

## LETTER FROM BSNL MANAGEMENT

### **10th Meeting of BSNL Sports & Cultural Board-Calling for Agenda**

**No. 27-1/2012 BSNL (Sports) dated 24-5-2013 to All Heads of BSNL Circles, with copy to GS, NFTE BSNL**

In continuation of this office letters of even dated 14-6-2012, 16-7-2013 and DO letter of even number dated 23-1-2013 from Sr. (GM) Admn) vide which it was requested to forward the items/suggestion for inclusion as the agenda items to be discussed in 10th BSNL. Sports and Cultural Board meeting. It is proposed to hold the 10th BSNL Sports and Cultural Board Meeting shortly. You are therefore once again requested to forward any additional items/suggestions for inclusion as the Agenda item along with a brief note explaining the background and other details. The items/suggestions forwarded to this office should have the approval of the President of the BSNL Circle Sports and Cultural Board concerned. The items/suggestion may be furnished latest by 31st May, 2013.

### **Withdrawal of the system/practice of Local officiating Arrangement of Local officiating Promotion in BSNL - reg. BSNL No. 4-8/2013 SEA(Pt.) dated 27-5-2013 to All Heads of BSNL Circles**

Ref: No. 412-13/2013-Pers. I (I)

This office is in receipt of various communications from Circles seeking clarification as to whether local officiating arrangement in the grade of JAO from Senior Accountant or JAO Part-I qualified candidates are to be discontinued in view of Personnel branch, CO BSNL letter under reference.

In this connection, it is intimated that matter has been examined by this office in consultation with Personnel branch vide Dy. No. 621 (Add) GM (Pers.) dated 13-5-2013 which had opined that system has been withdrawn in entirety means that all the related orders have become ineffective in BSNL.

In view of above, it is clarified that henceforth, no officiating promotion/local officiating arrangement to the grade of JAO may be given in view of Personnel branch, CO BSNL letter under reference.

This issues with the approval of Competent Authority.

### **Constitution and functioning of various Councils, viz. National Council, Circle Councils and Local Councils -regarding No. BSNL-/39-8/SR/2013 Dated, the 29th May, 2013 to All CGMs, BSNL and Sr. GM (Admn.), BSNL C.O.**

This has reference to this office letter no. BSNL/5-1/SR/2012/Vol.II. dated 21st May, 2013 regarding constitution of Councils at various levels.

2. As these Councils gradually get set-up, we need to strengthen our belief that these Councils are the best placed meeting-grounds for staff representatives and management. It also calls for huge sense of responsibility from all the members of these Councils for their holistic contributions.

3. In line with the broad objectives enshrined in the new recognition rules notified in 2012, it is emphasized that the conduct of business at various levels of Councils in BSNL be held with the overall objective of 'Organisation First with Employee Care'. The issues, especially relating to policy implementation, transparency in operations and processes, optimal resource usage, employee engagement, employee productivity, discipline, punctuality, organisation image, service delivery, competitiveness, innovative practices, synergy of operations, performance culture, team spirit, commitment, loyalty, cordial relations and spirit of excellence, should form the bedrock of deliberations in these Council meetings. The quality of these deliberations should be endeavoured for constant improvement so as to spread positivity all around.

4. It is, accordingly, requested that all concerned be appropriately briefed on the above lines and we start this new era of union representation and management interaction on a solid ground of well being of the organisation.

### **Joint Committee on change of designations of non-executive employees.**

**BSNL No.2-4/2007-Restructuring Dated: June 5.2013 to The General Secretary, NFTE, Bharat**

***Sanchar Nigam Limited, New Delhi***

With the approval of the competent authority, it has been decided to reconstitute the Joint Committee on Change of designations of non-executive employees GM (Establishment), GM (SR) and GM (Corp Restg/WS&I) have been nominated as Members of the Joint Committee from the official side.

2. You are requested to make one nomination from your Union for inclusion in the Committee from the staff side. On receipt of your nomination, constitution of the Committee will be notified.

**Re-constitution of Works Committees  
on the introduction of BSNL  
Recognition of Non-Executives' Unions  
and Representation in the Councils  
Rules, 2012 Regarding**

***No.BSNL/39-11/SR/2007 Dated, the 25th May,  
2013 to All CGMs, BSNL***

Ref : This office letters of even number dated 9th October, 2007 and 24th July, 2008

With the framing of BSNL's own Recognition Rules, i.e. BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012 notified vide no. BSNL/5-2/SR/2012 dated 26th December, 2012 and grant of recognition to two unions, i.e. BSNL Employees Union and NFTE BSNL vide this office letter No. BSNL/5-1/SR/2012/ Vol.II (i) dated 25th April, 2013, it has been decided to reconstitute the Works Committees in the following manner-

\* SSA Head will continue to be ex-officio Chairman of the works Committees and he shall nominate three members from the official side;

\*Both the recognised unions, i.e. BSNL Employees Union and NFTE BSNL will nominate three members each to the Committee, who will be serving employees in that SSA and the nomination would be made by the District Secretary concerned.

