its associated outcome.**

- 7. White Paper on the outcome of the Consultant appointed for Organisation Transformation in Strategic Area vis-à-vis the expenditure made.**
- 8. Posting of a Regular CMD, CGMs and BA heads at the earliest in BSNL for continuity in the implementation of the various decisions/projects and telecom objectives of the government especially that of Atma Nirbhar Bharat in Telecom.**

B] Resolution of Long Pending HR Issues:

- 1. Implementation of 3rd PRC in BSNL for executives by waiving of the affordability clause in view of the BSNL's status as strategic PSU and its involvement in the "Make in India" initiative for development of Swadeshi 4G/5G Technology. Finalization of Wage negotiation for non-executives.**
- 2. Delinking of Pension Revision with Profitability of BSNL. Pension Revision of BSNL/MTNL Pensioners at par with Central Government Pensioners and implementation of Hon'ble PBCAT judgement.**
- 3. "One Company - One Policy" for all Employee in BSNL. The disparity in the Pay, Perks & allowances and Promotional avenues of those on deputation and those Recruited/absorbed in BSNL must be removed and equal rights must be given to all.**
- 4. Settlement of residuals of 2nd PRC recommendation, including:**
 - a. Issuance of revised presidential order for replacement of the initial two scales E2 (20,600-3%-46,500) for JTO/JAO/Equivalent grades and E3 (24,900-3%-50,500) for SDE/AO/Equivalent grades, which was approved by the BSNL full board in May 2016 and sent to DoT.**
 - b. 30% defined contribution towards Superannuation Benefit as per DPE guidelines.**
 - c. Creating the mandatory Post-Retirement Medical Benefit Fund (PRMB) for BSNL recruits as per DPE guidelines.**
 - d. Settlement of Pay Loss issues of JTOs/JAOs recruited post 1.1.2007 due to wrongful implementation of 2nd PRC benefits for BSNL Recruits (22820/- , E1+5 increments, Pay fixation of DR JE to JTO, JE period Pay Loss).**
 - e. Fixing the appropriate JE pay scale and Review of NEPP to extend sufficient career progression to the non-executives.**
 - f. Redressal of stagnation issues pertaining to the employees of BSNL.**
 - g. Restoration of Medical Coverage (Indoor + Outdoor) as per initial BSNLMRS.**
 - h. Extension of Perks & Allowances (Transport, Children Education Allowance, TA/DA etc) and restoration of All India LTC etc.**
- 5. Promotions for all eligible executives and non-executives across all streams/cadres and providing smooth career progression with minimum span of years to the employees of BSNL by provisioning of sufficient promotional posts through restructuring review. Settlement of all pending seniority issues. Review of deficit and surplus circle transfer policy to enable inter circle, rule-8, Spouse, PWD and Medical cases transfer. Immediate issuance of all pending promotions.**
- 6. Implementation of E1 instead of NE-12 scale for the non-executives at par with MTNL.**

7. Intervention at highest level with EPFO authorities to ensure that the EPF higher pension options of BSNL Executives are accepted. Strict Directions to all the Circle Heads to ensure compliance and not to thrust the responsibility of such compliances to the employee. Fixing up the responsibility for the lapses made in this direction.
8. Cancellation of Arbitrary Transfer orders issued vindictively against executives on promotion as well as long stay. The transfer & posting orders must be issued in line with the transfer policy and past precedence.
9. Granting one time option to be covered under the CCS (Pension) rules 1972 for the executives and non-executives whose recruitment process was initiated / notified by DoT before formation of BSNL.

PROGRAMS & SCHEDULE:

Date	Activity
2nd June 25 to 7th June 25	Signature Campaign
9th June 25 to 13th June 25	Submission of Memorandums through Postal Media & Online Portal to Hon'ble Prime Minister, Hon'ble Minister for Communications, Hon'ble Minister of State for Communications, Hon'ble Secretary DoT and CMD BSNL.
9th June 25 to 13th June 25	Wearing of Black Badges
16th June onwards	Quitting of all official WhatsApp Groups/Telegram till the resolution of issues.
16th June 25, 17th June 25, 18th June 25	X (Twitter Campaign) highlighting the issues of BSNL and Employees.
19th June 2025	Lunch Hour Demonstration at CHQ/Circle/District Headquarters.
20th June 2025	Media & Press Conference 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.
21st June 25 to 24th June 25	Submission of Memorandum to Hon'ble Governors of the State, Hon'ble MPs of the Area, Hon'ble Ministers and District Collectors of the Area by the respective CSs & DSs.
25th June 2025	Formation of Human Chain at BSNL CO and Circle Headquarters by the employees of BSNL.
30th June 2025	Full Day Dharna at CHQ/Circle/District Head Quarters.
1st July to 3rd July 25	Social Media Campaign – X, Instagram, You Tube and Facebook highlighting the responsible factors for the current situation of BSNL and its employees.
7th July 2025	One day Mass Leave by all Employees.
9th July 25 to 11th July 25	Relay Hunger Fast at BSNL CO, Circle and District Headquarters.
15th July 25 to 17th July 25	Three Days Dharma at Corporate Office by all Employees.


