

SNATTA's negative role in Wage Revision.

SNATTA is sending messages to the JEs, maligning BSNLEU as the enemy of the JE cadre. This is completely wrong. Due to the inexperience and immaturity of the two SNATTA members in the Wage Revision Committee, an unpleasant situation has been created. Both the SNATTA members openly stated that, they would not allow the Wage Revision Agreement to be signed. The Recognition period of BSNLEU and NFTE is expiring on 16.10.2025. Hence, there is compulsion to sign the Wage Revision Agreement before this date. Otherwise, the thousands Non-Executives suffering from Wage Revision, will face huge loss. Hence, BSNLEU was constrained to replace the two SNATTA members from the Wage Revision Committee.

Broad agreement reached on Wage Revision.

All the Non-Executives know that, signing of the Wage Revision Agreement has been inordinately delayed because of the shorter pay scales offered by the Management. From November, 2022, onwards BSNLEU tried it's best to change these pay scales. However, Management is adamant. The choice before BSNLEU is either to accept these shorter pay scales or to completely forgo the Wage Revision. 60% of the Non-Executive employees are facing huge loss due to stagnation. Hence, there is a compulsion to somehow settle the Wage Revision. In the Wage Revision Committee meeting held on 17.09.2025, the following agreement is reached between the Management and the Staff Side:-

- (1) The shorter pay scales implemented in this Wage Revision will not become the basis for revision pay scales in the next Wage Revision to be implemented 01.01.2027. Management has agreed to give this assurance in writing.
- (2) Fitment for the Non-Executives will be given at par with the Executives.
- (3) Revision of allowances will be implemented from the date of signing of the Wage Revision Agreement. It is important to state that, Management has already formed a Committee for revision of allowances.
- (4) There will be no pay loss to any employee. Pay loss if any will be compensated by Personal Pay.

SNATTA blocks signing of the Wage Revision Agreement.

There are only 15 more months left for the next Wage Revision, which will be implemented w.e.f. 01.01.2027. Considering the broad agreement reached on other issues, both the Recognised Unions decided to accept the shorter pay scales and sign the Wage Revision Agreement. Both the Unions wanted to sign the Wage Revision Agreement in the meeting held on 17.09.2025 itself. However, SNATTA members did not agree.

NE-9 pay scale.

The two SNATTA members pointed out that only 2.28 multiplication factor has been given to create the minimum of the NE-9 pay scale (31,000 – 63,000). They stated this multiplication factor is very low. They pointed out NE-1 and NE-2, NE-3, NE-4 pay scales are given 2.45 and 2.44 multiplication factors respectively. They demanded that at least these higher multiplication factors should be given for NE-9 pay scale. It is very important to mention here that, this particular issue was never raised by SNATTA members before and was raised only in the meeting held on 17.09.2025. ***If the SNATTA members are really interested in getting higher pay scale for JE cadre, why this issue was not raised by them in the earlier meetings?*** It is also relevant to

mention here that some other Non-Executive pay scales are given lesser multiplication factors. For example, NE-7 and NE-8 pay scales are given only 2.20 multiplication factor. So far as BSNLEU is concerned, the Union has already organised many struggles, including strikes for getting longer pay scales for the Non-Executives, including the NE-9 pay scale. But, the Management is adamant and did not agree to change any pay scale.

In the meeting held on 17.09.2025, SNATTA raised the demand that, the Management Side members of the Wage Revision Committee should once again discuss the NE-9 pay scale issue with the CMD BSNL. BSNLEU agreed to this demand, to satisfy the SNATTA members. So, the meeting held on 17.09.2025 was postponed without signing the Wage Revision Agreement. It was decided that the next meeting would be held on 26.09.2025.

Accordingly, the next meeting was held on 26.09.2025. In that meeting, the Chairman of the Wage Revision Committee informed that, the NE-9 pay scale issue was discussed with the top Management with due seriousness, but the top Management rejected revision of the NE-9 pay scale. On hearing this, the SNATTA members clearly stated that, they would not sign the Wage Revision Agreement. At this stage, they raised another demand. They stated that, they wanted to personally discuss the NE-9 pay scale issue with the CMD BSNL and demanded that a separate meeting should be arranged with the CMD BSNL for this purpose. The General Secretary, BSNLEU, asked the SNATTA members, whether they would sign the Wage Revision Agreement after holding the meeting with the CMD BSNL? But for this question, the SNATTA members maintained silence. This clearly showed that the SNATTA members did not want to sign the Wage Revision Agreement even after meeting the CMD BSNL. However, to maintain the unity and to satisfy the SNATTA members, it was agreed by BSNLEU to arrange a meeting with the CMD BSNL. Thus, the Wage Revision Agreement could not be signed in the meeting held on 26.09.2025 also.