\* Provision relating to nomination of two members from the Union (s), other than the recognised union, which secured at least 15% or votes at SSA level in the last membership verification, introduced vide this office letter dated 24th July, 2008 is withdrawn; and

\* The tenure of the Works Committees will be co-terminus with the recognition period of the rec-

ognised representative union (s), i.e. three years.

**Benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10.06.2013.**

***No.1-16/2010-PAT(BSNL) Dated, the 10-06-2013***

The pay of the Non-executive employees of BSNL was revised in pursuance of an Agreement dated 07.05.2010 signed on behalf of the BSNL Management with the representative union of non-executives employees of BSNL in terms of Department of Public Enterprises OM No.2(7)/2006-DPE(WC)-GL-XIV dated 09.11.2006 vide this office order No.1-16/2010- PAT(BSNL) dated 07.05.2010.

2. In pursuance of Presidential Directives of Ministry of Communications & Information Technology, Department of Telecom issued vide letter No. 61-01/2012- SU dated 10.06.2013, the undersigned is directed to convey the approval of the competent authority for allowing benefit of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 for the purpose of fitment in respect Non-executive employees of BSNL with effect from the date of issue of Presidential Directives i.e. 10.6.2013.

3. No arrears will be paid and the revised fitment on the basis of OPE OM dated 2.4.2009 will be paid w.e.f. prospective effect only i.e. from the date of issue of Presidential Directives on 10.6.2013.

4. All instructions/guidelines issued by OPE from time to time in this regard may be scrupulously followed.

**Permission for retention of BSNL  
residential accommodation by the  
Officers/Officials of BSNL joining BSNL  
on deputation**

***No.BSNL/4/SR/2012 Dated the 07.05.2013 to  
All CGMs, BSNL***

For the officers/officials Occupying BSNL accommodations and posted on deputation to BSNL, Competent authority has decided to allow them retention of BSNL accommodations initially for a period of two (2)-years. In case of new allotment of BSNL accommodation from the BSNL officers/officials, we may entertain such requests at the locations where no waiting list exists.

2. Requests for retention as well as fresh allotment of BSNL accommodations by the BSNL

officers/officials would be forwarded by BBNL Corporate Office which would also ensure that the remittance equal to HRA + License fee + Deptt. Charges etc. is duly made to the concerned Estate Office, from where such residential accommodation is requested.

3. This is issued with the approval of competent authority.

**Method of Pay fixation in IDA Pay scale in respect of absorbed officials of BSNL who were promoted prior to 1.10.2000 but opted under FR 22(1) (a)(i) for fixation of their pay in the promoted scale on the date of their next increment in the lower grade which falls after 1.10.2000.**

***No. 1-5/2004- PAT (BSNL)/Pt.V Dated: 03-5-2013 to All Heads of Telecom Circles, All Heads of Other Administrative Units Bharat Sanchar Nigam Limited***

I am directed to refer to DOT OM No. 1-1(1)/2006-PAT dated 17.12.2008 circulated vide this office Circular No. 32 issued under No. 1-5/2004-PAT(BSNL) dated 27.9.2012 on the above cited subject and to state that it has come to the notice of this office that some circle / units have yet not implemented the orders of Govt. on the issue.

Therefore, it is requested that the instructions 1 orders contained in the DOT letter OM No. 1-1(1)/06-PAT dated 17.12.2008 may be implemented immediately without any further delay.

**SLP(c) No. 4553/2012 in OA No. 1282/2010 filed by BSNL Officers Association Vs CMD BSNL & Ors in CAT Principal Bench, New Delhi - Reg No.3-8/2010/Pers-IV Dated : 20th April, 2013 All Heads of Telecom Circle/Districts, Chief General Manager, NTR, BSNL**

An OA Bearing No. 1282/2010 was preferred by BSNL Officers Association before Hon'ble CAT, Principal Bench on 6th May, 2010, seeking parity with the officiating JTO of Kerala circle for fixation of the pay of it's members JTOs under FR 22(1)(a) (i) without restriction of FR 35. The OA was admit-

ted by the Hon'ble Principal Bench which vide it's order dated 26th August, 2010 ordered as under:-

“.....For parity of reasons, we allow present OA in terms of the decision of Ernakulam bench of this Tribunal in the matter of M.V.Salilakumar & Ors. Vs CMD & Ors. (Supra). However, we make it absolutely clear that the fate of the applicants herein would be dependent upon the writs filed by the respondents in Kerala High Court. That being so, if the writs allowed, the respondents may withdraw the benefits given to the applicants and, therefore, there will be no need for the respondents to file separate writ in this case.”

