



राष्ट्र हित

विभाग हित

अधिकारी हित

All India Graduate Engineers & Telecom Officers Association

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

(Affiliated to BMS)



Regn. no. HR/019/2018/02138

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All communication at E-mail - "chqaigetoa@gmail.com" only

GS/AIGETOA/2025-26/110**Dated: 05.03.2026**

To,

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

Subject: Expeditious Implementation of the Proposal for "One PSU – One Executive Association" Policy submitted by all the three major service associations prior to 4th Membership Verification, Regarding.

R/Sir,

We respectfully submit that three Membership Verifications (MV) have been conducted so far under the *BSNL (Recognition of Executives' Association) Rules, 2014*. However, despite the process of recognition, it has been observed that several key policy decisions—whether related to technology implementation or HR matters—have largely been taken unilaterally. Consequently, executives continue to face prolonged stagnation, absence of PRCs, and lack of adequate amenities and benefits, resulting in widespread dissatisfaction and declining morale.

In this context, vide letter dated 23.10.2024, the three major executive associations—AIGETOA, SNEA, and AIBSNLEA—have unequivocally supported the concept of **"One PSU – One Association."** The proposal envisions a single unified executive association representing the entire executive fraternity. Such a structure would:

- Ensure stronger and unified representation,
- Reduce fragmentation and internal divisions,
- Facilitate quicker resolution of long-pending issues,
- Promote greater peace and harmony amongst executives, and
- Enhance productivity within the organization.

A committee was constituted by the SR Section vide letter No. BSNL/31-5/SR/2024 dated 19.02.2025, and a meeting was held on 04.06.2025 at New Delhi. However, since then, no further progress has been communicated **and the report of the committee is seemingly yet to be submitted despite passage of more than one year for the reasons best known to Management.**

It's surprising to note that a policy capable of reducing unnecessary association-based divisions and promoting greater harmony among executives continues to remain pending despite having concurrence of all major associations in BSNL. We sincerely believe that the overall management would be in favor of a more harmonious and unified association structure, as is prevalent in several other PSUs.

Regn. No. HR/019/2018/02138

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As 4th Membership Verification is due this year and as per the precedence, notification for MV has to be issued in the month of March itself. Hence decision of management to implement One PSU One Association which has been agreed upon by the three major service associations needs to be communicated without any further delay.

Further, any move to postpone the MV or deviate from the established democratic practice of voting through secret ballot paper would be contrary to the democratic process and will not be acceptable to our association. We will be constrained to oppose such moves through all available means.

In the best interest of BSNL and the unity of executives, we once again request the Management to **take an expeditious decision on implementing the "One PSU – One Association" policy.** A timely decision will help executives and associations prepare accordingly.

We sincerely hope that the above submissions and the unanimous stand of the major executive associations will receive due consideration. Adoption of the "One PSU – One Association" policy will promote harmony, stability, and efficient utilization of organizational resources while strengthening the collective voice of executives in the larger interest of BSNL.

With Regards



(Ravi Shil Verma)
General Secretary

Copy to:

1. **Shri Jyotiraditya M. Scindia Ji**, Hon'ble Minister of Communications & DoNER, Government of India, Sanchar Bhawan, New Delhi for kind information.
2. **Dr. Pemmasani Chandra Sekhar Ji**, Hon'ble Minister of State for Communications and RD, Government of India, 301, Dak Bhavan, Sansad Marg, New Delhi for kind information.
3. **Shri Amit Agrawal Ji**, Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information.
4. **Shri Kalyan Sagar Nippani Ji**, Director (HR), BSNL Board for information and necessary consideration.
5. **Shri Rajeev Kumar Kaushik Ji**, PGM (SR) BSNL Corporate Office, New for kind information with a request for urgent necessary action.