

MINUTES AND RECORD OF DISCUSSIONS
CENTRAL EXECUTIVE COMMITTEE MEETING OF AIGETOA CHQ
(Held on 7th & 8th October 2026)

Meeting Notice No.: GS/AIGETOA/2026-27/63, Dated: 27.09.2026

Venue/Mode: AIGETOA CHQ, New Delhi / Physical Mode

Dates: 7th & 8th October 2026

Time: 10:30 AM onwards

The Central Executive Committee (CEC) Meeting of AIGETOA CHQ was convened in accordance with the provisions of the AIGETOA Constitution, as notified vide letter No. GS/AIGETOA/2026-27/63 dated 27.09.2026, at New Delhi on 7th and 8th October 2026.

The meeting was presided over by the All-India President, Shri G. Veerabhadra Rao. The Chief Patron & National Convener, Shri Aftab Ahamad Khan, Chairman, Shri Amit Roy, General Secretary, Shri Ravi Shil Verma, and other CHQ office bearers and CEC members attended the meeting.

The President confirmed the presence of the requisite quorum, and the House proceeded with the deliberations on the notified agenda. Various HR, organizational, administrative and BSNL-related issues were discussed in detail, and the following resolutions are proposed for consideration and adoption by the House.

DELIBERATIONS HELD AND RESOLUTIONS PROPOSED ON AGENDA POINTS

1. Review of Outcome of Agenda Meeting with BSNL Management and resolution on long pending HR issues pertaining to Pay, Pension, Promotions, Pay losses and 3rd PRC etc:

The outcome was discussed in the meeting and satisfaction was expressed on the assurances. **However, considering the track record of Management especially the current one, it was decided that CHQ team will keep a close watch on the progress through meeting and written submissions. If the Management goes back from its promises, AIGETOA CHQ should approach authorities in DoT and if the issues are still not resolved, a fresh call for organizational actions may be thought upon.** Progress to be discussed and deliberated in CHQ through online mode from time to time.

The House resolved that every agenda point discussed with Management shall be systematically reviewed, and the status of each issue shall be recorded as **settled, under consideration, assured for settlement, or pending without a definite commitment**. A consolidated issue-wise action-taken report shall be prepared and circulated among the CHQ leadership for monitoring.

The House further resolved that the General Secretary, along with the concerned CHQ office bearers, shall pursue all pending issues with the competent authorities and seek clear decisions and definite timelines. In the absence of satisfactory progress, the matter shall be placed before the appropriate organizational forum for deciding the further course of action.

2. Ongoing Restructuring in BSNL and Further Course of Action

The House deliberated on the ongoing restructuring exercise in BSNL, Uttarakhand circle and its likely implications for executives, cadres, field units, career progression, administrative efficiency and service delivery.

CHQ expressed Satisfaction on the assurance of Management that no other Circles will be considered for implementing UKD Model without assessing the outcome. **CHQ Members were unanimous in their view that AIGETOA should not go the AUAB way by accepting the restructuring.** Association should continue its efforts for the rollback of this proposal and reinstatement of the earlier status.

It was resolved that **for any model of strengthening the Rural Connectivity, AIGETOA must demand from government to take back BSNL into DoT fold or to fund all the expenditure from Digital Bharat Nidhi and Consider the employees posted in such Projects as the Employees on deputation to DoT. The BMS Telecom Prabhari assured the support of BMS in carrying forward this demand.**

The House resolved that AIGETOA shall oppose any arbitrary restructuring that adversely affects the legitimate service interests of executives, promotional avenues, cadre strength or the functioning of field units. Restructuring must be based on a transparent assessment of workload, operational requirements, technical responsibilities and the need to strengthen BSNL's service delivery.

The House further resolved that CHQ shall seek detailed consultations with BSNL Management, demand transparency in the decision-making process, and ensure that the views of the recognized executive association are duly considered before implementation of decisions affecting executives. If necessary, appropriate representations and organizational programmes shall be undertaken to safeguard the interests of BSNL and its executives.

