



# BSNL EMPLOYEES UNION

Central Head Quarters

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**P. Abhimanyu**  
General Secretary

Main Recognised Representative Union.  
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BSNLEU/ 421(ALLOW)

11-06-2025

To,

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

Sub: - **Requesting to nominate representatives of the Recognised trade unions of the Non-Executives to the Committee formed to deliberate the issue of revision of allowances - req.**

Sir,

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

BSNLEU, vide letter no.BSNLEU/420(TR) dated 16.12.2024, has already strongly raised the demand that, the Transport Allowance of the Non-Executives should be revised immediately. Further, the Joint Committee for Wage Revision of the Non-Executives is deliberating the Wage Revision of the Non-Executives. Normally, the revision of allowances like HRA, Transport Allowance, Skill upgradation allowance also come under the domain of the Wage Revision Committee.

The advantage of deliberating revision of allowances in the Joint Committee for Wage Revision is that, the Recognised Unions get the chance to bargain and finalise the quantum of each allowance. However, we learn that, the Management has already formed an Internal Committee, consisting of some officers, to consider the revision of allowances. Thus, the issue of revision of allowances is taken out of the purview of the Wage Revision Committee. Consequent to this, the right of the Non-Executives' Recognised trade unions has been taken away.

In view of the foregoing, we demand that, the representatives of the Recognised trade unions of the Non-Executives should also be nominated to the Internal Committee which has already been formed to deliberate on the issue of revision of allowances. Normally, the Internal Committees formed with the officers arrive at a conclusion on issues and thereafter seek the views of the Recognised trade unions. Such a practice cannot be followed in the matter of revision of allowances, since the Recognised trade unions have the right to bargain the quantum of allowances. Hence, representatives of the Recognised trade unions of the Non-Executives may kindly be nominated to the Committee that has been constituted for the revision of the allowances.

Thanking you,

Yours sincerely

**[P. Abhimanyu]**  
**General Secretary**

Copy to: Shri S.P. Singh, PGM(Estt.), BSNL CO., Bharat Sanchar Bhawan, Janpath, New Delhi – 110001