We sincerely believe that still at this belated stage, management will seize the opportunity to address the lost trust and ensure immediate settlement of the BSNL viability related issues along with our long pending HR issues and address the serious concerns as above to maintain harmonious Employees - Employer relationship.

With Warm Regards,



(Chairman)

General Secretary AIGETOA
8373967633



(Convener)

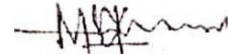
General Secretary BTEU BSNL
9415000770



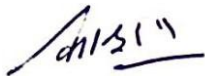
General Secretary
BDPS



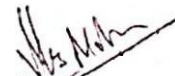
General Secretary
AIBSNLOBCEWA



General Secretary
STEWA



General Secretary
FNTOB EA



General Secretary
BTU

Copy to :

1. The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.
2. The Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information and intervention please.
3. The Hon'ble Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information and intervention please with special emphasis with respect to demand no. A-8.
4. The Chief Labor Commissioner (Central), Shramev Jayate Bhawan, Dwarka, New Delhi for kind information and intervention please.
5. The General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.
6. The Organising Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information and intervention please.
7. Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, BMS, New Delhi for kind information and intervention please.
8. The Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind information and intervention please.
9. All the other Directors of BSNL Board for kind information please.
10. The PGM (SR) BSNL CO, New Delhi for kind information and n/a please.



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

Email: bdmbms23@gmail.com, Phone: 9415000770, 8373967633

BDM/2025-26/13

Dated 09.06.2025

To,
Smt Anita Johri
PGM (SR),
Bharat Sanchar Nigam Limited,
Janpath, New Delhi – 110001.

Sub: Response to Appeal for Withdrawal of Organisational Program by Bharatiya Doorsanchar Manch (BDM) - Reg.

Ref:

1. **No.BSNL/7-1/SR/2023 Dated:30-05-2025 – Minutes of Meeting of Director (HR) meeting with AIGETOA and BTEU.**
2. **No. BSNL/7-1/SR/2023 Date:02.06.2025 - Appeal to withdraw all organizational actions by AIGETOA and BTEU, proposed from 02-06-2025 to 17-07-2025 as per schedule vide letter dated. 20.05.2025.**

Respected Madam,

“Jai Hind, Jai Bharat”

This has reference to your appeal dated 02.06.2025 subsequent to meetings held on 29.05.2025 under the chairmanship of Director (HR) and on 02.06.2025, requesting withdrawal of the peaceful organisational action program initiated by the Bharatiya Doorsanchar Manch (BDM). **At the outset**, we wish to reiterate that BDM (Bharatiya Doorsanchar Manch) is consisting of the like-minded groups aligning with **Bharatiya Mazdoor Sangh's vision** of “Nation First” followed by “Organisational interests” followed by the “employee's interests”. This was quite apparent from our unconditional withdrawal of the organisational action programs served earlier vide our letter dated 01.05.2025 when there was a warlike situation in the country and time was to stand firmly for the Nation.

Our forum represents the unified voice of the vast majority of the BSNL employees across cadres/verticals and has always upheld the principles of peaceful, responsible and lawful protest. **The organisational action programs launched by BDM are a peaceful means of expression of the legitimate concerns and frustrations of employees over long-pending and unresolved BSNL viability-related and HR issues** without any intended disruption to essential BSNL services, and with utmost regard for the public interest and the company's operational continuity.

The 18000 plus offline signatures and around 12000 plus online signatures till date totalling to almost 30000 and increasing further in support of the call are a clear indication of the prevailing unrest and growing public support to the issues raised by Bharatiya Doorsanchar Manch. From today our action programs have entered into second leg of the democratic and peaceful means of protest and still if management wishes to ignore the voice of such a large majority, then the onus of any associated unrest shall lie on management only.

