



# Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

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

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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 2<sup>nd</sup> 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 5<sup>th</sup> 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 6<sup>th</sup> Report for BSNL dated 18<sup>th</sup> December 2024 submitted to the 18<sup>th</sup> 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 2<sup>nd</sup> 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 2<sup>nd</sup> 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:**

<b>Date</b>	<b>Activity</b>
<b>2<sup>nd</sup> June 25 to 7<sup>th</sup> June 25</b>	Signature Campaign
<b>9<sup>th</sup> June 25 to 13<sup>th</sup> June 25</b>	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.
<b>9<sup>th</sup> June 25 to 13<sup>th</sup> June 25</b>	Wearing of Black Badges
<b>16<sup>th</sup> June onwards</b>	Quitting of all official WhatsApp Groups/Telegram till the resolution of issues.
<b>16<sup>th</sup> June 25, 17<sup>th</sup> June 25, 18<sup>th</sup> June 25</b>	X (Twitter Campaign) highlighting the issues of BSNL and Employees.
<b>19<sup>th</sup> June 2025</b>	Lunch Hour Demonstration at CHQ/Circle/District Headquarters.
<b>20<sup>th</sup> June 2025</b>	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.
<b>21<sup>st</sup> June 25 to 24<sup>th</sup> June 25</b>	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.
<b>25<sup>th</sup> June 2025</b>	Formation of Human Chain at BSNL CO and Circle Headquarters by the employees of BSNL.
<b>30<sup>th</sup> June 2025</b>	Full Day Dharna at CHQ/Circle/District Head Quarters.
<b>1<sup>st</sup> July to 3<sup>rd</sup> July 25</b>	Social Media Campaign – X, Instagram, You Tube and Facebook highlighting the responsible factors for the current situation of BSNL and its employees.
<b>7<sup>th</sup> July 2025</b>	One day Mass Leave by all Employees.
<b>9<sup>th</sup> July 25 to 11<sup>th</sup> July 25</b>	Relay Hunger Fast at BSNL CO, Circle and District Headquarters.
<b>15<sup>th</sup> July 25 to 17<sup>th</sup> July 25</b>	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



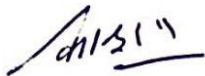
General Secretary  
BDPS



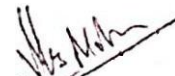
General Secretary  
AIBSNLOBCEWA



General Secretary  
STEWA



General Secretary  
FNTOBFA



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.