



राष्ट्र हित

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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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GS / AIGETOA / 2026-27 / 08

Dated: 20.04.2026

To,
Shri A Robert J Ravi Ji,
Chairman and Managing Director,
Bharat Sanchar Nigam Limited (BSNL),
Janpath, New Delhi - 110001.

Subject: Reminder for conveying final decision of BSNL Management on "One PSU – One Executive Association" - regarding.

Reference:

1. GS/AIGETOA/2025-26/110 Dated 05.03.2026 (On One PSU One Executive Association).
2. BSNL/31-5/SR/2024 Dated 27.05.2025 (Meeting of all Association on 04.06.2025 with BSNL Management on One PSU One Association).
3. SR Section vide letter No. BSNL/31-5/SR/2024 dated 19.02.2025 (Formation of Committee for One PSU One Association).
4. Letter No. AIGETOA, SNEA, and AIBSNLEA Dated 23.10.2024 (implementation of One PSU One Association concept in BSNL).

Respected Sir,

This is in continuation to our earlier letter dated 05.03.2026 regarding expeditious implementation of the "**One PSU - One Executive Association**" policy.

It is reiterated that a committee was constituted by the SR Cell vide letter dated 19.02.2025 and subsequent meeting was also held on 04.06.2025 to deliberate on the modalities of implementation of the said proposal. However, despite passage of considerable time, the final recommendations and decision of the committee have not yet been communicated to the stakeholders.

It is pertinent to mention that the proposal for "One PSU – One Executive Association" was jointly submitted and unanimously supported by all three major executive associations well in advance, and the same was formally conveyed to your good office vide joint letter dated 23.10.2024. The intent behind this proposal has always been to bring unity, improve efficiency, and ensure effective resolution of long-pending HR issues.

Further, AIGETOA had already requested expeditious implementation of the proposal in view of the approaching Membership Verification, as delay in decision-making is creating uncertainty among executives.

Sir, the concept of "One PSU - One Association" carries clear and tangible advantages for the organization, including:

- Reduction in administrative & financial expenditure on repeated Membership Verifications.
- Single point of interaction between management & executives for smoother decision making.
- Elimination of fragmentation and inter-association conflicts.
- Faster resolution of HR issues and improved industrial harmony.
- Better alignment of workforce towards organizational goals.

Regn. No. HR/019/2018/02138

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We have also submitted the documents containing examples of many PSUs following similar Setup to the SR cell in support of our contentions. However, the continued delay in finalizing and conveying the decision raises serious concerns. It gives an impression that either there is reluctance at the management level or certain elements within the committee or outside are not inclined towards implementation, despite the consensus among major associations.

If the delay is there due to any subsequent hitch from any association or the committee member, the same needs to be transparently discussed through a joint meeting of the associations on the subject. The view of the associations needs to be captured and informed transparently to all as the executives are the biggest stakeholder on the subject. Keeping the report pending without any conclusion for no reasons for more than one year is not at all acceptable.

Hence, your kind intervention is requested for the following:

- **The final recommendations and decision of the committee be conveyed immediately** to all stakeholders without any further delay.
- **In case of any ambiguity or objection regarding any association, the same may be clearly recorded through formal statements on file**, so that transparency is maintained in the decision-making process.
- **A clear and final position of BSNL Management be communicated prior to the notification of the next Membership Verification**, enabling all stakeholders to proceed accordingly.

It is important to note that keeping the issue unresolved at this stage may lead to unnecessary multiplicity and continuation of fragmented representation, which is neither in the interest of BSNL nor its executives.

We would also like to submit that any effort by the HR group in connivance with any association or stakeholder group to push the Membership Verification through the undemocratic method of Check-off system shall be opposed by AIGETOA, both organizationally as well as legally.

A timely and transparent decision in this regard will go a long way in strengthening unity among executives and ensuring a stable and productive organizational environment. We once again urge to take this matter to its logical conclusion and ensure that the final decision is conveyed at the earliest in the larger interest of the organization. A time-bound decision within a defined timeline would reflect management's commitment to reform.

With Regards,



(Ravi Shil Verma)
General Secretary

Copy to:

1. **Shri Jyotiraditya M. Scindia Ji**, Hon'ble Minister of Communications, GoI, Sanchar Bhavan, 20 Ashoka Road New Delhi for kind information.
2. **Dr. Pemmasani Chandra Sekhar Ji**, Hon'ble Minister of State for Communication, Sanchar Bhavan, New Delhi for kind information.
3. **Shri Amit Agrawal Ji**, Secretary, Department of Telecom, Sanchar Bhavan, New Delhi for kind information.
4. **Ms Sonal Mishra Ji**, Chief Labor Commissioner (Central), Shramev Jayate Bhavan, Dwarka, New Delhi for kind information.
5. **Shri Kalyan Sagar Nippani Ji**, Director (HR), BSNL Board, BSNL Corporate Office, New Delhi for kind information and intervention.
6. **Shri Rajeev Kumar Kaushik Ji**, PGM (SR), BSNL CO New Delhi for kind information and necessary action.