



**Animesh Chandra Mitra**  
General Secretary

# BSNL EMPLOYEES UNION

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**BSNLEU/317 (MP)**

**06.12.2025**

To,

**Dr. Kalyan Sagar Nippani,**  
**Director (HR), BSNL,**  
**Bharat Sanchar Bhawan,**  
**Janpath, New Delhi – 110 001**

Sub: - **Forceful recovery of arrears of employees' EPF contribution from salary – Case of Shri Manoj Sharma, MP Circle - req.**

Sir,

We wish to draw your attention once again to the above-mentioned issue, which was discussed in detail during the 40th meeting of the National Council held on 13.01.2025. During the discussion, we had clearly pointed out the rulings of the EPF authorities which state that, if any EPF contribution is not deducted or deposited by the principal employer within the stipulated time, then the entire amount, both the employee's share and the employer's share, must be borne by the principal employer alone.

After deliberation, the matter was duly minuted under Agenda Item No. 1, wherein it was recorded that "Management Side will implement the instructions of the EPF authority." However, even after the clear minutes of the National Council meeting, no steps have been taken by the department to implement the EPF instructions and resolve the issue.

Meanwhile, the circle administration has initiated the action to recovery of arrears towards the employee's share of EPF contribution is being made from the salary of Shri Manoj Sharma, MP Circle. This is contrary to the EPF rulings discussed and agreed upon in the National Council.

Hence, we once again request you to kindly ensure immediate implementation of the EPF authority's guidelines and stop the forceful recovery of the arrear amount from the employee's salary. Early action in this regard will be highly appreciated.

Thanking you,

*Yours sincerely*

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