



ALL UNIONS AND ASSOCIATIONS OF BSNL (AUAB)

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To,

Dr. Kalyan Sagar Nippani,
Director HR BSNL.
Bharat Sanchar Bhavan,
Jan Path, New Delhi 110001.

Letter No. AUAB / CHQ / 2026 / Third Pay Revision

Dated 28th September, 2026.

Subject: Request to respect the sentiments of BSNL employees regarding the delay in approval of Third PRC and to postpone the proposed BSNL Foundation Day celebrations until its approval by DoT

Ref: 1. Letter No. AUAB/CHQ/2026/Third Pay Revision / Notice Dated 18/09/2026.

2. Letter No. BSNLCO-COMN/17(11)/27/2022-CORM Dated 02/09/2026.

3. Letter No. BSNL/SECTT/13-1/2021/ Dated 27/05/2021.

4. Letter No. BSNLCO-SR/14(13)/7/2025-SR Dated 21/09/2026.

Respected Sir,

You are aware that Workforce of BSNL is deprived of the benefits of Third PRC and continues to work on the old and lower pay scales for the last 20 Years out of 25 Years of formation of BSNL. More than 60% are stagnated and majority have not seen even any Pay Revision during their service in BSNL. We are thankful to BSNL Management that you have already forwarded proposal of Pay and Wage revision to DoT and the same has been confirmed vide letter Dated 21/09/2026. Reference 4.

In view of the facts that Pay/Wage revision proposals are pending with DoT for the last seven months without any action, AUAB has served Notice for organizing a series of agitational programmes for early approval of Third PRC has received massive response from the Executives and Non-Executives of BSNL in Lunch Hour Demonstrations and X/Twitter Campaign held today.

The next programme in this series is Relay Hunger Fast and boycotting the BSNL Foundation Day celebrations proposed on wrong date i.e. 01/10/2026 and undue delay of Nine Years and continued uncertainty on approval of third PRC, AUAB has decided not to participate in the BSNL Foundation Day celebrations. Therefore, there is a strong sentiment among the grassroots-level Executives/Non-Executives not to participate in any programme organized to celebrate the Foundation Day on 01/10/2026.

But by neglecting the sentiments and mass unrest among the BSNL workforce, BSNL management has decided to go ahead with BSNL Foundation Day celebrations, which is nothing but putting salt on wounds of the Executives and Non-Executives.

The Executives and Non-Executives at the grassroots level are deeply concerned that the Management has not addressed various HR-related issues involving financial liabilities for a long time on the plea of financial inability of the Company and we strongly feel that BSNL Foundation Day Celebrations without passing due benefits to Employees for years together.

We strongly express our resentment over this decision. When Management is curtailing all activities on name of fund crises and about all Executives and Non-Executives are agitating and expressing their mass unrest, for whom these celebrations are being done is big question. The last year it was proposed by BSNL management that Silver coin will be presented to all BSNL Executives and Non-Executives on Silver Jubilee celebrations and one inaugural coin was presented to Secretary DoT, tender was called for the same, but nothing happened on this

and Executives/Non-Executives are deprived of benefits of assurances on BSNL Silver Jubilee Foundation Day Celebrations in 2025 and the allocation of substantial funds for Foundation Day celebrations in 2026 raises serious concerns among the Executives and Non-Executives.

Therefore, as a mark of protest, the staff and officers have decided not to participate in the Foundation Day celebrations at BSNL offices and exchanges and will be protesting against undue delay by DoT in approval of Third PRC by holding relay Hunger fast along with mass Lunch Hour Demonstrations at BSNL CO, Circle and BA level.

Moreover vide letter under reference 3, date of BSNL Foundation Day has been changed from 01/10/2000 to 15/09/2000, and 15/09/2026 is already passed this year and the proposed celebration on 01/10/2026 is inconsistent with the official Foundation Day of BSNL.

We wish to formally place this decision on record and urge the Management to take immediate steps to obtain approval for the 3rd PRC from the DoT or to stop any expenses on BSNL Foundation Day celebrations till the third PRC is approved by DoT.

In these circumstances, BSNL staff and officers will participate in a countrywide demonstration wearing black badges, in accordance with the call given by AUAB to observe a relay hunger fast on the same day. In addition, AUAB leaders will observe a relay hunger fast at all BAs and Circles as part of the agitational programme.

We once again request the Management to take note of the sentiments of the Executives & Non-Executives, take note of official date of BSNL Foundation Day celebrations and postpone the BSNL Foundation Day celebrations till approval of Third PRC by DoT.

We are quiet hopeful that Management will take note of sentiments and feelings of BSNL Executives and Non-Executives about undue delay in approval of Third PRC and stop ongoing preparations of BSNL Foundation Day celebrations and save BSNL resources being spent on these Celebrations on an unofficial date and particularly when such expenditure is being incurred despite the prevailing resentment among the workforce.

Yours sincerely



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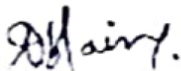
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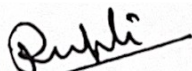
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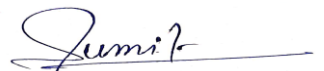
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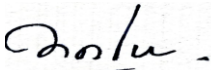
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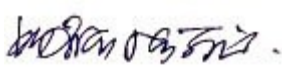
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Copy to:

1. Honourable Minister of Communications, Govt of India for kind information please.
2. Honourable Minister of State Communications, Govt of India for kind info please.
3. The Secretary DoT for kind information and n/a please.
4. The CMD BSNL for kind information and n/a please.
5. Chief Labour Commissioner, Shrammev Jayate Bhavan New Delhi for kind information and with request for kind intervention please.
6. Additional Secretary DoT for kind information please.
7. Joint Secretary, DoT for kind information please.
8. All other Directors of BSNL Board for kind information please.
9. PGM SR BSNL CO for kind information please.
10. DDG SR DoT for kind information please.
11. Notice Boards of all constituent Unions and Associations of BSNL.

With Regards



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