



Bharatiya Doorsanchar Manch

(भारतीय दूरसंचार मंच)

(AIGETOA, BTEU, BDPS, AIBSNLOBCEWA, STEWA, FNTOBEA, BTU)

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BDM/2025-26/42

Dated 25.03.2026

To,

General Secretaries

BSNLEU/SNEA/NFTE/SEWA/AIBSNLEA/DEWAB/CBOWA.

Subject: Our Strong Objection to the decisions taken in the meeting dated 10.03.2026 which is a deliberate act to derail the long found unity established recently due to immature demands from two of the participating associations - Regarding.

Respected Brothers,

Your kind attention is invited to the subject mentioned above wherein we have come to know the decisions taken in the meeting through the website of the unions and associations. This came as a huge surprise, as our group has been following an established procedure of seeking concurrence of all the participants before placing any matter in the public domain. **It was further intriguing to note that while the draft was shared between GS SNEA (Majority Association of Executives), GS BSNLEU & GS NFTE (Recognized Unions of Non-Executives) but the same was neither shared in group of all General Secretaries nor through individual WhatsApp of GS AIGETOA or GS BTEU.**

This appears to be a clear case of one-upmanship, with the potential to break the unity owing to few decisions which were in complete contravention to the consensus made while coming together. The biggest issue is that the absence of the Leaders of this forum viz AIGETOA and BTEU was utilized to reach to the decisions which were objected by us while joining the group.

Despite the unilateral decisions and our objections, we chose to attend the meeting held on 24th March 2026 to persuade all concerned to adhere to the original consensus and not to break the much needed unity. **However, the discussions held in yesterday's meeting gave a clear message to us that things are being done keeping political considerations in mind more than the common cause for which we came together.**

It is a known fact that AIGETOA and BTEU had categorically objected to the use of the name AUAB, owing to its **negative perception in government circles**, especially after February 2019, when the strike call was continued **despite a government offer on implementation of 3rd PRC (Pay Revision) in BSNL and a national emergency like situation following the Pulwama attack.** We had suggested using the platform of Bharatiya Doorsanchar Manch (BDM), which was not agreeable to some participants. **Eventually, a consensus was reached that all General Secretaries would sign communications without using either name.** This mechanism was working effectively, with the forum making several representations and even serving agitation notices. **The positive outcome of this approach was evident when management approved wage negotiations, which had been pending for nine years and could not be achieved under the AUAB banner.**

We fail to understand, why all of a sudden, the forum took the decision to use the name AUAB and that too in the absence of our representatives and without any information and

intimation given to us. The meeting which was to be held on 9th march 2025 was postponed all of a sudden to 10th March. It will be pertinent to mention that we could not attend the meeting due to illness. **It points to a categorical manipulation by those proposing this action as they were not comfortable with our aggressive stand on tackling the issues. The number of decisions taken in that meeting (Mostly objectionable) in our absence (23) vis-à-vis the earlier meetings (usually 5-6) held in our presence speaks a lot about the intent of those few leaders to break the unity.**

In the above backdrop, we place our following objections on record to avoid any ambiguity and attempt to create confusion amongst members:

1. *"2. To write a letter to CMD BSNL and to have a Meeting with CMD BSNL for preparatory works for resolving pending HR issues of BSNL Executives and Employees in the Month of April 2026 as assured for the last six months"*

We strongly denounce this approach. It was decided earlier to serve action programs and do something concrete or give a clarity that nothing will be done by the forum instead of befooling the employees through these gimmicks.

2. *"3. To oppose any Lateral Entry at Managerial level above JTO/JAO and demand for immediate review of ongoing SET Recruitment process with priority to available Internal Talent in BSNL."*

Surprisingly, there has been a change in stand of the Forum from "no SET" to "allow the available internal executives" who fulfil the age and qualification criteria. Even a novice also can understand that without scraping the process nothing can be changed and the internal executives fulfilling the age and qualification criteria are automatically eligible. The debarring clause refers to any additional consideration/weightage and not on applying for the exam by the eligible INTERNAL CANDIDATES. To justify making them eligible as an achievement is just an attempt to befool the employees by the leader proposing for the change in this stand. The proponents of such compromising approach are not at all worried about the future of young executives.

3. *"4. The issue of undue delay in positive consideration of illegal and unethical Charge sheets to Office Bearers of SNEA & AIGETOA with Major Punishment of reduction of two increments for two years just for entering office of Shri Partibhan, CGM CHTD Circle was discussed in length and it was decided to believe on one more assurance by BSNL Management for its positive consideration before retirement of Shri Partibhan CGM CHTD/TN by 31/03/2026."*

Nothing can be more ridiculous than this statement – "believing on one more assurance by BSNL Management" - Management has assured in the month of January 26 and today we are in March. Still we want to believe and do nothing and leave our office bearers to lurch.

4. *"5. It was also decided that if appeals submitted by these OBs against Punishment orders are not decided before the last week of March 2026, then start a protest action by observing Black Week before retirement of Shri. Parthiban i. e. from*

25/03/2026 to 31/03/2026 with the special Twitter campaign for entire week on this single issue projecting wrong doings, vindictive attitude, biased approach and anti BSNL activities of Shri Partibhan CGM TN/CHTD Circle its blind support by the BSNL Management."

Today is March 25th. Where is the call for this black week? After approval of wage negotiation, Forum has kept this issue on back with no discussions with management. The decision was taken on 10th March and not communicated to anyone till 17th March 2026. Why no notice was served for this till date?

5. *"6. On transfers of CGM TN, GM HR TN and GM HR CHTD, it was decided to drop the demand for transfer of CGM **Shri Partibhan**, as he is retiring this month."*

Such statements from Management is expected but unions and associations giving such statements is beyond expectation. Where are we heading to?

