



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

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To,

Respected Shri Amit Agrawal ji,
Secretary, Department of Telecommunications,
Sanchar Bhawan, 20, Ashoka Road, New Delhi-110 001.

No. AUAB/CHQ/PRC/2026

Dated: 01/10/2026.

Subject: Request for granting Meeting to AUAB to discuss important HR issues of BSNL Executives and Non-Executives and submit feedback and suggestions on different actions by DoT for review of BSNL working

Respected Sir,

With reference to above subject and letters, we submit following for kind and sympathetic consideration and to grant a short meeting to All Unions and Associations of BSNL (AUAB) for submit our views/feedback and to know action being taken by DoT on important long pending HR issues of BSNL Executives/Non Executives as per submission by BSNL.

AUAB is an umbrella Association consisting about all existing Unions and Associations in BSNL and has been coordinating for resolution of HR issues and also working for overall growth and development of BSNL.

It is to bring it to kind notice of your high office, that there is mass unrest among BSNL Executives/Non Executives as BSNL management has not resolved many of HR issues but has initiated some Anti-Executives/Anti-Non Executives steps and trying to implement it forcefully by neglecting genuine views and concerned expressed by AUAB. We are being repeatedly informed that though Management is willing to resolve certain issues, DoT is not allowing BSNL Management to do so.

We also find that DoT has taken total control over the HR activities of BSNL against the principle of formation of BSNL as PSU separating Telecom Operations from DoT, the administrative Ministry. Present CMD BSNL and Director HR are referring to every HR issue either to be decided by DoT or to be decided after consultation/approval by DoT and no issues are being decided at the level of BSNL Management which was practice followed in BSNL for years together. The list of such issues is enclosed as follows.

1. Implementation of Third Pay/Wage Revision for BSNL Executives and Non-Executives.
2. Keeping on hold the Pilot Restructuring Proposal for Uttarkhand Circle and request for its review as per the practical requirement and needs of BSNL as per suggestions/feedback given by BSNL Unions and Associations

3. Enhancement of SAB Contribution for BSNL Recruited Executives and Non-Executives to meet DPE directions of 30%.
4. Approval of TA/DA for AGM and below level Executives/Non Executives at par with DGM and above level officers.
5. Enhancement of Transport Allowance as per the current market rates and requirements.
6. Refund of leave encashment of BSNL absorbed Executives/Non Executives of BSNL which is to be paid by DoT.
7. Refund of excess Pension contribution deduced on higher slab by DoT

We have discussed these issues with BSNL management, but BSNL management has either raised its hands or indirectly pointed fingers towards DoT for settlement of these issues.

We request your honour to spare some time from your busy schedule and grant meeting to Leaders of AUAB to submit our views, feedback on HR issues and Growth & Development issues of BSNL and to know action being taken by DoT on these important HR issues of BSNL Executives/Non Executives and oblige

With Regards


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Chairman
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Copy to:

1. CMD BSNL for kind information please.
2. OSD to Secretary DoT for kind information and necessary action please.
3. All General Secretaries of AUAB Constituent Unions and Associations for kind information please