3. Regular Appointment of CMD, BSNL and Review of the "No More Extension to Current CMD BSNL" Campaign

CHQ deliberated the strategy for making the call successful and impactful. **The process of selection of CMD BSNL through SCSC route was struck for months with no progress. CHQ team also noted that impact was already visible with search committee notifying the interviews for selection immediately after the launch of campaign.** CHQ vowed to ensure all necessary steps for ensuring a regular new CMD for BSNL and end of the interim arrangement.

The House resolved that the Government of India should expedite the selection and appointment of a regular CMD, BSNL, through the prescribed selection process, ensuring transparent, merit-based and timely completion of the appointment.

The House further resolved that AIGETOA shall continue to pursue this demand with the concerned authorities and intensify its representations and campaign, as considered necessary, until a regular CMD is appointed. The campaign shall emphasize the importance of stable leadership, accountability, effective decision-making and sustained organizational growth for the revival and future development of BSNL.

4. Decision on AUAB current program: As per the request of 2-3 circles, General Secretary placed the agenda for discussion on AIGETOA's stand on the AUAB current program before the house.

General Secretary informed the house about the letters from AUAB and informed that in return, **BDM has suggested for creating a Joint Action Committee of both the forums.** GS further informed that **AUAB instead of agreeing to the request of BDM offering a pragmatic and practical approach of formation of JAC, has demanded that BDM constituents should join under the banner of AUAB and further that the agenda pursued at AUAB should not be pursued at any other platform ie BDM, BMS etc.**

GS also informed that GS BSNLEU as convener has approached personally and assured for calling a joint meeting to explore a way forward for common approach which was not held due to adamant approach of one of their constituent associations. Still, considering the view of few circles, GS is placing the matter of supporting AUAB before the house for deliberation and decision thereof.

CHQ Members noted the inputs and discussed on following points:

1. CHQ team went through the communications issued by AUAB from time to time. **The issue of Launching agitation was resolved in March'26 by AUAB.** Why it took six months for them to serve the notice was the question in everyone's mind. **What is stopping AUAB from formation of a Joint Action Committee which would have been a common and acceptable way forward.**
2. It was discussed that **Consideration of Affordability Clause Waiver for BSNL** is not possible **alone through agitation and that a combination of both** i.e. agitation along with **pursuance** at the level of **Prime Minister's office, Home Minister, Finance Minister** etc is required. **AUAB's condition that BDM should not pursue issue at any other platform except AUAB was also not possible to accept** as **AIGETOA along with BMS** has covered a large distance through its rigorous persuasion at highest level **to reach to the goal of 3rd PRC.**
3. It is very clear that **3rd PRC with zero percent fitment will serve no purpose for BSNL recruits unless the residual issue of Standard Pay Scale of E2 for JTO/JAO equivalent is resolved.** Under these circumstances, BSNL Recruits post 01.01.2007 cannot afford to ignore the standard pay

scale issue which can impact an increase of at least 10000/- Rs to 15000/- Rs and multiplied increase if the 3rd PRC is implemented. **AUAB was requested to include the standard pay scale and restructuring issue but they did not agree to this either.**

The CHQ members unanimously decided that the Proposal of Joint Action Committee and identifying the common minimum program for the issues of importance is the most feasible option. However, CHQ expressed its solidarity with the AUAB program and extended good wishes.

After detailed discussions, it was unanimously resolved that **AIGETOA should not be part of the current program of AUAB unless they agree to form a Joint Action Committee** through which **AIGETOA can involve BMS and BTEU also in the process which will lend a greater weight to the cause of 3rd PRC and its resolution.** A common Minimum Program must also be chalked out **after agreeing to form JAC for pursuing the residual issues of 2nd PRC & restructuring in parallel or together** as deemed fit.

Shri Ashok Kumar Ji, All India Secretary and Telecom Prabhari BMS was also present in the meeting and deliberations. He assured the support of BMS to the program, if the Joint Action Committee is formed.

