

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

No: UA/2023/06

22.12.2023

To,

(1) Dr. Neeraj Mittal  
Chairman DCC & Secretary (T)  
Department of Telecommunications,  
Sanchar Bhawan, 20, Asoka Road,  
New Delhi - 110 001

(2) Shri P.K. Purwar,  
CMD BSNL,  
Bharat Sanchar Bhawan,  
H.C. Mathur Lane, Janpath,  
New Delhi - 110001

Sir,

Sub: - **Non-settlement of Pay Revision of the Executives and Wage Revision of the Non-Executives in BSNL – req.**

We wish to bring the following to your kind notice for favour of taking necessary action.

A meeting of the All Unions and Associations of BSNL (AUAB), which is the umbrella organisation of the major Recognised Associations and Unions of the Executives and Non-Executives, was held at New Delhi on 19.12.2023. The meeting expressed its deep concern that the Pay Revision of the Executives and Wage Revision of the Non-Executives of BSNL are not yet settled, despite assurances given by the erstwhile Minister of State for Communications and the erstwhile Secretary, Telecom. The meeting also noted that, a large number of Executives and Non-Executives are suffering with **Stagnation**, on account of non-settlement of Pay Revision / Wage Revision. The issue of Stagnation needs to be settled without delay, since it is demotivating and demoralising a large section of BSNL's workforce.

At the outset, we wish to make it very clear that, BSNL has become loss making, not because of the employees, but only due to the policy decisions / steps taken by the Government. This has been amply high-lighted by Shri Ravi Shankar Prasad ji, former Minister of Communications, who had stated on record that, BSNL which earned Rs.10,000 core net profit, in 2004, became loss making only due to the wrong policies of the erstwhile government. Being the former Minister of Communications of the country, the views expressed by Shri Ravi Shankar Prasad ji, reflect the ground reality and thus cannot be ignored.

The AUAB has consistently been taking the issue of Pay Revision / Wage Revision of the employees, at the level of the highest authorities in the Department of Telecom, as well as in the Ministry of Communications.

The issue of Pay Revision / Wage Revision was discussed by the AUAB, with Ms. Aruna Sundararajan, Secretary, Telecom, on 02<sup>nd</sup> December, 2018. Senior officers of the DoT and BSNL were present in that meeting. After listening to the views expressed by the AUAB, it was directed by the Secretary, Telecom, that the negotiations in respect of the Wage Revision of the Non-Executives should be concluded expeditiously. (Reference: Minutes released by the Director (PSU-1), DoT on 02.12.2018). Copy of this minutes is enclosed for your kind perusal.

Thereafter, the AUAB discussed the issue of Pay Revision / Wage Revision with Shri Manoj Sinha ji, the erstwhile Minister of State for Communications, on 3<sup>rd</sup> December, 2018. This meeting was also attended by the senior officers of the DoT, including the Secretary, Telecom, as well as senior officers from BSNL, including Shri Anupam Srivastav, the erstwhile CMD BSNL. After hearing the views of the AUAB, the Hon'ble Minister of State for Communications stated that, due priority should be accorded to this demand of the employees for an expeditious decision. (Reference: Minutes released vide letter no.BSNL/7-1/SR/2018 dated 04<sup>th</sup> December, 2018). Copy of this minutes is enclosed for your kind reference.

In view of the foregoing, the AUAB meeting resolved to demand that the commitment given by Ms. Aruna Sundararajan, former Secretary, Telecom, in the meeting held on 02.12.2018 and the commitment given by Shri Manoj Sinha ji, former Minister of State for Communications in the meeting held on 03.12.2018 as well as the assurances given by Shri Anupam Srivastav, former CMD BSNL in both above mentioned meetings, should be honoured by the DoT and the BSNL Management and an early settlement of the Pay Revision / Wage Revision of BSNL employees should be ensured.

The AUAB meeting also decided to seek an appointment with the Secretary, Telecom, as well as the CMD BSNL to discuss this issue. Hence, we earnestly implore upon you to kindly give an opportunity to the AUAB, for discussing the issue of settlement of Pay Revision / Wage Revision at the earliest. We are enclosing herewith copies of the minutes referred to herein above, for favour of your kind reference.