Reference is invited to Para 3 of the minutes dated 30.05.2023 and Para 5 to 7 of the appeal dated 02.06.2025 wherein an emphasis is laid on the importance of dialogue and on the growth and development of BSNL, **we wish to inform that while the unions and association in general and employees in particular are aware of this fact, on the contrary, management has been found to be lagging behind on the concerns raised by the forum especially on the serious concerns raised with respect to the BSNL viability issues and safeguarding of the Swadeshi 4G/5G technology being developed under the Aatma Nirbhar Bharat Scheme. Management must appreciate that if BSNL's long term viability and the interests of employee is at stake due to the non-addressing of the critical concerns, a responsible forum dedicating itself to the nationalist thought process and cause of the nation cannot remain mute.**

It's high time for the management to realise the criticality of the issues raised which mostly pertains to the viability of BSNL and safeguarding the ambitious Government of India Projects. **We cannot remain silent witness to the issues adversely affecting the government's effort to make BSNL as engine of Unfettered Telcom growth being the only National Telecom Carrier. The herculean efforts of Government to take Bharat on the world telecom map with indigenously developed 4G/5G core cannot be allowed to fritter away because of indecisiveness and lack of action on the part of the management.** We, as committed telecom soldiers of Bharat cannot ignore the ongoing issues affecting the smooth rollout of Home Grown 4G/5G. **We are in process of compiling the feedback on the concerning issues being faced in rolling out the full-fledged 4G Network and the same shall be submitted in due course.** Our demand for the white paper on the actions taken by BSNL to address the critical concerns must be addressed by management.

Another major area of concern is frequent media outage and the problems associated with backhaul. **The issues faced by the subscribers due to problems in the 4G core is getting further aggravated by these frequent back haul issues.** The non-availability of media added with lack of maintenance resources and equipment is not only making subscribers unhappy but also is making the life of BSNL employee miserable who are being forced to attend the faults without equipping them with proper resources and rugged media. **The problems are many but it is surprising to note that instead of entering into a constructive transparent discussion to address the root cause of the associated problems, management is trying to give a rosy "All is Well" picture as can be seen from the minutes issued through letters under reference.** Had everything remained so well, such a massive exodus of the subscribers in last few months after the completion of the mandatory cooling period in the network would not have taken place. Most of these subscribers were the very same subscribers **who migrated to BSNL to Network by throwing away their private Telcos SIMs to stand with Bharat ka Apna Swadeshi Network.** *The massive exodus of these very subscribers should act as an eye opener for management to act on a war footing basis to do away the problems associated in smooth and full-fledged rollout of the Swadeshi 4G/5G and make it as the one and only choice for all the citizens of the Bharat.*

Instead of considering our action programs as agitation, management should consider them as a feedback mechanism to safeguard and strengthen the national telecom interests as well as the interest of BSNL and should come up with a transparent, constructive and informative discussions to address the viability related issues of BSNL. BSNL employees being the stake holders of the organisation have

full right to know the actual status including the details of the utilisation of various revival packages, details of the assets which have been taken away from BSNL without paying any compensation and **also the outcome associated with appointment of various consultants to increase the revenue and profitability of BSNL from the core telecom business.**

The demand of the forum for appointment of a regular CMD in BSNL has been omitted even from a mention in the issued minutes as if this demand was in contravention to the interests of the organisation. **We wish to reiterate that BDM's demand for posting of a regular CMD in BSNL is for ensuring the continuity in decision making and ensuring the smooth implementation of the telecom objectives set by Government of India as a huge sum of taxpayer's money is involved in the form of various revival packages.** An organisation where so much public money is involved should not run on ad-hoc arrangements for so long and hence our demand should be taken in that earnest only.

The recommendations of the **COPU (The Parliamentary Committee on Public undertakings which consists of 22 members, 15 elected by the Lok Sabha, and not more than 7 members by the upper house, the Rajya Sabha)** in its 6th Report for BSNL dated 18th December 2024 submitted to the 18th Lok Sabha have also largely remained unaddressed despite the committee having exhaustively studying the **situation of BSNL and recommending to improve the operational efficiency of BSNL.** The committee gave its recommendations on the operational, viability and HR issues of BSNL but management is yet to take any action on these recommendations. Ignorance of the recommendations of such a high-power committee of Hon'ble Lok Sabha and Rajya Sabha MPs is indeed surprising and accordingly the forum has rightfully highlighted this issue and requests management to implement the recommendations with respect to operational and HR issues in the best interest of BSNL.