After this, meeting with the CMD BSNL could not be arranged immediately, due to Management's preparations for celebration of BSNL's Silver Jubilee and also holiday's. Under these circumstances, on 28.09.2025, Com.Suresh Kumar, GS, SNATTA, circulated one WhatsApp message, severely criticising the agreement already reached between the Staff Side and the Management Side, on the issue of Wage Revision. The following is one para of Com.Suresh Kumar's WhatsApp message.

Conclusion.

“Management is neither concerned about stagnation nor the scale of JEs. There's no clarity on HRA and other perks and allowances. No assurances about fitment. Now, all BSNL employees, especially Non-Executives, should think what they're getting in the PRC. Those who are in stagnation will remain in stagnation, so what's the point of such a PRC? We're not just talking about JEs; the agreement they're being asked to sign doesn't benefit any Non-Executive employees, except for losses.”

The General Secretary, SNATTA, has clearly stated that the Wage Revision Agreement doesn't benefit any Non-Executive employees, except for losses. He has not only raised his objection to the NE-9 pay scale but has objected the entire Wage Revision Agreement. When SNATTA members wanted meeting with the CMD BSNL, what is the necessity for the General Secretary, SNATTA, to issue such a WhatsApp message.

This message has made it very clear that the SNATTA members would not sign the Wage Revision Agreement, even after holding meeting with the CMD BSNL. Under such a situation, what is the need to arrange meeting for them with the CMD BSNL? The SNATTA members have already made up their minds not to sign the Wage Revision Agreement even in the Committee meeting to be held on 08.10.2025.

Hence, BSNLEU gave a letter to Com.Suresh Kumar, GS, SNATTA, on 30.09.2025, requesting to clarify whether SNATTA members would sign the Wage Revision Agreement in the next meeting or not? But, the GS, SNATTA did not give any reply until 02.10.2025. It is under these circumstances that, BSNLEU was compelled to replace the two SNATTA members in the Wage Revision Committee on 03.10.2025. ***Had the GS, SNATTA, given an assurance that the SNATTA members would sign the Wage Revision Agreement, there is absolutely no need for BSNLEU to replace them.***

From the above details it could be clearly understood that, in the Wage Revision Committee meetings held on 17.09.2025 and 26.09.2025, the agreement could have been signed. But, agreement was not signed only because of the adamant attitude of the SNATTA members.

We are aware that the present SNATTA leadership has come under severe criticism from one section of the DR JEs for not doing anything for the JE cadre, in the last 4 / 5 years. We also know that a lot of campaign is going on against the present SNATTA leadership for their inactiveness. Hence, they want to project themselves as the heroes of the JE cadre, by not signing the Wage Revision Agreement and by rousing the JE cadre sentiment. Unfortunately, SNATTA is not worried about a big section of the JEs who are in the NE-10 and NE-11 pay scales.

SNATTA is trying to portray BSNLEU as anti-JE. This is not only completely false, but also ridiculous. In BSNL, it is only BSNLEU which is continuously fighting for the issues of the JE cadre. BSNLEU fully supports the demand of pay scale upgradation of JE cadre. It is only BSNLEU which has demanded that the pay scale of JE cadre should be upgraded from NE-9 to NE-10. No other Union has raised this demand in BSNL. Further, BSNLEU is the only Union which has demanded that, the DoT pay scale of 35,700 should be implemented for the JE cadre in BSNL. No other Union has raised this demand with the Management. It is only BSNLEU which has demanded that the Non-Executives should get NEPP on completion of every 5 years. Management has already formed Committee to look into this demand which will greatly benefit the JE cadre. The designation of JE, instead of TTA, itself is a great achievement of BSNLEU. It is BSNLEU which has conducted Special JTO LICE for the JE cadre. Likewise many achievements of BSNLEU for the JE cadre are there. BSNLEU will continue to fight for the welfare of the JE cadre. It is very unfortunate that, with the view to cover up their own mistakes, the SNATTA leadership is trying to project BSNLEU as anti-JE cadre. We request the JEs to make a self-introspection.

**Animesh Mitra,
General Secretary, BSNLEU
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