Thanking you,  
Yours sincerely,



**[CHANDESHWAR SINGH]**  
Chairman, AUAB & GS, NFTE



**[P.ABHIMANYU]**  
Convenor, AUAB & GS, BSNLEU



**[M.S. ADASUL]**  
GS, SNEA



**[N.D. RAM]**  
GS, SEWA BSNL



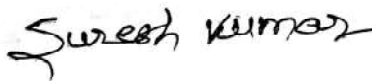
**[V. SHAJI]**  
GS, AIBSNLEA



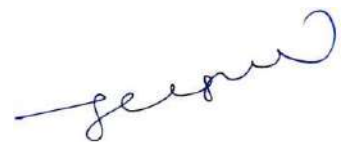
**[K. JAYAPRAKASH]**  
GS, NUBSNLW (FNT0)



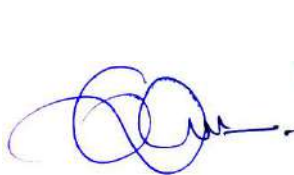
**[SURESH KUMAR]**  
GS, BSNL MS



**[SURESH KUMAR]**  
GS, SNATTA



**[J. VIJAYAKUMAR]**  
GS, TEPU



**[ANIL KUMAR]**  
GS, BSNL ATM



**[Manoj Singh]**  
GS, AITEEA



**[JANARDHAN YADAV]**  
GS, AIBSNLOA



**[M. RAMASUNDARAM]**  
GS, BSNLEC

Encl: (1) Minutes released by the Director (PSU-1), DoT on 02.12.2018  
(2) Minutes released vide letter no.BSNL/7-1/SR/2018 dated 04<sup>th</sup> December, 2018

F. No. 62-12/2018-SU  
Government of India  
Ministry of Communications  
Department of Telecommunications

Sanchar Bhawan, New Delhi-110001  
Dated 18<sup>th</sup> January, 2019

To

The Chairman & Managing Director  
Bharat Sanchar Nigam Limited  
Bharat Sanchar Bhawan, Janpath  
New Delhi-110001

Subject: Mechanism for periodic interaction between All Unions & Associations of BSNL (AUAB), BSNL Management and relevant officers of the Department of Telecommunications.

Sir,

I am directed to refer to this Department's O.M. of even number dated 20.12.2018 regarding constitution of the above mentioned Committee. Considering representations received from All Unions & Associations of BSNL (AUAB), it has been decided to include two members each from executive and non-executive side (total 4 representatives) in the Committee.

2. It is therefore requested that four representatives from AUAB may be nominated for inclusion in the Committee and intimated to this Department.

Yours faithfully,

  
18/1/19  
( Pawan Gupta )  
Director (PSU-I)  
Tel: 2303 6019

Copy for information to:

1. Adviser (F)
2. DDG (Estt.)
3. Director (HR), BSNL
4. Convenor, AUAB

Copy also to:

JS(A)/ PSO to Secy(T)/ PPS to AS(T)

F.62-2/2016-SU  
Government of India  
Ministry of Communications and IT  
Department of Telecommunications



Sanchar Bhawan, New Delhi-110001

Dated: 27<sup>th</sup> April, 2018

To

The Chairman & Managing Director  
Bharat Sanchar Nigam Limited  
Bharat Sanchar Bhawan, Janpath  
New Delhi-110001.



Subject: 8<sup>th</sup> round of wage negotiations for workmen in CPSEs -  
reg.

Sir,

I am directed to refer to BSNL letter No. BSNL/38-1/SR/2016 dated 21.03.2018 on the above mentioned subject and to say that BSNL may take steps in strict compliance with the DPE guidelines issued in this regard vide their O.M. No. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017 (Copy enclosed).

2. As per clause 2(x), the wage settlement arrived at after the negotiations may be submitted to this Department before it is implemented.

Encl. As above

Yours faithfully,

  
27/4/18  
( Pawan Gupta )  
Director (PSU-1)  
Tel: 2303 6019

GM(SR) D.K. S. A. discus A.C. 1.62  
A.S. 1.62 Re. put up Discussed


A meeting was taken by Secretary(T) today evening (2<sup>nd</sup> December, 2018) and senior officers of the Department of Telecommunications with the representatives of the nine Unions/Associations of BSNL under the aegis of All Unions and Associations of BSNL (AUAB), to discuss the pending demands of the AUAB with regard to the strike notice issued by them. In the said meeting the representatives of AUAB explained each of the four demands namely, allotment of 4G Spectrum to BSNL, payment of pension contribution at actual basic pay levels, revision of pension to BSNL retirees w.e.f. 1.1.2017; and implementation of 3<sup>rd</sup> PRC with 15% fitment for executive cadre and also for the employees.

Secretary(T) assured the AUAB that positive action is already underway for the first three demands. As regards the fourth demand of 3<sup>rd</sup> PRC and wage revision, she directed CMD BSNL to continue and conclude negotiations with respect to non-executive cadre. In case of executive cadre, the DPE advise and guidelines were briefly discussed. She assured that this aspect will also be considered sympathetically.

While noting the praiseworthy contribution of BSNL employees/officers in the past, she hoped that with such dedicated efforts in future also, BSNL will regain its glory and position.