BSNL management has not only been inconsiderate on the issues of BSNL viability but the crucial HR concerns of the BSNL employees and retirees have also remained ignored. **The unsung warriors of BSNL who have devoted themselves for the cause of nation largely remain affected from lack of proper pay, lack of proper social security, lack of proper pension, lack of proper health care, lack of proper resources/equipment's for maintenance and lack of a smooth career progression despite almost all of them being professionally/technically qualified.**

The devotion of BSNL employees—often unacknowledged—was clearly demonstrated during various national emergencies, including the current tense geopolitical situation. These telecom warriors risked their lives to ensure uninterrupted communication services across the nation including the border areas. It is high time their sacrifices are honoured through just and timely policy action by rewarding them with the resolution of their long pending dues of Pay, Pension, Promotions and 3rd PRC. **The unrest stems from the management's indifferent approach towards addressing critical concerns vital to BSNL's viability and resolving the long pending HR issues which are again the offshoots of the management's failure to ensure a substantial increase the revenue in Telecom Core Business despite unparalleled support extended by Government of India through a series of revival packages and other supportive measures.**

We further wish to state that while management has been emphasising on the importance of resolution through dialogues, **they could not take even a single step to resolve the concerns despite firm assurances and more than one month time getting elapsed when the issues were raised for the first time vide BDM charter of demands submitted through letter dated 01.05.2025.** Its high time that management realises the gravity of the situation and acts decisively in the interest of organisation and its employees. We once again emphasise that Bhartiya Doorsanchar Manch, as a responsible forum of BSNL employees, shall continue to fulfil its responsibilities of safeguarding the national interest along with the organisational and employee interests.

In the backdrop of the above, we also draw your kind attention to the fact that:

1. BDM had earlier deferred its planned actions unilaterally in view of the war like situation, demonstrating our commitment to national priorities. However, in return, **no confidence-building measures were initiated by BSNL management even till today despite 5 weeks getting passed.** On the contrary, **provocative administrative actions, arbitrary transfers, and failure to act upon verbal** and written assurances have created further unrest.
2. Despite repeated assurances and meetings held with Director (HR) and other senior officers, the tangible outcomes have been **consistently lacking,** including in the most recent meetings held on 29.05.2025 and 02.06.2025. In fact, **even the issuance of minutes has been selectively and inaccurately presented, leading to further erosion of trust.** The meeting held on 02.06.2025 again ended with **generic assurances. The minutes of meeting issued vide letter dated 06.05.2025 and 30.05.2025 carrying varying responses over the same issue within a period of 25 days speaks a lot why the employees of BSNL remain in a state of complete unrest.**
3. On the operational front, key demands related to **4G rollout, backhaul strengthening, and implementation of the Atmanirbhar Bharat vision remains unaddressed.** This not only hampers BSNL's revival but also undermines the BSNL's national strategic role.
4. While we fully support BSNL's turnaround and appreciate the Government's revival initiatives, **we firmly believe that ignoring employee welfare and legitimate HR concerns will only weaken the organisational foundation.** BSNL's sustainability cannot be achieved by overlooking the backbone of its services - its workforce and they deserve urgent attention.
5. We further highlight that the current organisational action is not only about perks or privileges. It is about justice, dignity, and preserving the Divine mission of Making Bharat Self-reliant in Telecom by developing the Swadeshi 4G/5G Technology. The adopted programs are a peaceful, democratic expression of the pain of thousands of BSNL employees and retirees who have devoted their lives to the service of this nation.

The organisational programs being carried out are completely peaceful, lawful, and are being executed in a non-disruptive manner. **The intent behind these programs is not to harm the organisation, but to protect its future by ensuring that the issues affecting employees and the company's strategic viability are addressed meaningfully and**

also the government's effort to make a self-reliant Bharat in Telecom remains safeguarded.

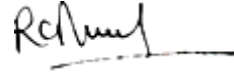
In view of the above, the peaceful organisational programs are being continued as planned unless concrete progress and sincere efforts are demonstrated in addressing the demands already submitted to management. **We once again affirm our commitment to the discipline, integrity, and constructive contribution toward the growth of BSNL, realisation of the national telecom objectives set by Government of India and to safeguard the future of its employees and retirees.**

With Warm Regards,



(Chairman)

**General Secretary AIGETOA
8373967633**



(Convener)

**General Secretary BTEU BSNL
9415000770**

Copy to :

1. **The Hon'ble Minister of Communication, Sanchar Bhavan, New Delhi for kind information please.**
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3. **Hon'ble Members of the Committee for Public Undertaking for kind information please.**
4. **The Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information and intervention please.**
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