



SNATTA –Aiming for a
better tomorrow

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SANCHAR NIGAM ASSOCIATION OF TELECOM TECHNICAL ASSISTANTS
(An Association of Junior Engineers Of BSNL)

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General Secretary

Suresh Kumar

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No. SNATTA/EU/NFTE/2025-26/04

Dated: 08/10/2025

To,

Shri Animesh Mitra,
General Secretary
BSNLEU

Shri Chandeshwar Singh
General Secretary
NFTE(BSNL)

Subject: Final Appeal to Both Recognized Unions – Request to Safeguard JE
Interests and Ensure Just Conclusion of Wage Revision Committee .

Sir,

On behalf of SNATTA, we convey our deepest respect and appreciation for the continuous efforts of both recognized unions BSNLEU and NFTE-BSNL in the ongoing Wage Negotiation Committee (WNC) process.

However, through this final appeal, we wish to reiterate and clarify that the Wage Revision Committee discussions are still active and not concluded. The draft agreement has not yet been signed, and therefore, the matter remains on the table for further refinement and consensus. This crucial stage provides all of us the staff side an opportunity to ensure that no cadre is left behind in the final settlement.

SNATTA represents the Junior Engineers (JE) cadre of BSNL the youngest, technically skilled, and most dynamic workforce of BSNL, with 25–30 years of service yet to contribute toward the growth of the company. We earnestly appeal that the concerns of this cadre be given fair and due consideration before any final signature is made.

Our stand has been clear and consistent: We are not opposing the wage revision, but only demanding a just and rational pay structure under NE-9, aligned with the DoT-approved Telecom Department scale of ₹35,700–1,12,400. The currently proposed multiplication factor of 2.28 for NE-9 is unjustifiably low when compared

with NE-3 and NE-4 (2.44–2.45). Rectifying this anomaly will not only ensure parity but also restore morale and trust among the youngest section of BSNL's technical manpower.

We also reaffirm that SNATTA has never refused to sign the wage agreement. We have only requested that, before finalization, a joint meeting with CMD BSNL be convened to discuss and resolve the NE-9 issue . so that no cadre feels neglected in the outcome of this long-awaited wage revision.

It is our humble submission that unity among all staff-side members is the key to achieving justice and progress for the entire non-executive community. A divided voice benefits none but a united and fact-based representation before management can still secure a fair and historic outcome.

We therefore appeal to both BSNLEU and NFTE-BSNL to take this final opportunity to ensure that:

1. The NE-9 scale is revised fairly in line with technical parity and DoT standards.
2. The ₹35,700–1,12,400 pay scale should be adopted for JEs.
3. No agreement is signed until all genuine anomalies are settled.
4. A joint delegation may meet CMD BSNL for final discussion before signing.

SNATTA stands committed to maintaining unity, cooperation, and transparency in this process. We sincerely believe that both recognized unions, who have always stood for justice and equality, will join hands to protect the interests of all non-executives especially the JE cadre and ensure that the final Wage Revision outcome reflects fairness and collective strength'

With fraternal regards,



SURESH KUMAR

General Secretary

Copy to,

1. General Secretary of all UNIONS and ASSOCIATIONS of BSNL
2. Office Copy