The WP No. 1339 of 2011 filed against the above order of the Hon'ble CAT, Principal Bench was dismissed by the Hon'ble High Court of Delhi, which upheld the decision of the Principal Bench. A SLP(C) bearing No. 4553/2012 was preferred before the Hon'ble Supreme Court of India, which upheld the orders of the Principal Bench and observed as under:-

“It goes without saying that in the light of the observations made by the Tribunal and those made by the High Court if the Writ Petitions filed by the petitioner/corporation before the Kerala High Court are eventually allowed and the judgement of the Ernakulam Bench and the CAT is set aside, any benefit which the petitioner- corporation may have extended to it's employees pursuant to the said judgement can be reversed not only qua those who are parties to the said case but also qua all such employees as have on the analogy of said order obtained benefit for the petitioner/corporation with or without intervention of the CAT or the High Court.

In view of the above judgement of the Hon'ble Apex Court, it has been decided by the competent authority to implement the orders dated 26th August, 2010 of the CAT, Principal Bench. The implementation will be effective from 26th Principal Bench and will be limited only to those officials who were members of the BSNL Officers Association on 6th May, 2010 i.e. the date on which OA No. 1282/2010 was filed before the Hon'ble Principal Bench. The implementation will be subject to the outcome of the fourteen WPs arising out of TA No. 84 to 97/2008 pending before the High Court of Kerala at Ernakulam. As clarified by the Hon'ble

Supreme Court of India, in the event of the success of the fourteen WPs filed before the Hon'ble High Court of Kerala at Ernakulam, the amount so paid to the members of the BSNL Officers Association as well as other officials who have been extended the benefit with or without intervention of any CAT or High Court will be recoverable from the beneficiaries.

All Heads of Telecom Circles/NTR/Districts are further advised to take appropriate steps for recovery of the amount paid to those of the officials who may retire in the intermittent period i.e. before the pronouncement of the final verdict of the Hon'ble High Court of Kerala at Ernakulam in the fourteen WPs pending before it.

## LETTER TO BSNL MANAGEMENT

### **Superannuation benefits to directly recruited BSNL staff as per item (5) of the strike agreement of 12th June, 2012.**

**TF-11/10(b) Dated:-08-06-2013 Shri R.K. Upadhyay Chairman Managing Director BSNL**

Kindly refer to our earlier letters, on the subject. It is learnt that nothing has been done in the matter.

Sequel to 6th verification the NFTE BSNL is recognised as such. We are deeply concerned with the issue. According to our information thousands of non-executive staff have been recruited by BSNL since formation of the entity. But even after 13 years the BSNL has not been able to evolve and frame rule for extension of superannuation benefits to the employees.

We, therefore, request you to consider to form a joint committee consisting of official and staff sides so that rules and procedure are framed for extension of pension and terminal benefits to the BSNL staff.

### **Answer Key of LICE for promotion to JTO Cadre**

**TF-14/2(b) Dated:-11-06-2013 To, Director (HR) BSNL, New Delhi.**

The LICE for promotion to JTO Cadre has been conducted in all the circles successfully on 02-06-2013. The examination was in OMR mode so that answers can be published for transparency of the examination and for convenience of the candidates who appeared in the examination. Some circles have published the answer key and some not.

We request you to kindly make arrangement to publish the answer keys in all the circles.

### **Denial to appear in JTO LICE-Case of Punjab Telecom circle**

**TF-14/2(b) Dated:-10-06-2013, to Director (HR) BSNL, New Delhi.**

We are extremely pained to write that due to highhandedness of the officers some candidates were not allowed to appear in the LICE for promotion to JTO Cadre. The Particulars of some are ap-

ended below.

- (1) Shri Ramandeep Singh, TTA HRMS200800195 Roll No.-3143801569 of Patiala SSA.
- (2) Shri Amrinder Singh, TTA HRMS200200845 Roll No.- 31433701024 Patiala SSA.
- (3) Shri Satinderpal Kaur HRMS200206897 Roll No.-143801348 TTA.
- (4) Ruby Gupta, HRMS20020040 Roll No.- 3143701317.

It is stated that all the candidates were in possession of Admitcards with photos duly affixed therein. They were denied to appear as they were not having "I" Cards.

We are enclosing copies of representations from the employees for consideration and to arrange special examination for them.

### **Representation of NFTE in BSNL sports and cultural Board**

**TF-16/2 Dated:-08-06-2013 to CMD BSNL New Delhi**

Refce:- item VI (4) and VI (2) of 4.1 and 4.2 of Boards constitution.

The NFTE BSNL is recognised union after 6th verification and entitled for induction in board vide letter referred above.

Therefore, we request you to please intervene so that the recognised union is accorded representations in the sports Board.

### **Joint Committee on change of designation of non-executive employees --nominee from NFTE BSNL side.**

**TF-53 Dated:-10-06-2013 To GM (Restg) BSNL, New Delhi.**

Shri Chandeshwar Singh General Secretary may be included in the joint committee from NFTE BSNL.

### **Extension of 78.2% IDA fixation benefit to BSNL staff and non -grant of approval by DOT -Request for intervention.**

**TF-10/3 Dated:-27-05-2013 to Hon'ble Minister  
for Communication and IT Sanchar Bhavan  
New Delhi.**

We are compelled to seek your kind intervention as the DOT has not conveyed its approval on the issue even after lapse of almost a year. This has created avoidable resentment amongst the staff who are undergoing financial loss every month.

