

To,

The Chairman & Managing Director,
Bharat Sanchar Nigam Limited,
3rd Floor, Corporate Office, Bharat Sanchar Bhavan,
Janpath, New Delhi – 110001.

Subject: Resolution of the unions and association of BSNL in their meeting dated 26/11/2025 & 09/12/2025 strongly condemning the attitude of the Director (HR) and the flip-flop stand on the commitments made - Regarding.

Reference:

1. Letter No. Unions and Associations of BSNL/CHQ/2025/CGM TN Issue/3 Dated: 18/11/2025.
2. Meeting of Unions and Associations with CMD BSNL in his chamber on 25/11/2025.
3. Meeting of Unions and Associations CHQ held on 18/11/2025 and 09/12/2025

Respected Sir,

Please refer to the meeting held in the chamber of your good-self wherein we were astonished to see the uncalled for U-turn by the Director (HR) on the commitments made to the GSs of Unions and Associations.

In the present case, Director HR and PGM Pers have firmly assured to transfer Shri Tulasiraman, Jt GM given Looking after charge against orders by BSNL Corp Office and the longest stayed GM HR of CHTD Shri Bhaskar who continues in CHTD Circle for last 11 years. On these grounds, it was assured that both will be transfers and on this assurance only the notice of agitational call was kept on hold.

We know that for the last many months Director HR is not taking decisions even on issues which are well within his purview and he is under some unknown pressure and we strongly believe that he has changed his words only under this unknown pressure.

This is not the first incident that Director HR has shown a fluctuating stand in front of you and in the past, on many issues, he has not been firm on his decision and we have not drawn your kind attention hoping for resolution of pending issues discussed. We put on record that particularly in front of you as CMD BSNL, he takes 180 degree opposite stand in contravention to what has been discussed and he has agreed with GSs of Unions and Associations. If required we are ready to share the details.

We do not know why such an approach is being adopted by the gentleman Director HR and your high office can better find it out. But such a dual stand and working under unknown pressure by HR Head of BSNL is the reason for the pendency of Majority of HR Issues of Executives as well as Non-Executives in BSNL leading towards present mass industrial unrest, which we have expressed yesterday and also conveyed vide letter No. Unions and Associations of BSNL/CHQ/2025/CGM TN Issue/3 Dated: 18/11/2025. Copy Attached.

On this issue, elaborate discussions were held in our meeting two consecutive meetings held on 26/11/2025 & 09/12/205 and after analysing and understanding the issues to the depth, the General Secretaries of the Unions and Associations have taken the following resolution:

**The meeting unanimously condemned the dual stand of Director HR while discussing with GSs of Unions and Associations and while in front of CMD BSNL and especially on attitude of going back from his own repeated words and assurances given to GSs of Unions and Associations with betrayal thereof and mainly breaking the mutual trust between Management and Unions & Associations.*

It was resolved that if Director HR continues with such type of flip-flop on his own commitments, it will hamper the cooperation extended by employees on various issues and responsibility of any industrial unrest on account of this will solely lie on management.

The aforesaid resolution is submitted to your good-self for immediate necessary intervention to maintain industrial peace in the organisation and to avoid the employee-employer relationship getting affected in this manner and also to avoid any such change in public assurances and words given to GSs of Unions and Associations and certain efforts to build the trust between BSNL management and Unions and Associations of BSNL, which is lacking as of now. .

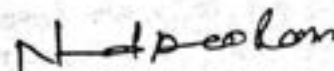
With warm regards,



Animesh Mitra
GS BSNLEU



M. S. Adasul
GS SNEA



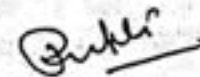
N. D. Ram
GS SEWA



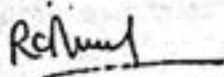
C Singh
GS NFTE



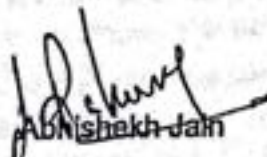
Ravishil Verma
GS AIGETOA



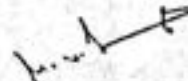
R K Gupta
GS DEWAB



R. C. Pandey,
GS BTEU



Anishakh Jain
GS AIBSNLEA



Vijay Kumar
GS AIBSNLOBCEWA

Copy to:

1. Respected Sri Jyotiraditya Scandia Ji, Honourable Minister of Communication New Delhi, for kind information please.
2. Respected Sri Chandra Sekhar Pemmasani Ji Honourable Minister of State Communication for kind information and with humble request for immediate intervention in this burning issue of both the developing Circles of BSNL.
3. Respected Dr Neeraj Mittal Ji, Secretary Department of Telecommunications, Sanchar Bhawan, Ashoka Road, New Delhi for kind information and with request to call back Sri Partibhan CGM back to Dept. of Telecommunications without further delay and save BSNL.
4. Shri Gulzar Natarajan Ji, Addl Secretary DoT, Sanchar Bhawan, Ashoka Road New Delhi for kind information please.