

# TELECOM

Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

C-4/1 Bangla Sahib Road, New Delhi - 110001

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Editor - Chandeshwar Singh

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**EDITORIAL**

## STRUGGLE INEVITABLE

The intake of employees, non-executive and executive, from outside commenced in BSNL after its formation. Mostly such recruited officials are in TTA and JTO cadres. There are of course some Regular Majdoors, regularized on 1-10-2000 or thereafter, who also come within the purview of BSNL recruited staff. More than 13 years have passed since inception of PSU but the future of such personnel remains uncertain as rules for their superannuation benefits have not been framed. Its **undoubtedly unfortunate**. There was strike agreement on 12<sup>th</sup> June, 2012 between unions and management to the effect that the Terminal benefits rules will be evolved for this category of employees. Almost twenty months have passed but there has been no positive headway causing anxieties and resentment amongst the workers. The management of the largest and biggest PSU, BSNL, has offered 2 percent pension contribution with annual review which is quite inadequate and obviously not acceptable to the employees. Even small PSUs like BHEL, NTPC, Neveli Lignite Corporation etc. are contributing to the tune of 12%. The BSNL administration is making plea that the company is presently in loss and there is no mandatory rule for loss making PSUs to frame terminal rules. The management must remember it is their laxity and neglect due to which rules could not be framed. It should also be kept in mind that the BSNL will not be in loss for ever. There is another issue of pay loss of Post-2007 employees due to the implementation of wage revision agreement w.e.f 1<sup>st</sup> January 2007. Such employees started getting less pay after implementation of wage revision orders. After protracted representations and

vigorous pursuance the management formed committee which has proposed to give one increment to the employees to protect the loss which is again inadequate and unsatisfactory. **The Post-2007 employees will continue to face wage loss even after grant of one increment.** *Why such raw and step motherly treatment?* The non-executive staff belong to same soil to which executives belong and expect fair treatment. The employees appointed after 1-1-2007 are entitled for what executives were crowned few years back.

The management is now proposing to get the payment of PLI(Bonus) linked with the profit management system Contrary to DPE guideline.

The lowest category of staff, RMs and Group 'D' are stagnating in their present scales and undergoing suffocation specially more after extension of 78% IDA fixation benefit. The staff side placed some proposals in the meeting of National council, held on 23<sup>rd</sup> December, but these were not considered. The settlement is being delayed causing resentment amongst the employees. **The tendency of official side to postpone settlement on different pretexts is neither desirable nor in the interest of industrial peace.** It is their abundant and pious duty to redress the grievance. While NFTE firmly believes in negotiation and persuasion but it cannot be for limitless period. The quick resolution of the issues is not only extreme necessity but need of the hour. **It satisfactory settlement is not reached on the problems struggle is inevitable. Let better sense prevail upon the management before it becomes late.**

**CHQ EXTENDS HOLI GREETINGS**

# Minutes of the 29th meeting of the National Council held on 23rd December, 2013 under the chairmanship of Director (HR), BSNL Board

No. BSNL/39-3/SR/2013 Dated: 29th January, 2014 to All Members of the National Council

The 29th meeting of National Council was held at 11:00 AM on 23rd December, 2013 in the Conference Hall, Bharat Sanchar Bhavan, New Delhi. The list of participants is available in the enclosed annexure.

2. At the outset, DGM (SR) welcomed Director (HR), Chairman National Council and all the members of National Council in the newly constituted National Council; and stated that BSNL is entering into new era where two unions are recognised under the new rules and this will encourage more fruitful discussion in the council meetings. Thereafter GM (SR) addressed the council members and welcomed all the council members. He expressed his sincere gratitude towards all the unions, especially both recognised unions which represent majority of non-executive employees for their constructive role in framing of new recognition rules in BSNL. He hoped that in changed scenario staff side & management side relations will further improve and will be helpful in improving financial health of the company.

3. Director (HR), Chairman National Council, welcomed all the members of Staff Side and Official side in the newly formed National Council. He mentioned that unions in BSNL are very responsible and mature and their constructive role in the improvement/growth of the company is highly appreciated by the management. He suggested that the platform like National Council meetings may be effectively used for sorting out different issues concerning the employees and the company and hoped that with concerted efforts from both sides' issues will be resolved.

4. Thereafter Leader of Staff Side welcomed the members and stated that *revival of BSNL is top priority matter and recognised unions will contribute towards it. He expressed his concern over improper/non-functioning of Works Committee at SSA level, despite repeated instructions from BSNL Corporate Office. The issue of reduction in pay of employees appointed after 01.01.2007 i.e. the date of wage revision and concern on the orders issued by SR Cell banning demonstration in office premises were also expressed by him.*

*He suggested that in a year atleast three meetings of National Council may be held. He*

*expressed his gratitude to management side for holding awareness session on growth and development of BSNL on 30.11.2013 and requested that such sessions may also be held at circle and SSA levels.*

5. Secretary Staff Side in his welcome speech thanked Director (HR), Chairman National Council for his caring approach towards the issues raised by the staff side. However he expressed his anguish on long time taken by the concerned unit/branch for resolving/settlement on the issues which have been discussed and agreed in the National Council meetings. He stated that now under the new rules, two majority unions representing more than 80% non-executive employees, are part of the National Council, therefore, it may be effectively used for expeditious settlement of issues pertaining to non-executives. He appreciated management's efforts for holding awareness session on 30.11.2013 and requested that such events may be held regularly. He protested/complained that management has unilaterally decided to reduce the number of items submitted by the Secretary Staff for discussion in the National Council meeting and demanded that all the items may be discussed in the meeting. He also pointed out that National Council meetings are

**TELECOM**

## **Editorial Board**

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**Com. Islam Ahmed, President**

**Com. C.K. Mathivanan, Dy. General Secretary**

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being held belatedly and requested that they should be held as per instructions. He also drew attention of the Chairman towards the settlement of the issue of reduction of wages in respect of the employees appointed on or after 1.1.2007 was getting unduly delayed and insisted for early settlement of the same.

