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

Regd. Office:1414 Sec-8 Faridabad Haryana-121006

General Secretary

Suresh Kumar

9432268144/8902064663

No. SNATTA/EU/2025-26/03

Dated: 07/10/2025

To,
Shri Animesh Chandra Mitra
General Secretary,BSNLEU
Dada Ghosh Bhawan,
New Patel Nagar,
New Delhi – 110008

Subject: Request for Clarification on Removal of JE Representatives from Joint Committee for Wage Revision

Sir,

With due respect, SNATTA wishes to draw your attention to the recent decision of BSNLEU to remove both Junior Engineer (JE) representatives ,Shri Suresh Kumar (General Secretary, SNATTA) and Shri Manu Mehra from the Wage Revision Committee, as communicated through your letter no. BSNLEU/422(WAGE) dated 03.10.2025 and BSNL Corporate Office order no. BSNL/38-1/SR/2016 dated 06.10.2025.

This decision, taken without any consultation or prior discussion with SNATTA or the JE representatives, has caused serious concern and demoralisation among more than 10,000 Junior Engineers across the country (including DR JEs recruited after 2007, who were even promoted to the JTO cadre).

The two representatives removed were the only voices of the JE community in the Joint Committee Of Wage Revision. Their sudden removal, just before the final meeting scheduled on 08.10.2025, has effectively deprived the JE cadre of fair representation in crucial discussions on their pay and service conditions and also raises questions about the role and purpose of forming the Committee for negotiations.

While your letter cites "unavoidable reasons," without no specific details have been shared to either of the forcibly removed member ,who were nominated by SNATTACHQ as per the agreement signed before the last MV . SNATTA formally requests BSNLEU to provide a clear and written explanation for this decision.

In the last PRC meeting, it was agreed that the staff side would discuss the issue of the NE-9 pay scale with BSNL's top management before signing the agreement in presence of you and that too was appreciated by you. The discussions during the PRC meeting on 26th September 2025 had given hope that the top management, including CMD BSNL must consider our genuine demands with valuable justified consideration of the fact that JEs are the youngest and most technically sounded cadre of the Non-Executive segment in BSNL. They are technically and educationally well-educated, highly skilled and play a crucial role in maintaining and advancing the organisation's services. Their contribution as the primary

technical workforce in the field-often handling critical installations, maintenance and troubleshooting has been instrumental in supporting BSNL'S operations and service delivery across the country.

It is therefore deeply disappointing that BSNLEU neither pursued this issue with the top management nor upheld the previous understanding. Instead, by unilaterally replacing the existing JE representatives nominated by SNATTA CHQ, BSNLEU has caused serious concern about its commitment to the interests of the JE cadre and to SNATTA CHQ by violating the agreement as alliance partner.

In every PRC meeting, BSNL's management has acknowledged the need to reform the JE pay scale. However, BSNLEU's apparent lack of seriousness has hindered progress on this long-pending issue.

Accordingly, we seek specific answers to the following:

1. What were the specific reasons behind the removal of both JE representatives from the PRC/WNC?
2. Why was this decision taken without consulting SNATTA, the recognised representative body of JEs at the national level?
3. What assurance does BSNLEU offer to the JE community regarding their continued representation and the demand for the standard NE-9 pay scale (35,700 – 1,12,900)?

BSNL's Junior Engineers constitute the technical backbone of the organisation and have always worked tirelessly for its growth and revival. They deserve both fair treatment and transparency in all decisions affecting their careers.

Unfortunately, JEs have endured longstanding injustice — stagnation in promotions, outdated and punitive NEPP policies, lack of facilities commensurate with responsibilities, and losses in the 2nd PRC — and now face the risk of further injustice in the 3rd PRC.

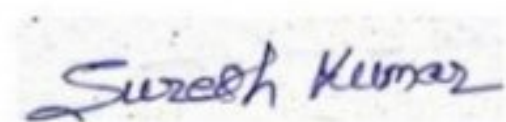
Despite SNATTA's support for BSNLEU in the last membership verification and our efforts for constructive collaboration, not a single major JE issue has been resolved as per the earlier understanding between BSNLEU and SNATTA. The recent removal of our representatives from the PRC has further eroded the trust of the JE community in BSNLEU's commitment to their welfare.

We therefore request your esteemed office to convey the detailed reasons for this one-sided decision and to reaffirm BSNLEU's dedication to democratic principles and inclusive representation.

We will expect your good Union will do nothing that will harm the career of JEs further.

Thanks and regards

Yours sincerely



SURESH KUMAR
General Secretary

Copy to,

1. Chairman, Wage Negotiation Committee, BSNL for kind information and consideration please
2. PGM (Estt.), BSNL CO, New Delhi for kind information and n/a please
3. GM(SR), BSNL CO, New Delhi for kind information and n/a please
4. GM(CBB), BSNL CO, New Delhi for kind information and n/a please
5. C.Singh Ji, GS, NFTE CHQ for Kind Cooperation and n/a Please
6. GSs of AUAB for Kind cooperation please
7. Office Copy