

41st National Council Meeting – issues raised by the Staff Side and Management's replies.

Agenda Items:-

- 1. Discrepancy between NEPP and EPP:** The Staff Side strongly demanded the removal of discrimination between NEPP and EPP and the implementation of the decision taken at the National Council meeting held on 13.01.2025. The Management has constituted a committee, which has already held two meetings, and the committee's report is expected by the end of 2026. The views of the Recognised Union will be obtained before finalising the report.
- 2. Revision of Allowances and Inclusion of Union Representatives in the Committee:** The Staff Side strongly demanded the revision of outdated rates of HRA, Overtime Allowance, Transport Allowance, Scholarships, and other allowances in view of the implementation of the 3rd PRC. It also insisted that all allowances should come under the purview of the committee and that a representative of the Recognised Union should be included. The Management agreed to include a union representative in the committee. However, the Management's position on the revision of several allowances remains unfavourable.
- 3. Sanctioning of Festival Advance:** The Staff Side expressed serious concern that Festival Advance has not been restored despite an agreement reached in January 2025. The Management stated that the issue would be considered after making the necessary provision in SAP and assured that Festival Advance would be resumed within the next one to two months.
- 4. Revision of Wages of Casual Labourers as per the 7th CPC Pay Scales:** The Staff Side demanded the revision of wages of casual labourers in accordance with the 7th CPC pay scales and the settlement of their long-pending wage-related issues. In response, the Management stated that the matter would be looked into.
- 5. Issues concerning serving and retired ST employees:** The Staff Side requested the extension of ex-gratia benefits and NEPP benefits to retired ST employees, noting that they are currently receiving regular pensions. It also demanded the withdrawal of cases initiated against employees recruited under labour or compassionate grounds and the extension of NEPP benefits to them. In response, the Management stated that the matter would be examined.
- 6. Special Incentives and Concessions for employees posted in Kashmir Valley:** The Staff Side expressed concern over the inordinate delay in sanctioning special incentives and concessions to employees posted in the Kashmir Valley and demanded early settlement of the issue. In response, the Management stated that the matter would be considered after examining the position in other PSUs.
- 7. Retirement benefits pending verification of Caste Certificates:** The Staff Side demanded the implementation of the DoT order regarding the payment of retirement benefits to employees whose caste certificates are pending verification. In response, the Management assured the Staff Side that the matter would be looked into.
- 8. Declaration of JTO LICE results in Punjab Circle:** The Staff Side demanded the declaration of results of the JTO LICEs conducted in Punjab Circle for the vacancy years 2015–16, 2016–17, and 2017–18. The Management's reply on this issue requires verification from the official meeting record.
- 9. Career Progression of Sports-Recruited Employees and Resumption of Sports Activities:** The Staff Side strongly raised the issues of career progression of sports-recruited employees and the suspension of sports activities in BSNL.

(a) Career Progression: The Management informed the Staff Side that a new committee has been constituted to examine and resolve the pending career progression and promotion cases of sportspersons. The Staff Side stressed the need for an early resolution so that eligible sportspersons do not continue to suffer due to prolonged delays and stagnation.

(b) Resumption of Sports Activities: The Staff Side strongly insisted that the suspension of sports activities should be withdrawn and that sports activities must be restarted, at least in a phased manner. It also emphasised the need to restore practice time, special leave, and other facilities required by sportspersons to participate in competitions.

The Management stated that sports activities would be considered for resumption in a phased manner. The Staff Side expressed the hope that these assurances will translate into concrete and time-bound action, ensuring justice to sports-recruited employees and reviving BSNL's proud sporting tradition.

10. Promotion orders for officials recommended by the High Power Committee during the DoT Period: The Staff Side demanded the issuance of promotion orders to BSNL-recruited officials whose cases had been recommended by the High Power Committee during the DoT period. In response, the Management stated that only those cases covered by court orders would be implemented.

11. Extension of time for transfers under Rule 9 and consideration of Rule 8 applications: The Staff Side demanded an extension of the time limit for employees already transferred on deputation under Rule 9 and requested that applications under Rule 8 also be considered. In response, the Management stated that individual cases would be examined.