It is submitted that the BSNL employees were denied 78.2% IDA fixation benefit at the time of wage revision agreement despite orders of GOI to this effect. This forced the unions to jointly negotiate with the BSNL management as this PSU was alone where the benefit was denied. After protracted pursuance and negotiation an agreement was signed between management and unions 12th June, 2012. The proposal was sent to DOT after clearance by BSNL board for the approval. The DOT has made series of queries and sought clarification one after the other which have been replied long ago by the corporate HQR. The BSNL has firmly maintained that it can meet the expenditures from the receipts of the operational revenue. Apart from this the DOT is realizing the pension contributions of BSNL staff on the maximum of the pay scale of employees and it is social responsibility of the Govt. to bear the burden of the increased pension. The DOT cannot reasonably evade from the responsibility.

We, therefore, implore upon you, Sir, to kindly intervene into the matter so that the DOT convey its approval urgently so that unpleasant situation developing from 12th June, 2013 is averted.

**Restoration of Medical facility for  
outdoor treatment without voucher in  
BSNLMRS -Request for review.**

**TF-32/2 Dated:-27 -05-2013 To Chairman Cum  
Managing Director BSNL, New Delhi.**

The BSNL HQR Vide letter, dt-05-09-2011 has withdrawn the medical facility without voucher for outdoor treatment without any consultation with the unions and associations. It was stated in the orders dt-05-09-2011 that withdrawal of facility, "without voucher," will be reviewed by April, 2012. This has not been done either in April, 2012 or April, 2013 necessitating a reference to you for dispassionate consideration of the matter as the withdrawal of the facility is causing immense sufferings and hardships to the employees including retired personnel.

The retirees have to come to office to submit claims as well as for their settlement and that too in old age we strongly feel that the facility of O/D treatment without voucher be restored and quantum of allowance to be paid to staff can be renegotiated with the unions in the changed scenario.

We, therefore, request you please intervene into the matter so that the negotiations take place with the unions and the issue is resolved.

**Rates for the treatment of Myopia  
-clarification regarding.**

**TF-32/2 Dated:-28-05-2013 To Sr. GM (Adm)  
BSNL, New Delhi.**

Refce:- CGMT, J&K letter No.-622-399/  
Med/2011/15, dt-20-02-2012.

We are enclosing a Copy of letter above for appropriate action.

It has been represented that several claims of staff for Myopia is pending in absence of definite orders of BSNL HQR.

Therefore, kindly get the matter clarified expeditiously.

**Indefinite Strike for settlement of 78.2%  
IDA benefit postponement regarding.**

**TF-38/3 Dated:-28-05-2013 to Chairman Cum  
Managing Director BSNL New Delhi.**

We are in receipt of BSNL HQR communication No.-BSNL/7-5/SR/2013, dt-20- 05-2013 regarding postponement of strike beginning from 12th June, 2013. The appeal has been discussed in our secretariat meeting held on 27th instant.

At the outset we are thankful for all the efforts which the management have done for the settlement of the 78.2% IDA merger fixation benefit which was denied at the time of wage revision agreement. It is well known that the corporate office has furnished all the necessary information to DOT. Even then the Administrative Ministry, DOT, has not conveyed its approval causing avoidable anger and anguish amongst the employees. The staff are restive over the indifferent and callous approach of the DOT. In the situation you will appreciate we have no option except to adopt the path of the struggle. We are fully conscious that the customers will face inconveniences and our bread Earner, BSNL will suffer loss but the employees are forced to the walls.

Therefore, we are extremely sorry to intimate that the postponement of strike is not possible unless positive response is received from the DOT. We are sure you will appreciate our precarious position.

**Modifications in R/R of Rajbhasha Adhikari in respect of Departmental candidates**

***TF-14/1 Dated:-06-06-2013 to Director (HR)  
BSNL New Delhi.***

We invite your kind attention to column 12 of R/R of BSNL HQR letter No.-22-35/2001-Pers II, dt-05-08-2005. It has been represented that due to 3/5 years service condition in the Cadre Sr. Junior Hindi Translators the posts of Rajbhasha Adhikari are not being filled up. We hold the view that the PSU will incur less expenditures in salary if departmental candidates are appointed compare to O/s candidates.

We request you to please consider to dispense with the condition mentioned in Column 12 of R/R and permit staff who possess 5 years of service to appear in the examination.

**Filling up of the post of CGM at Chhattisgarh circle**

***TF-36/2 Dated:-06-06-2013 Shri R.K. Upadhyay  
CMD BSNL, New Delhi***

It is mentioned that the present CGM of the circle is retiring on 30th June, 2013. We wish to state that for last few years the development and HR matters have been overlooked in absence of a regular circle Head. The circle prone to Naxal activities is lagging behind in the services.

