



# **ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)**

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Letter No. AUAB / CHQ / 2026 / Third Pay Revision / Circular  
Dated at Delhi, the 8<sup>th</sup> September 2026.

## **CIRCULAR**

**Sub: Action Plan for Implementation of Third Pay Revision in BSNL.**

Following the feedback from zonal meetings, the AUAB CHQ convened its meeting on 31/08/2026 and on 04/09/2026 and finalized the following Three Phase agitational program for single demand of Implementation of Third Pay Revision before any Restructuring in BSNL. The dates will be announced shortly.

**Mobilization, Awareness: Circle Conventions & AUAB Organizational meeting:**

- 1. Extended AUAB Circle-level meetings (07-13 September 2026):** Circle Secretaries of AUAB constituent unions and associations should organise urgent Circle-level AUAB meetings to strengthen the AUAB structure by nominating Circle Convenors and Chairmen and to coordinate the 3rd Pay Revision agitational programme. The meetings should include Circle/District-level leadership and CHQ Zonal Secretaries to ensure effective coordination and awareness at the grassroots level. AUAB has entrusted the General Secretaries (AIBSNLEA, AITEEA, SEWA, DEWAB and SNATTA) of the constituent unions and associations from different Circles with the responsibility of coordinating their respective AUAB zonal activities.
- 2. Week long gate demonstration programme at OA level (14 - 19 September, 2026) and submission memorandum to Secretary DoT for Third Pay Revision Implementation:** AUAB will submit a memorandum to the Secretary, DoT, demanding implementation of the 3rd Pay Revision before any restructuring or major changes in BSNL, and seeking a meeting with the AUAB leadership. AUAB will also demand that no major changes be made until the ITS repatriation issue is settled and a regular CMD is appointed. Circle Secretaries should organise gate meetings at every work spot to create awareness among employees. AUAB at circle and BA level will approach the leaders of other unions and associations for mobilising their members in the agitational programmes on 3<sup>rd</sup> PRC issue. Similar efforts will also be made at the CHQ level.
- 3. Submission of memorandum to Minister of Communications for relaxation of Affordability Clause to make enable the Wage Agreement and 3rd PRC. (21 - 26 September, 2026) :** AUAB CHQ will submit a memorandum to the Minister of Communications, demanding withdrawal of the loss-making Pilot Restructuring Proposal or delinking Affordability from approval of the Third Pay Revision. To highlight this memorandum among the staff, AUAB will conduct table-to-table awareness campaigns highlighting the demand for Third Pay Revision and opposing restructuring before its settlement. AUAB Circle/OA/BA teams will submit memoranda to the respective Circle/BA Heads, strictly demanding Third Pay Revision before restructuring, with acknowledged copies to AUAB CHQ.

Thanking you,

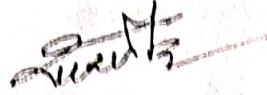
Yours sincerley



Animesh Mitra  
GS BSNLEU  
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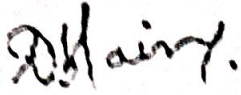
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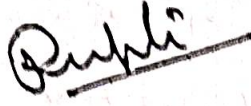
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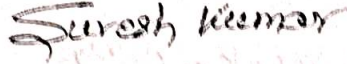
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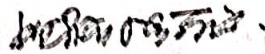
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Copy to:

1. Honourable Minister of Communications, Government of India for kind information please.
2. Honourable Minister of State Communications, Government of India for kind information please.
3. Respected Secretary Dept of Telecommunication for kind information and kind intervention please.
4. Additional Secretary DoT for kind information please.
5. Joint Secretary, DoT for kind information please.
6. CMD BSNL for kind information please.
7. Chief Labour Commissioner, Shrammev Jayate Bhavan for kind information and with request for kind intervention please.
8. Director HR BSNL Board for kind information please.
9. All other Directors of BSNL Board for kind information please.
10. PGM SR BSNL CO for kind information please.
11. DDG SR DoT for kind information please.
12. In charge Police Officer, Barakhamba Police Station, New Delhi for advance information please.
13. The General Secretaries of all constituent Unions and Associations of BSNL for kind information and necessary action please.
14. All Circle/District Secretaries of all constituent Unions and Associations of BSNL for kind information and necessary action please.