



Animesh Chandra Mitra
General Secretary

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BSNLEU/100 (CHQ)

30.09.2025

To,

Com.Suresh Kumar,
General Secretary,
SNATTA.

Sub: - **Clarification regarding your WhatsApp message on Wage Revision Committee Meeting – req.**

Comrade,

As BSNLEU has already explained a number of times, **the Wage Revision Agreement needs to be signed without further delay**, since thousands of Non-Executives are facing acute suffering due to stagnation. Moreover, only fifteen months are left for the expiry of the tenure of this wage revision. Taking these factors into consideration, BSNLEU is making all-out efforts to ensure that the agreement is signed at the earliest.

Under these circumstances, we are deeply concerned to note your WhatsApp message (dated nil) circulated under the caption “Wage Revision Committee meetings in BSNL.” This message has created a lot of confusion regarding your stand on the wage revision issue. Hence, we are constrained to write this letter, to get the matter clarified. At the very outset of your message, it is mentioned that the meeting held on 26-09-2025 went completely against your expectations.

In fact, in that meeting, both the recognised Unions expressed their readiness to sign the agreement. However, you requested for one more meeting with the CMD BSNL to discuss the NE-9 pay scale issue, and further assured that you would sign the agreement in the next Wage Revision Committee meeting. Based on this assurance, both the recognised Unions agreed to the proposal, and it was decided to hold the next meeting on 08-10-2025, after the discussion with the CMD BSNL.

In line with this decision, BSNLEU is making efforts to arrange the discussion with the CMD BSNL on the NE-9 pay scale issue. However, the contents of the concluding part of your above mentioned WhatsApp message have raised serious doubts about whether you intend to sign the wage revision agreement, even after the meeting with the CMD BSNL. We quote below the relevant portion of your message:

Conclusion

“Management is neither concerned about stagnation nor the scale of JEs. There’s no clarity on HRA and other perks and allowances. No assurances about fitment. Now, all BSNL employees, especially Non-Executives, should think what they’re getting in the PRC. Those who are in stagnation will remain in stagnation, so what’s the point of such a PRC? We’re not just talking about JEs; the agreement they’re being asked to sign doesn’t benefit any Non-Executive employees, except for losses.”

From this, it is clear that your dispute is not limited to the NE-9 pay scale, but also to other issues such as fitment and revision of allowances. In this regard, we would like to point out that, in the wage revision committee meeting held on 26-09-2025, the Management has given the corrected draft agreement copy, wherein the following are clearly stated.

- (1) Fitment for the Non-Executives will be given at par with the Executives.
- (2) The shorter pay scales of this pay revision would not become the basis for the next pay revision.
- (3) Pay loss will be compensated as personal pay.
- (4) Revision of allowances will be implemented w.e.f date of agreement.
- (5) Regarding stagnation, existing government rule will be followed, since BSNL has no power to frame a new rule on this matter.

It is regrettable that, your message disputes these settled issues also. But, we are of the firm opinion that, the majority of the Non-Executives will be benefited by this wage revision settlement.

Further, it may not be out of context to mention here that, BSNLEU is the only union which continuously champions the cause of the JE cadre. So far as the pay scale issue of the JE cadre, as all are aware, BSNLEU is the only union which has demanded upgradation of the pay scale from NE 9 to NE 10 pay scale. Similarly, after the recent implementation of Recruitment Rules for the JE cadre by the DoT, only BSNLEU has written letter to the CMD BSNL, demanding implementation of that pay scale for JE cadre in BSNL also.

In the last wage revision committee meeting held on 26-09-2025, you have given the assurance that you would sign the agreement after the meeting with the CMD BSNL. But, your latest statement that the proposed wage revision agreement "does not benefit any Non-Executive employee except for losses" has raised serious doubts about your actual position.

In view of this, we request you to kindly clarify your stand on this matter.

Thanking you

Yours fraternally,



(Animesh Mitra)
General Secretary