Kindly, therefore, consider to post a regular incumbent as circle Head.

**Councils function vis-a-vis court case at Ernakulam High Court**

The NU BSNLW(FNTO) had filed a case at Ernakulam High Court with prayer that unions securing less than 7% votes are being accommodated in the councils and they are being ignored. The court has passed Interim orders in their favour.

NFTE and BSNLEU both have been made parties in the writ petition.

# Victory Celebrations at Tamilnadu

A massive meeting thronged by 1000 comrades at Kumbakonam, a traditional NFTE fortress, winning all the 6 times in Tamilnadu on May 14th, 2013. The meeting was presided over by Com. Latcham, our Circle Vice president. Com Ganesan Dist Secy of Kumbakonam along with Com Chenakesavan ACS Vellore delivered their welcome address.



District Secretaries and Circle Office bearers shared their Election experiences and thanked the members for giving victory in Tamilnadu for the consecutive 3rd time. Women wing and youth wing comrades also addressed the mass thanks giving meet. Alliance leaders also participated and greeted the event.

The participation of our General Secretary Com Chandeshwar gave added momentum to the event and his address was received with great attention and enthusiasm. Com Chandeshwar was presented a Victory Sword to fight the evil designs that destroy our edifice BSNL. Com SSG our all India office bearer addressed the meet with his experiences in Kerala during election tour and he advised the circle union to establish utmost unity amongst the rank and file to face the tasks.

Com R.K. delivered his inspiring speech and advised the present day leaders to learn from our tradition to heighten our movement further. He advised all the comrades concerned to work in a unified way to face the challenges. Senior leaders com Sethu and Jayapal greeted all the comrades whose tireless work brought the dividend.

Com Pattabi appreciated the role of Branch, district secretaries, Circle Office Bearers and other

leading comrades for their selfless election work and day to day union work. General secy presented plates and Shawls to all the comrades and



embraced them with affection. The arrangements



made by Kumbakonam comrades were rich in tradition and would live long in our memory lane.

## Joint Committee for change of Designation

The BSNL HQR has decided for form a Joint Committee of Management and staff side for resignation of non-executive cadres. The management side consists of GM (ET), TM (SR) and GM (Retg).

The circle and District unions are requested to send their suggestion for resignation of cadres.

## Works Committee Meeting

The work Committee have been reconstituted and NFTE has been allotted seats at par with BSNLEU.

District Secretaries are requested to ensure that the regular meeting of work committee take place. The issues relating to service matters are to be discussed in the meeting

## CWC Meeting of WBT, Kolkata held on 2nd & 3rd May 2013

On 2nd and 3rd May 2013 Circle Working Committee meeting of West Bengal Telecom Circle was held at CTO, Kolkata. All the District Secretaries and other office bearers and active workers were present. A mammoth gathering of near about 300 staff were present in open session. Com. Murshed Ali, Circle Secretary Telecom Factory, Kolkata, Com Pulok Ganguly, Vice President, CHQ, Sri Biswa-

Bengal Telecom Circle welcomed all the guests and others and discussed in details about pre and post 6th Member Verification situation. She gave a clear message to all the staff of West Bengal Telecom Circle to develop WBT Circle. All must join their hands for the betterment for their own future. Com. C. Singh, General Secretary attended the CWC and delivered his valuable speech. Where the



nath Datta, General Secretary, Telecom Employees Union-BSNL, Sri Amit Khan, Circle Secretary SNATTA, West Bengal, Sri Arup Mukherjee, C/C SNATTA and other leaders were delivered their speech. Com. Chitra Basu, Circle Secretary West

narated the present position of 78.2% IDA Merger, present financial crisis in BSNL and future plan & policy to come out of the present situation.

The meeting was presided over by Com. G.C. Bhawal, Circle President.

**IMPOSING OF PENALTY ON AIRTEL:** The DOT is set to issue notice to Bharti Airtel for imposing Rs. 650/- crore penalty for violation of roaming agreement. The violation took place between 2003 and 2005 but the DOT has now woken up apparently due to fear of vigilance or judicial action.

Ministry of communication is recommending to Govt, Cabinet, for erection of 2199 towers in naxal areas and awarding 3046.12 Rs. Crore project from USOF without tenders to BSNL.

**CGA CASES AT MP:** NFTE BSNL persued the matter vigorously and sincerely for last 8 months. Now, 53 approved candidates are being offered appointment after more than 8 years, due to lethargic and insensitive approach of MP Circle management. Why erring officers are not made accountable? .

**PSUS TO KICK OFF WAGE TALKS:** The Central Govt has given a green light for wage negotiations for 260 PSUs staff wef 1st January, 2012. This is applicable for those PSUs which opted for five years of wage settlement. Wage settlement in BSNL is for 5 or 10 years? Reality will now come on the surface.

