

Dated: 30/12/2025

To,

**The Chairman & Managing Director,  
Bharat Sanchar Nigam Limited,  
3<sup>rd</sup> Floor, Corporate Office,  
Bharat Sanchar Bhavan,  
Janpath, New Delhi - 110001.**

Sub: - **Indifferent attitude of BSNL Management regarding approval of Wage Agreement and settlement of Chennai & Tamil Nadu Circle issues – decision to organise protest demonstration on 8th January 2026 – reg.**

Respected Sir,

We would like to draw your kind attention to the subject cited above.

The issues concerning the staff in the Executive and Non-Executive cadres were discussed with you on 25.11.2025 and again on 15.12.2025. It was our earnest expectation that the Management would take positive and concrete steps to resolve these long-pending and burning issues. Further, on 18.12.2025, we once again met Dr. Kalyan Sagar Nippani, Director (HR), to ascertain the latest developments regarding the settlement of these issues. We had hoped that, following your positive directions, some meaningful progress would be made from the Management Side. However, it is unfortunate to note that no significant development has taken place so far towards the settlement of these issues.

You are well aware that the recognized union representing the Non-Executive cadre and the BSNL Management signed the Wage Agreement connected with the 3<sup>rd</sup> PRC on 08.10.2025. Even after the lapse of considerable time, the said agreement is yet to be approved by the BSNL Board. Another equally important issue, namely the settlement of problems arising out of the transfer of GM and CGM in the Chennai and Tamil Nadu Circles, has also not been addressed by the Management. It is also unfortunate that the issue relating to the withdrawal of the punishment orders issued to the association's office bearers of Chennai Telephones has not yet been resolved by the Management. These issues have been repeatedly raised during our discussions

with you and the Director (HR), urging the Management to take appropriate and positive steps.

In view of the continued inaction, the General Secretaries and representatives of various unions and associations in BSNL reviewed the situation in a meeting held on 18.12.2025. After detailed deliberations, it was unanimously decided to launch an agitational programme by organising a country-wide lunch hour demonstration on 08th January, 2026, protesting against the indifferent attitude of the BSNL Management.

It is the need of the hour to resolve, without any further delay, at least these two crucial issues in order to restore confidence among the employees and maintain industrial harmony.

Thanking you,

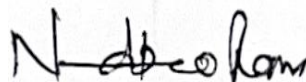
*Yours sincerely,*



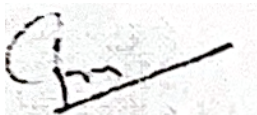
**Animesh Mitra**  
**GS BSNLEU**



**M.S. Adasul**  
**GS SNEA**



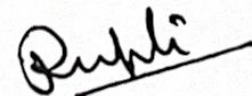
**N.D Ram**  
**GS SEWA**



**C. Singh**  
**GS NFTE**



**Ravishil Verma**  
**GS AIGETOA**




**R.K. Gupta**  
**GS DEWAB**



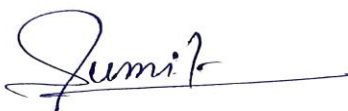
**R.C. Pandey**  
**GS BTEU**



**Abhishek Jain**  
**GS AIBSNLEA**



**Vijay Kumar**  
**GS AIBSNLOBCEWA**



**Sumit Soni**  
**GS CBOWA**