



**Animesh Chandra Mitra**  
General Secretary

# **BSNL EMPLOYEES UNION**

Central Head Quarters

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**BSNLEU/102 (Circular No.04/2025-28)**

**21<sup>st</sup> November, 2025**

To,

**The Circle Secretaries,  
Central office-bearers,  
District Secretaries, BSNLEU.**

Comrades,

An important online meeting of the Central Executive Committee (CEC) of BSNLEU was held on 13<sup>th</sup> November, 2025, chaired by Com. M. Vijayakumar, President, BSNLEU. The meeting began with homage to our beloved leader Com. Santhosh Kumar, former Circle Secretary, BSNLEU, Kerala Circle, who passed away on 02.11.2025. The house also strongly condemned the brutal terrorist attack in Delhi on 10.11.2025 and conveyed heartfelt condolences to the families of the deceased.

During the presidential address, Com. Vijayakumar outlined the current situation in the country, with particular emphasis on the ongoing attacks on the working class by the Modi government. Com. Animesh Mitra, General Secretary, elaborated on the important agenda points circulated in advance for discussion. He highlighted the recent proposal of the Modi government to amend the labour laws under the name Shram Shakti Niti-2025. He also detailed key matters related to the Wage Agreement, Trade Union classes on labour reforms, organisational issues, and the proposal for holding BA-level conventions. After thorough discussions, the following decisions were taken:

### **1. Wage Agreement – Appreciation and Review of Campaign.**

The CEC appreciated the timely and effective role of the leadership in finalising the Wage Agreement with the Management. It was decided to complete the week-long campaign explaining the Wage Agreement to members, especially in circles where the programme has not yet started.

### **2. 10<sup>th</sup> Membership Verification – Stand of BSNLEU.**

As regards the Membership Verification, the CEC meeting discussed at length, the new proposal made by the Management to grant trade union recognition based on the Membership data as on 15.07.2025. The CEC meeting reiterated that, secret ballot is the time tested method of conducting Membership Verification in a fair and free manner and that it should continue to be followed in BSNL. At the same time, considering the present financial condition of BSNL, the meeting decided to accept the proposal made by Management to grant trade union recognition based on the membership data as on 15.07.2025, as a onetime measure. As a precondition, the CEC meeting decided to demand that the Management should be annual the provision contained in the recognition rules which states that the 2<sup>nd</sup> Union will not get recognition if the 1<sup>st</sup> Union secures more than 50% votes. The CEC meeting also emphasised that future Membership Verifications should be conducted only through secret ballot method.

### **3. Next Physical CEC Meeting**

Since the All India Conference was held recently in July 2025, CEC members expressed the need for a physical CEC meeting. The General Secretary informed that the next meeting may be arranged at Mangalore, Karnataka Circle, in the end of January 2026 or the first week of February 2026. Due to financial constraints, CHQ will bear 50% of the expenditure for the meeting.

#### **4. Online Trade Union Class.**

CHQ will take the initiative to organise an online Trade Union Class on the current socio-political situation in the country, attacks on trade union rights, the need for future united struggles, and specifically the provisions of *Shram Shakti Niti-2025*.

#### **5. Strengthening Organisational Functioning**

The CEC noted serious shortcomings in the functioning of Circle and District unions. Working Committee meetings at both levels are not being held regularly. Immediate steps must be taken to conduct these meetings properly and submit compliance reports to CHQ.

#### **6. Functioning of the Co-ordination Committee (BSNLEU – AIBDPA – BSNLCCWF)**

The meeting reviewed the functioning of the Co-ordination Committee and identified serious deficiencies at all levels. Being the leading organisation, BSNLEU cannot ignore its responsibility. CHQ will take immediate steps to strengthen functioning at the CHQ and Circle levels. It was also decided to conduct a BA-level Convention in the first week of December, focusing on organisational issues and involving the workforce on a massive scale.

#### **7. Functioning of CHQ / All India Centre and Financial Position of CHQ**

The functioning of the All India Centre was reviewed in the meeting, and all members expressed their satisfaction with its performance. The All India Centre has already been reconstituted with five members and has been holding its meetings regularly every month. After the last All India Conference, two online CEC meetings have also been conducted during this period. Some members raised certain points, which were clearly responded to by the General Secretary. He emphasised that CEC members must strictly follow the constitutional provisions and should not involve in any activity that highlights the decision of the AIC or the CEC. The CEC meeting strongly condemned the activities of the WhatsApp group, under the name "Voice of BSNL", which is maligning and tarnishing the image of the CHQ leadership. It was unanimously decided that Com. Jon Verghese, AGS, who created this WhatsApp group, should dismantle it within one month.

#### **8. Financial position of the CHQ.**

Regarding the financial position, the General Secretary reported that CHQ is presently functioning with a monthly deficit of ₹2 lakhs. This is mainly due to the drastic deduction of our union membership by 50% on account of VRS and also due to the steep increase in the price rise. It was also reported by the Circle Secretaries that, the circle and district unions are also facing the financial crunch. In this connection, General Secretary had suggested that the expenditure on salary and medical claims of the GS has become unsustainable. He also suggested that action should be taken to minimise expenses under all possible heads, especially journals, posters, vehicle maintenance and other non-essential items. After detailed discussions, it was decided the physical CEC meeting to be held at Mangalore will discuss the ways and means to improve the financial position of the Union.

Thanking you,

*Yours fraternally,*



**[Animesh Chandra Mitra]**  
**General Secretary**