12. Supply of Liveries, Stationery Allowance and Uniforms: The Staff Side demanded clear instructions regarding the supply of liveries and uniforms and the provision of stationery allowances to employees. In response, the Management clarified that the Corporate Office had not issued any order stopping the supply of liveries. The Staff Side further urged the Management to issue clear instructions to ensure the proper implementation of provisions relating to stationery allowances and uniforms

New items discussed:

13. Implementation of the Non-Executive Wage Revision Agreement: The Staff Side expressed serious concern over the prolonged delay in implementing the wage revision agreement signed between the Management and the Recognised Unions on 08.10.2025. The BSNL Board recommended the agreement to the DoT on 12.02.2026 for obtaining Government approval. Despite the passage of several months, the file remains pending with the DoT. In response, the Management stated that the process had commenced and that meetings were being held between officials of the DoT and BSNL to expedite the settlement.

14. Extension of Mobile Handset Reimbursement to all Non-Executive Cadres: The Staff Side pointed out that Non-Executives are being required to mark attendance online, which is difficult without smartphones. It demanded that the mobile handset reimbursement facility be extended to all Non-Executive cadres on the same lines as applicable to Executives. Although the Management Committee had accepted the demand, the BSNL Board had not approved it. The Staff Side urged the Board to reconsider its decision in view of BSNL's improved financial position. In response, the Management stated that the matter would be reconsidered after a review.

15. Review of Staff Strength in Hilly and Far-Flung Circles: The Staff Side expressed concern that the staff justification announced following the 2020 cadre restructuring did not adequately address

the requirements of geographically challenging circles. The Staff Side demanded a review of staff strength, particularly in Himachal Pradesh, Uttarakhand, Sikkim, and Jammu & Kashmir. In response, the Management assured that the matter would be looked into.

- 16. Enhancement of SAB Contribution to 30% :** The Staff Side reiterated its demand for implementing the 2nd PRC recommendation on Superannuation Benefits (SAB) for BSNL-recruited employees. While the recommended contribution is 30% of Basic Pay plus DA, BSNL is currently contributing only 25.1%, leaving a shortfall of 4.9 percentage points. BSNLEU demanded that the shortfall be eliminated to protect the retirement benefits of BSNL-recruited employees, including Non-Executives. In response, the Management stated that the matter was under examination and that the contribution might be increased in a phased manner. It was further informed that the file was currently with the Management Committee.
- 17. Special arrangements for conducting LICEs in Circles with insufficient vacancies:** The Staff Side demanded special arrangements to provide eligible employees in circles with insufficient vacancies an opportunity to appear in departmental examinations. It also urged the Management to ensure that examinations were not excessively difficult, consider relaxing age and educational criteria wherever permissible, and divert vacancies from the Direct Recruitment quota to circles where necessary to facilitate LICEs. The Staff Side further demanded a liberal approach to enable the maximum possible number of eligible employees to qualify. In response, the Management stated that the matter would be examined.
- 18. Conduct of the 10th Membership Verification through Secret Ballot:** The Staff Side strongly demanded that the 10th Membership Verification be conducted through secret ballot, as in previous verifications, safeguarding employees' democratic right to choose their union. It urged the Corporate Office to issue the notification without further delay so that circle administrations could make the necessary arrangements. The Management informed the Staff Side that the notification would be issued shortly and assured that the membership verification process would be conducted by the end of December 2026.
- 19. Denial of Formal Meetings by the CGMs of Tamil Nadu and Chennai Circles:** The Staff Side raised the issue of the reluctance of the Tamil Nadu and Chennai Circle administrations to hold formal meetings with the Recognised Unions. The matter had already been discussed with Director (HR) and PGM (SR). The Staff Side requested the Corporate Office to issue suitable instructions to ensure regular formal meetings. The issue has been settled.
- 20. Violation of the Non-Executive Transfer Policy:** The Staff Side expressed concern over large-scale transfers ordered by certain circle administrations in violation of the existing Non-Executive Transfer Policy, causing hardship to employees and unnecessary expenditure to BSNL. Gujarat Circle was cited as an example, where a large number of JEs had been transferred to distant locations away from their hometowns. The Staff Side demanded that such issues be resolved through discussions between the Recognised Unions and the concerned circle administrations. The Management replied that the matter would be discussed.
- 21. Restructuring Issues in Uttarakhand and Telangana Circles:** BSNLEU strongly condemned the Management's decision to initiate transfers and postings of officials in Telangana Circle without any discussion with the Recognised Unions. The Staff Side also highlighted the harassment of certain Circle office-bearers by the Circle Administration through attempts to withdraw transfer immunity granted to elected union office-bearers. In response, Director (HR) assured the Staff Side that the issues, particularly the transfer of Senior TOAs in Telangana Circle and the protection of transfer immunity for office-bearers in Bihar and Himachal Pradesh Circles, would be looked into.