6. *"11. It has been decided to oppose any proposal of VRS and implementation of 3rd PRC for all executives and employees with tagline No VRS, Ensure Third PRC and to take up a matter of waiver of Affordability clause with DoT/Government of India with keen persuasion with DoT for further progress of Wage Negotiation agreement sent by BSNL to DoT."*

The minutes of sectorial Meeting under the chairmanship of PM is every year affair and the statement with respect to downsizing the staff is mentioned every year in the minutes. Till date there is no VRS proposal at any corner. We as responsible office bearers should desist from precipitating the fake news till we have a concrete information. In fact, such pre-mature campaign results in negative impact on the employees.

7. *"12. The meeting discussed proposal by PMO for reduction of officers on deputation and appreciated initiatives by PMO and resolved that the same should be started with immediate effect starting with replacement of all DGMs from DoT working in BSNL on Deputation by posting substitutes among working DGMs/AGMs of BSNL and to take up matter further for having own Management of BSNL in this Silver Jubilee Year of BSNL."*

The reference is invited to the cabinet decisions taken in 2022 wherein it is mentioned that no extension shall be given beyond December 2026 and the staff will reduce on diminishing basis. Why to start with DGMs specifically, Why not demand for all? Are we accepting that BSNL has dearth of talent and giving leverage to DoT and Management for continuance of the higher officers on Deputation? Are we in for continuance of the deputation of the outsiders for eternity in BSNL?

8. *"13. About proposal of Reduction of Employees of BSNL by PMO, it was discussed and decided that AUAB will oppose any such proposal for reduction of staff by taking up matter with PMO for this misleading information by BSNL and DoT. AUAB will take up matter further with all relevant details for immediate recruitment of some JTOs/JEs in BSNL and to stop wrong comparison between BSNL employees and*

employees of other private telecom operators and if it is to be done then it should be case by cases basis."

The only proposal under consideration as on today is creation of a deputation pool of the officers from BSNL to be used by different government organisations and PSUs and that of Sabbatical Leave. As responsible office bearers, we must remain aware about the situation and what to oppose or what not to oppose.

9. *"16. It was discussed in length and decided to continue with the name All Unions and Associations of BSNL (AUAB) by designing a separate logo for correspondence by AUAB."*

This a deliberate attempt of one association and one union to derail the unity as all others were Okay with the current practice. We can never ask our members to go for something which is not ok from the first day itself and we cannot come under this umbrella and instead request all to use the banner Bharatiya Doorsanchar Manch which is a more acceptable name in the government echelons. We must not forget that 2026 is the crucial year for 3rd PRC such type of activities will derail the momentum.

10. *"17. The issues related to Membership verification are to be taken up individually and separately by the concerned Unions/ Associations."*

It was agreed earlier that all the issues of employees shall be taken up. Why Majority Association and Union is reluctant to push for democratic process. Why the agenda was dropped without discussing with GS BTEU who proposed the inclusion of this agenda. What was the fear? Unity should remain impartial and should act with pragmatism.

11. *"18. To stop discussing issues in length on WhatsApp group and to discuss all issues in the Meeting itself."*

Issues cannot wait for month as the forum meets only once and parks the issues for next meeting.

12. *"19. It was also decided that the meetings this forum of All Unions and Associations of BSNL should be attended and addressed by General Secretaries personally by giving it priority and only in case of emergencies the representatives can be deputed with proper authorization and in meetings GS should convey views of his Association/Union and not of others."*

We feel this is an intentional defamation act as GS AIGETOA was not present in the meeting. This resolution reflects on website only when AIGETOA participants are not there. Last time in December as AIGETOA AGM was there and this time when leaders were down with fever. We call it a seer political act to prejudice the thoughts.

13. *"20. It was decided that the HR issues common to Executives and Employees to be taken on the platform of this forum of Unions and Associations of BSNL and other issues related to only executives to be taken by Associations and issues of Non-Executives to be taken by Unions."*

This is again in contravention to the initial consensus reached where it was decided to take up all the issues.

- 14. "21. Issues taken on the platform of this forum of Unions and Associations of BSNL should not be taken on other platforms and vice versa."**

This resolution is taken apparently to push BDM participants out of the forum as BDM cannot afford to rely on a forum who are reluctant to act decisively. This is again a political move to stop BDM from pushing the issues as lately it has gained acceptability everywhere including the highest government offices. More over its again immature to think that other forums and largest trade unions like BMS should not be involved in pursuit of our issues.

- 15. "23. The next meeting of AUAB will be held on 24/03/2026 in the Office of BSNLEU at 1130 Hrs."**

Again this decision was taken without confirming the availability. Still we attended the same by making ourselves available.

In view of the above, we reiterate our strong objection to the manner in which decisions have been taken and communicated. Such actions weaken the collective strength and defeat the very purpose of unity. However, we remain committed to the larger cause of unity as the issues are at the critical stage of implementation and the Year 2026 is the deadline for the implementation of 3rd PRC in BSNL else we the employees of BSNL will be placed in ITI like situation where the 2nd PRC could not be implemented despite company coming back to profitability. It's high time to set aside the individual political aspirations and focus on major goal of resolving the HR issue of all employees.

Also we must appreciate the fact that issues cannot be resolved by mere lip-synching and we need to come on ground zero with real actions, We at Bharatiya Doorsanchar Manch will continue to fight for issues of all employees of BSNL.

In Anticipation of the call for real action programs on ground instead of name sake operations.

Jai Hind...Jai Bharat...



(Chairman)

**General Secretary, AIGETOA
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(Convener)

**General Secretary BTEU BSNL
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