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# All India Graduate Engineers & Telecom Officers Association

Central Headquarter, New Delhi  
( The Recognised Association of BSNL )



Regn. no. HR/019/2018/02138

( Affiliated to BMS )

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**GS / AIGETOA / 2025-26 / 84****Dated 16.12.2025**

To,  
**Shri Kalyan Sagar Nippani Ji,**  
**Director (HR),**  
**Bharat Sanchar Nigam Limited,**  
**Janpath, New Delhi - 110001**

**Subject:** Request for allocation of adequate time for agenda meeting instead of a mere formality - Reg.

**Reference:**

1. BSNLCO-SR/14(13)/6/2025-SR dated 15.12.2025.
2. AIGETOA letter No. 2025-26/62 dated 06.11.2025.

Respected Sir,

We invite your kind attention to the subject cited above and the correspondence referred to herein. Vide reference (2), AIGETOA had sought an agenda meeting with the management to discuss the issues already submitted, as a follow-up to our earlier request dated 26.09.2025. Vide reference (1), the management has now conveyed the scheduling of the agenda meeting.

However, it is with regret that we wish to place on record that the manner in which the meeting has been scheduled does not reflect the seriousness required for meaningful deliberation. The meeting has been granted after a delay of nearly two and a half months and that too after repeated persuasion. Further, the intimation was issued late in the evening of 15.12.2025, with the meeting scheduled at 5:00 PM, **which practically leaves little scope for any detailed discussion on the agenda items.**

Historically, agenda meetings between management and representative associations, ever since the commencement of Membership Verification, were held with adequate time, often spanning the whole day, enabling constructive and in-depth discussions on HR and developmental issues of BSNL. Over the past two years, however, it has been observed that such meetings have gradually been reduced to post-lunch sessions and now further pushed to late evening hours. **This trend gives an impression that the agenda meetings are being treated more as a formality rather than as a platform for serious engagement.**

Such an approach is a matter of concern, especially when the issues raised pertain to long-pending HR matters that have been adversely impacting the morale and motivation of BSNL

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executives. At a time when BSNL is executing critical and ambitious projects such as Swadeshi 4G/5G rollout, 4G saturation and BharatNet, it is imperative that due attention is paid to the human resource capital of the organization. **It is well understood that prolonged neglect of HR issues leads to discontent and unrest, which is neither in the interest of the management nor the workforce.**

The agenda points submitted by AIGETOA are of significant and of critical importance, both for the executives of BSNL and for the overall growth and stability of the organization. These issues require focused, sincere, and time-bound discussions, rather than cursory or symbolic meetings.

In view of the above, we regret to convey our inability to participate in the agenda meeting scheduled as per reference (1). We request that a fresh meeting be convened with sufficient time allocation so that a comprehensive discussion on all agenda items can take place and meaningful outcomes can be achieved.

**We would also like to inform you that AIGETOA is holding its Annual General Meeting on 19–20 December 2025, wherein the future course of action, including the revival of organisational action programmes for resolution of long-pending HR issues, is also on the agenda. It may be recalled that organisational actions under the banner of Bharatiya Doorsanchar Manch were stopped following the meeting of the BMS delegation with the Hon'ble Minister of Communications on 17.07.2025.** Unfortunately, none of the assurances conveyed thereafter have materialised so far, and the issues continue to remain unresolved.

We therefore once again urge the management to expeditiously act upon the commitments already made and work towards tangible and time-bound resolution of the issues. Failing this, the association will be constrained to reconsider the decision to keep organisational action programmes in abeyance. We also reiterate our request for convening an agenda meeting with adequate time for detailed discussion and resolution of long-pending HR issues.

Thanking you, Sir, and looking forward to an early and positive response.

**With Regards**



**(Ravi Shil Verma)  
General Secretary**

**Copy to:**

1. Shri Ravindra Himte Ji, General Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information.
2. Shri A Robert J Ravi Ji, Chairman and Managing Director New Delhi for kind information.
3. Shri B. Surendran Ji, Organising Secretary, Bharatiya Mazdoor Sangh, New Delhi for kind information.
4. Shri Ram Nath Ganeshe Ji, All India Secretary & Telecom Prabhari, Bharatiya Mazdoor Sangh, New Delhi for kind information.
5. Shri Rajeev Kumar Kaushik Ji, PGM (SR) BSNL New Delhi for kind information.