To realise the issue of 3rd PRC, after detailed discussions, it was decided that a pre-notice will go from BMS through Telecom Prabhari to Hon'ble Communications Minister for resolving the issue in a time period of 2 months failing which a nationwide Andolan under the banner of Bharatiya Mazdoor Sangh shall be launched in support of the demand for 3rd PRC implementation in BSNL and resolution of residual issues of 2nd PRC.

Telecom Prabhari further assured that **BMS is pursuing the issues at the highest level and the efforts are precipitating gradually with the issue of 3rd PRC for BSNL getting noted at highest level including PMO.** He firmly stated that BMS will not stop, till 3rd PRC becomes a reality for BSNL employees.

It was also decided and agreed upon by Telecom Prabhari that BMS will provide necessary help in arranging the meetings with Various Ministers including the PMO and Home Minister who can be of significant help in granting the affordability waiver to BSNL for implementation of 3rd PRC through the union cabinet.

House unanimously agreed to the proposal by Telecom Prabhari to launch a nationwide Andolan under the banner of BMS in pursuit of 3rd PRC and residual issues of 2nd PRC and to follow up with various ministers in granting the affordability clause waiver to BSNL. It was also resolved to serve memorandum and seek appointment of various dignitaries.

5. Scrapping of Lateral Recruitment Processes Above JTO/JAO Levels

The House discussed the lateral recruitment processes initiated by BSNL at levels above JTO/JAO, including both contractual and permanent recruitment, and their potential impact on the career progression, promotional avenues and morale of existing BSNL executives.

The House resolved that AIGETOA's efforts at legal front as well as the organisational front should continue. The House emphasized that the existing executive workforce must be provided adequate opportunities for career advancement through timely promotions, transparent selection procedures and appropriate cadre management. Any recruitment policy must protect the legitimate service interests of serving executives while addressing BSNL's genuine operational and technical requirements.

The General Secretary shall take up the matter with BSNL Management and pursue the demand through appropriate representations and further organizational action, if required.

6. Transfer and Posting Anomalies, OTP Window, Hard-Tenure Relieving, Immunity Grounds and Transfer Policy

The House deliberated on various transfer and posting-related issues, including anomalies in the Online Transfer Portal (OTP), timely opening of transfer windows, relieving of executives posted in hard-tenure areas, consideration of various immunity grounds, issuance of a modified transfer policy, and proper implementation of sensitive-post guidelines.

The House resolved that AIGETOA shall seek a comprehensive and transparent transfer policy ensuring fairness, uniformity, consistency and adequate consideration of genuine personal, family, medical and other eligible immunity grounds in accordance with applicable rules.

The House further resolved that:

- a) OTP windows should be opened periodically preferably in OCT month and transparently, with due consideration of pending requests and administrative requirements.
- b) Executives who have completed the prescribed hard tenure should be relieved in a timely manner, subject to applicable rules and operational requirements.
- c) Eligible immunity cases and genuine hardship representations should be examined fairly and decided through a transparent process.
- d) A modified and comprehensive transfer policy should be issued after consultation with the recognized executive association.
- e) Sensitive-post guidelines should be implemented uniformly, without selective or arbitrary application.
- f) All the eligible Office-bearers should get immunity from the transfer as per the REA 2014 and subsequent modified rules and all representations should be examined fairly and decided through a transparent process and retention must be given in the transfer order itself.
- g) Transfer orders and related representations should be processed within reasonable timelines, and avoidable hardship to executives and their families should be minimized.
- h) The exemptions which have been granted for the unimplemented cases shall be demanded to be implemented uniformly for all executives. The cases of choice posting for those displaced under long stay shall be pursued and shall be got settled.

The House authorized CHQ to pursue these issues with BSNL Management and take up individual or common grievances wherever necessary.

