



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

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Letter No. AUAB / CHQ / 2026 / Circular

Dated 15th October 2026

CIRCULAR

Subject: Thanks and Appeal to all BSNL Executives and Non-Executives to exit official WhatsApp groups and continue the united protest for early approval of the Third Pay/Wage Revision

Dear Beloved Brothers and Sisters of BSNL,

AUAB CHQ appreciates efforts taken by Circle/BA/OA AUAB teams in submitting Memorandum to Honourable MPs, Governors and we appeal all other AUAB leaders and reach MPs/Governors/Chief Ministers and Ministers in Central Cabinet from your state/District and submit our request for intervention for early approval of our Third pay/Wage Revision by DoT.

It is great to see that the AUAB call to quit official WhatsApp groups has received an encouraging response from all over India and in some OA/BAs it is hundred percent excluding OA/BA Heads. Your participation reflects our unity, determination and commitment to achieving our legitimate demand for 3rd PRC, pending since 2017.

AUAB CHQ conveys sincere thanks and gratitude to all the Respected Executives/Non Executives of BSNL including those who are not members of AUAB, for their solidarity and support for their overwhelming response to the AUAB Call for quitting all Official Whats App Groups. We specially convey special thanks to all who have promptly responded to this call and have quitted /existed from all official groups.

Such united action and spontaneous response from you all has compelled the Director HR to issue a threatening letter to the CGMs to take action against it. This letter is nothing but eye wash and just an attempt to threaten the Executives/Non-Executives who are facing huge financial losses for the last Nine Years.

The administrative letter about quitting Whats App groups issued may create concern among our Executives and Non-Executives and affect the spirit of the ongoing struggle. Whenever employees raise their legitimate demands and rights through agitation, such developments are not unusual. **We urge everyone to remain calm, united, disciplined towards the call of AUAB and focused on the objective of securing the Third PRC at the earliest.**

It was required from the Management that the unrest and hurt burning feelings of Executives be sent to DoT either in writing, but in total opposite action the letter is issued to CGMs to take action against the Executives and Non-Executives leaving official groups.

You must remember the Management which has declared we all Executives and Non-Executives as excess/surplus in BSNL and desires to send us home under Section 56J CRS for which action has been started by some Circles, is now cries fowl within half day of our quitting Official Whats app groups and showing that this leaving Whats Group has created lot of impact on security of BSNL.

Director HR should retrospect, where working on What's up which are declared illegal by the Government of India and the same has been replied in Honourable parliament or where he has to compel the Executives and Non-Executives to work on

Whats app. But in BSNL no such exercise is done but in blind approach immediately a letter is issued creating dispute on legality of Use of Whats App for official works. AUAB will demand from Director HR the details of losses made to BSNL due to this leaving Whats Groups by BSNL Executives and Employees. Apart from these Government Directives, there are Court Directions not to compel employees to join any Whats app groups.

Let it be clearly understood that this campaign is not against BSNL Management. Our protest is against the undue delay by DoT in approving the Third Pay/Wage Revision proposal approved and forwarded by the BSNL Board. AUAB believes that the Director HR, as the head of the HR function, should have taken up the matter with the Secretary, DoT, and other concerned authorities by conveying the deep concern, hardship and resentment prevailing among the workforce.

AUAB is disappointed that, despite repeated representations, no clear and formal communication on the progress of the proposal has been shared with us and hence we are compelled to go ahead with this agitational call.

In other sectors, managements have at times acknowledged employees' concerns during industrial action and communicated the likely impact to stakeholders. AUAB expected similar institutional support in BSNL by conveying genuine issue to DoT and a clear response should be sought on implementation of Third Pay/Wage revision.

Due to this poor approach, DoT is unaware of mass industrial unrest among BSNL Executives/Non-Executives and even after two months of notice for agitational action and repeated request by AUAB none from DoT has issued any directions to BSNL to convey decision or action taken on this issue nor called AUAB for any formal discussions or to understand the pain, hardship of BSNL Executives/Non-Executives due to undue delay by DoT in approval of Third Pay/Wage Revision.

Important point is that in BSNL we are not going on any immediate strike as of now and we just left or leaving official Whats App groups demanding our Third Pay/Wage revision. We have not stopped responding through any other direct channels, but till the Director HR has come into action to issue such letter personally with his signature.

The response to this campaign has demonstrated the importance of the contribution made by BSNL's Executives and Non-Executives to the organisation's functioning. It has also highlighted the deep frustration caused by the long wait for pay/wage revision. AUAB believes that the concerns of BSNL employees deserve serious consideration and a time-bound response, particularly when the issue has remained unresolved for years.

Till now only partial executives mainly from field units have left the Official Groups and it has had an impact on BSNL Management to the extent of being taken note by Director HR. If our remaining Brothers and Sisters in BSNL who are still in the official groups will respond to this call by AUAB and quit all the official groups which are illegal, then surely BSNL will take up matter with DoT and our issue will be escalated in right direction.

AUAB is thankful to certain OA/BA/Vertical/Unit/Circle Heads who have expressed sympathy to our agitational programme and supporting our demand indirectly and request others to understand our pains of years and extend minimum level support by conveying our hardship and mass unrest among the field units. AUAB leaders at respective level are requested to meet all these officers and explain our concern and pains

and seek for support and ensure that our genuine concerns are communicated accurately to the appropriate authorities and this campaign should not be misrepresented as a threat to functioning of BSNL as being done now. Our objective is to secure a fair decision on the Third Pay/Wage Revision and to bring the prolonged uncertainty to an end.

AUAB CHQ will suitably reply to Director HR expressing its strong resentment over this misleading letter and we will pursue this issue further with stronger Unity and strength. AUAB is committed to safeguard the legitimate interests of BSNL Executives/Non-Executives. Please remain united and continue to extend your support till our goal of Third Pay/Wage revision is achieved.

Please understand that your presence in some Top official WhatsApp Groups will not give any extra achievement there, but quitting these Top WhatsApp Groups will certainly put an Extra weight in our unity, our success and one more Step towards our Third pay/Wage Revision. No one from these WhatsApp Groups will share a single rupee from their coming 8th Pay Commission to you and your family but quitting from these Groups will help in our mission to reach our goal of Third Pay Revision before approval of Fourth pay revision.

We appeal to all Executives/Non-Executives of BSNL who have not yet quit the official WhatsApp groups to do so immediately and exit all official WhatsApp groups after posting the prescribed message and make this campaign a grand success. Those who have already exited the official WhatsApp groups are requested to maintain their stand in accordance with the AUAB call till third Pay/Revision is approved by DoT or the call is reviewed by AUAB with positive response/action by DoT. We are fighting for a legitimate cause. Let us not deviate from our goal or allow any attempt to weaken our unity.

Please take a Bold and honest decision for our BSNL family, our own individual family and our own children and their future otherwise we will be nowhere in coming days. Let us remain united and intensify our struggle for the legitimate demand of Third pay/Wage Revision and stay committed till we achieve the goal of Third Pay/Wage Revision.

Let Our Unity Speak Louder than Words, No Distraction, No Division, Until Our Legitimate Demand of Third Pay/Wage Revision is achieved!

AUAB Zindabad!! BSNL Zindabad!!!

With Regards



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Copy to:

1. The General Secretaries, of constituent Unions and Associations of AUAB.
2. The Circle/District Secretaries, Office Bearers, Activists of constituent Unions and Associations of AUAB.
3. Notice Boards of constituent Unions and Associations of AUAB.