**MEETING WITH SECY, DOT:** A delegation consisting of Comrades Abhimanyu (GS, BSNLEU), Islam Ahmad (President, NFTE BSNL) Prahlad Rai (GS, AI BSNLEA), Sabisten (GS, SNEA) and Jogi met Secy, DOT and handed over a memorandum for Group of Ministers constituted for revival of BSNL. The union representatives requested for consideration of the points mentioned in the memorandum for GOM. The Secy, DOT was also requested to solve the issue of 78.2% IDA merger to which he responded favourably

**JTO LICE :** Many Cases have been filed in different courts in the country. However, BSNL HQR has to declare result as per Allahabad High Court directions.

## प्रशासन/प्रबंधन से पत्र

### बीएसएनएल स्पोर्ट्स तथा कल्चरल बोर्ड की दसवीं बैठक – एजेन्डा

बीएसएनएल 27-1/2012-बीएसएनएल (स्पोर्ट्स) दिनांक 24.5.2013 प्रतिलिपि महामंत्री, एनएफटीई बीएसएनएल का

स्पोर्ट्स तथा कल्चरल बोर्ड की बैठक शीघ्र होने वाली है। पत्र दिनांक 14.6.2012, 16.7.2012 तथा 23.1.2013 के माध्यम से एजेन्डा मांगा गया था। अतः एजेन्डा 31.5.2013 तक भेजे।

### लोकल आफिसिएटिंग प्रमोशन पद्धति की वापसी

बीएसएनएल 4.8.2013-एसईए (पार्ट) दिनांक 27.5.

2013 सभी सीजीएम्स को

संदर्भ :- बीएसएनएल 412-13/2013 - पर्स I (I) दिनांक 22.3.2013

जे ए ओ वर्ग में आफिसिएटिंग प्रमोशन नहीं होगा। यह पर्सनल ब्रांच के पत्र के संदर्भ में है। इसमें सक्षम अधिकारी का अनुमोदन है।

### कौंसिलों का गठन

बीएसएनएल/39-8/एस आर/2013 दिनांक 29.5.2013

यह कौंसिलों के गठन हेतु पत्र संख्या बीएसएनएल/5-1/एस आर/2012 वाला I दिनांक 21.5.2013 के संदर्भ में है।

कौंसिलों के गठन के उपरान्त विश्वास में वृद्धि होनी चाहिए कि प्रबंधन तथा कर्मचारियों के प्रतिनिधियों के मध्य चर्चा हेतु यह अति उत्तम स्थान है।

संघों के नवीन मान्यता नियम, 2012 में यह जो दिया गया है कि कौंसिलों का कार्य सम्पादन "संगठन प्रथम कर्मचारी का ध्यान रखते हुए" होना चाहिए। इन बैठकों में नीति कार्यान्वयन आपरेशन में पारदर्शिता, प्रक्रिया, श्रोयों का अधिकतम उपयोग, कर्मचारी उपयोग, कर्मचारी उत्पादन, डिस्सिपलिन, कार्य सभ्यता, प्रतिबद्धता आदि पर चर्चा होनी चाहिए। चर्चाओं की गुणवत्ता में निरन्तर वृद्धि होनी चाहिए।

अतः अनुरोध है कि सभी सम्बंधित को उपर्युक्त संदेश दे। जिससे एक नया अध्याय प्रारम्भ हो। संघ तथा प्रबंधन के मध्य संगठन के हित में ठोस आधार पर चर्चा हो।

## पदनाम में परिवर्तन हेतु संयुक्त समिति का गठन

बीएसएनएल 2-4/2007- रिस्ट्रक्चरिंग दिनांक 5.6.

2013 महामंत्री, एनएफटीई

नान-इक्जीक्युटिव कर्मचारियों के पदनाम में परिवर्तन हेतु सक्षम अधिकारी ने संयुक्त समिति के गठन का निर्णय लिया है। प्रबंधन के पक्ष से जीएम (स्थापना), जीएम (एसआर) तथा जीएम (रिस्ट्रक्चरिंग) नामित हुए हैं।

कृपया समिति में सम्मिलित करने हेतु एक सदस्य नामित करें।

### वर्क्स कमेटी का पुनर्गठन

बीएसएनएल पत्र संख्या बीएसएनएल/ 39-11/एस

आर/2007 दिनांक 5.5.2013

वर्क्स कमेटी के पुनर्गठन का निर्णय लिया गया है।

★ एसएसए हेड इक्स-आफिसियो चेयरमैन होगा। सरकारी पक्ष से तीन सदस्य नामित होंगे।

★ एनएफटीई तथा बीएसएनएलईयू दोनों संघों के तीन-तीन सदस्य होंगे।

★ यह समिति तीन वर्षों हेतु होगी।

### प्रबंधन/प्रशासन को पत्र

बीएसएनएल कर्मचारियों को 78.2 प्रतिशत आईडीए

फिक्सेशन का लाभ डीओटी द्वारा अनुमोदन का निवेदन

टीएफ-10/3 दिनांक 27.5.2013 माननीय संचार मंत्री को

हम मजबूर होकर आपके हस्तक्षेप का अनुरोध करते हैं क्योंकि एक वर्ष व्यतीत होने के पश्चात भी डीओटी ने अनुमोदन नहीं किया है। इससे कर्मचारियों में भारी असंतोष है। कर्मचारी को प्रत्येक माह आर्थिक हानि हो रही है।