7. Restoration of Current DA for Medical Reimbursement and Restoration of LTC Facilities

The House deliberated on the prolonged freezing of Dearness Allowance (DA) applicable to medical reimbursement and the withdrawal or non-availability of Leave Travel Concession (LTC) facilities for BSNL employees.

The House resolved that AIGETOA shall vigorously pursue the restoration of medical reimbursement benefits with DA protection and the restoration of LTC facilities on an equitable basis, in accordance with the applicable rules and policies.

The House emphasized that medical and travel-related benefits are important employee welfare measures and that their restoration is necessary to protect the real value of benefits, support employees and their families, and maintain parity and fairness in service conditions.

The General Secretary shall take up the matter with BSNL Management and the concerned authorities for an early and favourable decision.

8. Compensatory Off for Field Units in Lieu of the Second Saturday

The House discussed the difficulties faced by executives working in field units who are required to attend to operational duties, fault rectification, network maintenance, customer services and other essential responsibilities on Saturdays, including the second Saturday.

The House resolved that AIGETOA shall demand a suitable compensatory-off mechanism for eligible executives in field units who are required to work on notified holidays or weekly off days due to operational exigencies, in accordance with applicable rules and a clearly defined policy.

The House further resolved that CHQ shall seek uniform guidelines from BSNL Management covering eligibility, approval, recording of duty and availing of compensatory off, ensuring that field executives are not disadvantaged for performing essential duties in the interest of BSNL.

9. Revision of Perks and Allowances, Including Transport Allowance

The House deliberated on the long-pending revision of perks and allowances payable to BSNL executives, particularly Transport Allowance, which has remained inadequate in view of the increase in commuting expenses and the overall rise in the cost of living.

The House resolved that AIGETOA shall demand an early and comprehensive review of perks and allowances, including revision of Transport Allowance, based on prevailing costs, employee requirements and applicable government/PSU norms.

The House further resolved that CHQ shall pursue restoration and rationalization of employee benefits, ensuring equitable treatment across eligible categories and avoiding prolonged stagnation of allowances. The matter shall be taken up with BSNL Management and the competent authorities, with further organizational action to be considered if the demands remain unresolved.

10. BSNL Viability, Operational Issues and Further Course of Action

The House deliberated on the viability, operational performance and future growth of BSNL, including network expansion, service quality, effective utilization of manpower, strengthening of field units, indigenous telecommunications technology, timely implementation of 4G in PAN India and also 5G services at the earliest possible and the need for sustainable revenue growth.

The House resolved that AIGETOA shall continue to support all genuine initiatives aimed at strengthening BSNL as a strategic public sector telecommunications enterprise while firmly pursuing the settlement of employee-related issues essential for organizational revival.

The House emphasized that BSNL's long-term viability requires stable leadership, adequate operational autonomy, timely infrastructure deployment, efficient decision-making, effective utilization of technical manpower and a motivated workforce.

The House further resolved that CHQ shall identify and take up critical operational bottlenecks with BSNL Management and the concerned authorities. Where necessary, suitable recommendations shall be submitted to improve service delivery, customer satisfaction, revenue generation and the overall competitiveness of BSNL.

11. CONCLUDING RESOLUTION

The House reaffirmed its commitment to safeguarding the legitimate service interests of BSNL executives, securing the settlement of long-pending HR issues, strengthening AIGETOA's organizational structure and contributing constructively to the revival, viability and growth of BSNL.

It was resolved that all the demands and issues discussed in the meeting shall be pursued vigorously with BSNL Management, DoT, DPE and other competent authorities including all the ministries, as applicable. The CHQ leadership shall periodically review the progress of each issue and initiate appropriate organizational programmes wherever necessary, in accordance with the decisions and mandate of the House.

All CHQ, Circle and District office bearers were urged to maintain organizational unity, discipline, coordination and commitment while carrying forward the decisions of the CEC.

The House extended its sincere thanks to the All-India President, General Secretary, Chairman, Chief Patron & National Convener, CHQ office bearers, CEC members and all those who contributed to the successful conduct of the meeting.

--- THANKS ---