A meeting to further discuss the demand of AUAB will be scheduled at the level of Hon'ble Minister of State for Communication (I/C) tomorrow (3<sup>rd</sup> December, 2018).

Secretary(T) made an appeal to the Representatives of AUAB to call off the proposed indefinite strike w.e.f. 3/12/2018 in the light of the positive response from the Department of Telecommunications and to ensure that public at large is not put to inconvenience.

  
2/12/18  
Dir(P&I)





BHARAT SANCHAR NIGAM LIMITED  
(A GOVERNMENT OF INDIA ENTERPRISE)  
SR Cell, Corporate Office  
8th Floor, Bharat Sanchar Bhawan,  
Harish Chander Mathur Lane,  
Janpath, New Delhi-110 001

No. BSNL/7-1/SR/2018

Dated, the 4<sup>th</sup> December, 2018

To

The Concerned  
As per list attached by DoT

Sub: Information of Record of discussions issued by DOT

Sir,

Please find enclosed copy of record of discussions issued by DoT on 03.12.2018 for your information.

It is requested to acknowledge the receipt of the same for its onwards transmission to DoT.

Encl: As above

Yours faithfully,

(A.K. Sinha)

Dy. General GM (SR)

### Record of Discussion

The representatives of AUAB consisting of members of various Unions/Associations of BSNL, as per list attached, participated in the meeting chaired by Hon'ble MOS(IC), MoC where Secretary (T), Additional Secretary(T), Member (F), Member (S), Member (T), CMD BSNL and Director (HR) BSNL were also present.

The four demands raised by AUAB were discussed in detail during the said meeting. The representatives of AUAB placed their viewpoint and suggestions before the Hon'ble Minister in relation to

1. Allotment of spectrum to BSNL for providing 4G services
2. Pension contribution at actual basic pay levels
3. Revision of pension to BSNL retirees w.e.f. 1.1.2017
4. Implementation of 3<sup>rd</sup> PRC for executive cadre and wage revision for non-executives.

Secretary(T) apprised the Hon'ble Minister regarding the status of each of the four demands. It was informed that positive action is already under way for allotment of spectrum for providing 4G services, pension contribution at actual basic pay levels and revision of pension to BSNL retirees. Hon'ble MOS(IC), MoC emphasised that further action for follow up on the said issues should be taken expeditiously.

For the fourth demand regarding pay revision in pursuance of 3<sup>rd</sup> PRC for executives, it was informed that the issue is under consideration and

...that additional inputs are required to BSNL management to shape work out a viable proposal regarding pay revision. It was also informed by CMD BSNL that negotiation of BSNL management with the Unions/Associations in relation to wage revision of non-executive employees are in the final stage. Hon'ble MOS(IC) directed all concerned that due priority be accorded to this demand of the Employees/Officers for an expeditious decision.

Hon'ble MOS also directed that an institutional mechanism be put in place for periodic interaction between AUAB, BSNL management and relevant DoT officers, so that there is no communication gap and officers/employees of BSNL through Union/Association representatives are made aware of the progress being made in each of the above areas. Necessary mechanism in this regard will be immediately put in place by DoT.

He reiterated the department's commitment to support BSNL in its effort to retain its position as a key player in the telecom sector, and asked all participants in the meeting to work in this direction.

Hon'ble Minister urged AUAB representatives to withdraw their strike call, which is currently deferred by AUAB, so that an enabling environment is created for favourable action on the identified demands. He noted the commendable efforts made in the past by employees and officers of BSNL and hoped that such efforts will continue in the interest of BSNL, its employees and in the larger public interest.



**List of BSNL Union/Association representatives**

<b>Sl.No.</b>	<b>Name S/Shri</b>	<b>Name of Union</b>	<b>Contact No.</b>
1.	Chandeswar Singh GS & Chairman, AUAB	National Federation of Telecom Employee (NFTE)	9868256622
2.	P. Abhimanyu GS and Convenor, AUAB	BSNL Employee Union (BSNLEU)	9868231113
3	Ravi Sheel Verma GS	All India Graduate Engineer Telecom Officers Associations (AIGETOA)	8373967633
4.	K. Sebastian, GS	Sanchar Nigam Executive Association (SNEA)	9868266200
5.	Prahlad Rai GS	All India BSNL Executive Association (AIBSNLEA)	9868278222
6.	V. Subburaman GS	Telecommunications Employees Progressive Union (TEPU)	9444948822
7.	Suresh Kumar GS	BSNL Mazdoor Sangh	9868240035
8.	Kabir Das GS	BSNL Officers Association (BSNLOA)	9868375798
9.	Rewati Prasad, AGS	Association of Telecom Mechanic (ATM)	9868020035