संघ आपको अवगत कराना चाहता है कि भारत सरकार के आदेश होने पर बीएसएनएल कर्मचारियों को 78.2 प्रतिशत आईडीए मरजर का लाभ नहीं दिया गया। इससे सभी संघों को इकट्ठा होकर प्रबंधन से निगोशिएट करना पड़ा। निरन्तर प्रयास के उपरान्त 12.6.2012 को संघों तथा प्रबंधन के मध्य समझौता हुआ। बोर्ड के अनुमोदन के पश्चात मामले को प्रेसिडेन्सियल अनुमोदन हेतु डीओटी भेजा गया। जिसने तीन

बार स्पष्टीकरण मांगे थे। बीएसएनएल स्पष्ट रूप से डीओटी को बताया है कि वह आपरेशनल रेवेन्यू से खर्चा सहन करने में समर्थ है। डीओटी द्वारा बीएसएनएल कर्मचारियों के अधिकतम वेतनमान पर पेंशन योगदान की वसूली की जाती है।

डीओटी की पेंशन भुगतान की सामाजिक जिम्मेदारी भी है। अतः डीओटी को पेंशन वृद्धि भुगतान की जिम्मेदारी लेनी होगी।

कृपया हस्तक्षेप करें जिससे कि डीओटी द्वारा प्रस्ताव का अनुमोदन हो तथा 12.6.2013 की हड़ताल नहीं हो।

#### **टीएफ-32/2 दिनांक 27.5.2013 सीएमडी, बीएसएनएल को**

बीएसएनएल हेडक्वार्टर ने 5.9.2011 के आदेशानुसार बिना बाऊचार के चिकित्सा सुविधा की वापसी की है। संघ को बताया गया था कि अप्रैल, 2012 में पुनर्वालयन होगा। यह पुनर्वालयन 2013 में भी नहीं किया गया है। इससे सेवानिवृत्त तथा कार्यरत कर्मचारियों को कष्ट हो रहा है। वृद्ध कर्मचारियों को चिकित्सा देय के मामलों समाधान हेतु कार्यालयों को आना पड़ता है।

अतः बिना वाऊचार के चिकित्सा सुविधा का रिस्टोरेशन करें तथा भत्तों की माना को निगोशिएट करें।

कृपया हस्तक्षेप करें जिससे मुद्दे का समाधान हो।

#### **मायोपिया चिकित्सा का रेट स्पष्टीकरण आदेश**

##### **टीएफ-32/2 दिनांक 28.5.2013 सीनियर जीएम (प्रशासन) को**

संदर्भ :- सीजीएमटी जम्मू-काश्मीर पत्र 622-399/मेड/2011/15 दिनांक 20.2.2012

उपर्युक्त पत्र की प्रतिलिपि संलग्न है। कर्मचारियों के दावों का निपटारा नहीं हो रहा है।

कृपया स्पष्टीकरण आदेश जारी करें।

#### **78.2 प्रतिशत आईडीए फिक्सेशन लाभ हेतु अनिश्चित कालीन हड़ताल- स्थगित करने का प्रबंधन की अपील**

##### **टीएफ-38/3 दिनांक 28.5.2013 सीएमडी बीएसएनएल को**

कृपया पत्र संख्या बीएसएनएल/7-5/एस आर/2013

दिनांक 20.5.2013 का संदर्भ लें। प्रबंधन की हड़ताल नहीं करने की अपील पर 27.5.2013 पर संघ की सेक्रेटेरियर ने चर्चा की है।

सर्वप्रथम हम प्रबंधन का मुद्दे के समाधान के प्रयासों तथा प्रयत्नों के प्रति आभार प्रकट करते हैं। कर्मचारियों को 78.2 प्रतिशत आई डी ए फिक्सेशन लाभ से वेतन संशोधन में वंचित किया गया है। यह सत्य है कि कार्पोरेट कार्यालय ने प्रशासनिक मंत्रालय, डीओटी, को सम्पूर्ण सूचनाएं दे दी है। परन्तु डीओटी ने अनुमोदन अभी तक नहीं भेजा है जिसके कारण कर्मचारियों में भारी असंतोष तथा गुस्सा है। डीओटी के इस रवैये से कर्मचारी उत्तेजित हैं। संघ के पास संघर्ष के अतिरिक्त कोई अन्य विकल्प नहीं है।

हम चिर परिचित हैं कि हमारे ग्राहकों को असुविधा होगी तथा जीविका प्रदान कर्ता, बीएसएनएल को हानि होगी परन्तु कर्मचारी के पास अन्य कोई मार्ग शेष नहीं है।

अतः हमें दुख है कि प्रस्तावित हड़ताल को स्थगित नहीं किया जा सकता है जब तक कि डीओटी का सकारात्मक उत्तर नहीं मिलता है। हमें विश्वास है कि आप हमारी स्थिति की सराहना करेंगे।

#### **छत्तीसगढ़ में सीजीएम पद की पूर्ति**

##### **टीएफ-36/2 दिनांक 16.6.2013 श्री उपाध्याय, सीएमडी को**

नियमित सीजीएम की नियुक्ति की जाय।

##### **टीएफ-14/1 दिनांक 6.6.2013 निदेशक (कार्मिक) को**

राजभाषा अधिकारी भर्ती नियम में संशोधन कृपया कार्पोरेट कार्यालय के पत्र संख्या 22.35/2001 - पर्स II दिनांक 5.8.2005, भर्ती नियम, में निहित कालम 12 की ओर ध्यान दे, सीनियर हिन्दी ट्रान्सलेटर्स/जूनियर हिन्दी ट्रान्सलेटर्स की 3/5 वर्ष की सेवाशर्त के कारण विभागीय कर्मचारी नहीं उपलब्ध होते हैं कृपया इसमें संशोधन करें।

#### **बीएसएनएल भर्ती कर्मचारियों हेतु सेवानिवृत्त लाभ**

##### **टीएफ-11/10(बी) दिनांक 8.6.2013 श्री आर के उपाध्याय, सीएमडी, बीएसएनएल को**

संदर्भ :- 12.6.2013 का आईटम 5 हड़ताल समझौता

कृपया पूर्व के पत्रों का संदर्भ ले। छठवे वेरीफिकेशन के पश्चात एनएफटीई को भी मान्यता मिली है। मुद्दे पर एनएफटीई चिन्तित है। हमारे संज्ञान में आया है। कि बीएसएनएल हजारों कर्मचारियों को भर्ती किया है। परन्तु 13 वर्षों के उपरान्त भी ऐसे कर्मचारियों हेतु पेंशन तथा टर्मिनल लाभ के नियम नहीं बने हैं।

कृपया प्रबंधन तथा कर्मचारी पक्ष की संयुक्त समिति गठित करें जिससे कि नियम बन सके।

### **जेटीओ एलआईसीई परीक्षा –पंजाब सर्किल**

**टीएफ-14/2(बी) दिनांक 10.6.2013 निदेशक (कार्मिक) को**

सर्व श्री रमनदीपा सिंह, अमरिन्दर सिंह, सतिन्दर पाल कौर तथा रूबी गुप्ता को विभागीय परीक्षा में प्रवेश पत्र रहने पर भी परीक्षा में सम्मिलित नहीं किया गया। इनके पास आईडेन्टिटी कार्ड नहीं था। कर्मचारियों का प्रतिवेदन संलग्न है।

कृपया उचित कार्यवाही करके विशेष परीक्षा आयोजित कराएं।

**टीएफ -16/2 दिनांक 8.6.2013 सीएमडी, बीएसएनएल को**

संदर्भ :- बोर्ड संविधान 4.1 तथा 4.2 की आयटम VI (4) तथा VI (2)

एनएफटीई मान्यता में है तथा बोर्ड में एक सदस्य के नामांकन की पात्रता है।

कृपया हस्तक्षेप करें जिससे कि एनएफटीई को प्रतिनिधित्व मिले।

### **पदनाम में परिवर्तन हेतु संयुक्त समिति का गठन**

**टीएफ-53 दिनांक 10.6.2013 जीएम (रिस्ट्रक्चरिंग) का**

संयुक्त समिति में श्री चन्देश्वर सिंह, महामंत्री को संयुक्त समिति में सम्मिलित करें।

### **50 प्रतिशत आईडीए, 78.2 प्रतिशत, मरजर का 10.6.2013 से फिटमेंट**

**1-16/2010- पी ए टी (बीएसएनएल) दिनांक 10.6.**

**2012 सभी सीजीएमएस आदि का**

डिपार्टमेंट आफ पब्लिक इन्टर प्राईज को ओएम संख्या

2(7)/2006-डीपीई (डब्ल्यू सी) जी एल - XIV दिनांक 9.11.2006 के पालन में मान्यता प्राप्त संघ के समझौते 7.5.2010 के अनुसार बीएसएनएल ने 1.16/2010 - पीएटी (बीएसएनएल) दिनांक 7.5.2010 द्वारा नॉन-इक्जीक्युटिव कर्मचारियों का वेतन संशोधन आदेश जारी किया था।

संचार मंत्रालय के प्रेसिडोनिशयल आर्डर, डीओटी पत्र संख्या 61-01/2012 एसयू दिनांक 10.6.2013, के अनुसारकर्ता के समक्ष अधिकारी के अनुमोदन के उपरान्त अधोहस्ताक्षरकर्ता को बताने। हेतु अधिकृत किया गया है कि 1.1.2007 को 50 प्रतिशत आईडीए मरजर, 78.2 प्रतिशत फिटमेंट हेतु 10.6.2013 से लिया जाएगा।