On the issue of non-acceptance of additional nominations by the management, he stated that it was not proper in view of the clear clarification given by the Hon'ble Kerala High Court and requested for acceptance of the same.

6. On the observations/statements made by the Staff Side, GM (SR) replied that management has no intention to suffocate the voice/demand of the unions but in order to have more focused attention to their demands and in overall benefit of the organisation, the number of items have been reduced. He also mentioned that this issue has informally been discussed with both the recognised unions in the past. He further suggested that in case the Staff side so insists for inclusion of all the items and if the time permits, discussion may take place on all the items. On the issue of holding of National Council meeting belatedly he mentioned that some delay is attributable on the part of recognized unions, as well. As regards non-acceptance of certain additional nominations, he clarified that the decision of the Hon'ble Court in this regard is still awaited. The Court has only disposed off the Misc. application and the main writ petition is still pending for final disposal. Further, he suggested that in future, the Staff side may submit approx. 10 (ten) items for discussion in the National Council meetings to facilitate elaborate discussion on the issues and their logical disposal.

7. Thereafter, agenda items submitted by the staff side were taken up for discussion, as per details given in the succeeding paragraphs.

#### **7.1 Removal of stagnation of the employees in the cadres of RM, Group 'D', Industrial cadres etc.**

Staff Side members demanded that solution to the problem of stagnation faced by most of the employees in the cadres of RM, Group 'D', Industrial cadres, etc. may be evolved immediately. The problem has mainly arisen because the differences between the maximum of the pay scales from NE 2 to NE 5 are inadequate. Staff side members referred DoT letter no.3-8/95-PAT dated 26.04.1995, based on GOI order M.F.OM. No.F-13(2)/IC/92 dated 07.04.1995 and suggested that the pay scales from NE 2 to NE 5 may be merged.

Management side explained that the DoT letter referred to by the staff side is related to cadre review and it was not for removing stagnation increment, as such the issue under consideration is entirely different. Further if the demand of merging of NE 2 to NE 5 pay scales is considered, then in that case it will affect the NEPP policy, which will warrant its recast. In such a situation, **merger of NE-2 to NE-5 pay scales is not tenable.**

During the detailed discussions it was evolved that the problem of stagnation in lower scales of non-executives has arisen *due to implementation of NEPP from back date and granting of benefit of 78.2% IDA pay fixation benefit.* The staff side strongly demanded for solution of the stagnation problem and management replied that the provisions of grant of stagnation increment already available in BSNL is sufficient to deal with the situation and any change in existing provision of stagnation of pay is not required. At the end of the discussion it was concluded that the issue will be considered further with the recognized unions.

#### **7.2 Payment of PLI to employees.**

Staff Side members demanded that BSNL should expeditiously evolve a new PLI scheme in consultation with the Staff Side, and pending finalization of the scheme, the employees should be paid one month's pay as adhoc PLI.

Management side replied that the Committee for evolving new PLI scheme has already been reconstituted and the issue has been deliberated in its meeting held on 09.12.2013. The staff side members were given details relating to Performance Management System(PMS) currently implemented in BSNL like Group PMS(GPMS); Field PMS(FPMS) and Individual PMS(IPMS) and their feedback/views are sought by the committee.

It was agreed that further discussions on the subject will continue to be held in the next Committee meeting.

#### **7.3 Payment of arrears on revision of wages based on 78.2% IDA merger.**

Staff side demanded that as per the agreement signed on 12.06.2012, between the Unions & Associations on the one hand and the BSNL Management on the other, it was agreed that the arrears on account of 78.2% IDA merger need not be paid immediately, but must be paid as and when the financial position of the Company improves. However, the DoT, in its order issued on 10.06.2013 has categorically stated that arrears would not be paid. This is nothing but denial of

what is legitimately eligible to the employee. Hence, BSNL Management should take up this issue with the DoT.

Management side informed the council that the BSNL Board has decided in its 143rd meeting held on 28.8.2012 that the issue of payment of arrears will be considered after the company's operations become profitable and the issue will be considered at appropriate time. Further, CMD BSNL has written a DO letter on 21.10.2013 to the Secretary, DOT to review its stand in this regard.

#### **7.4 Revision of pension based on 78.2% IDA merger, in respect of the employees who retired after 01.01.2007.**

Staff side members demanded that revision of pension in respect of those employees who have retired between 01.01.2007 and 10.06.2013 is to be done, based on 78.2% IDA merger.

Management side replied that on this matter a DO letter dated 21.10.2013 has been written by CMD to Secretary (T) DoT, requesting to extend the benefit of 50% IDA merger effectively amounting to 78.2% to the BSNL employees who retired after 01.01.2007 up to 09.06.2013. As and when further developments take place, the same will be shared with staff side.

#### **7.5 Revision of allowances based on 78.2% IDA merger.**

Staff side members demanded that allowances other than HRA, Professional upgradation allowance and Medical Reimbursement with voucher for outdoor treatment which are being paid as a percentage of the basic pay, should be paid based on 78.2% IDA merger.

Management side replied that at present due to financial constraint it is not feasible to consider the revision of allowances. In future when the financial condition of the company improves, this issue will be discussed with the recognised staff side members. ***However, the management side agreed to review the Transport Allowance payable to the physically handicapped employees.***

#### **7.6 Proper implementation of NEPP.**

Staff side members raised following points w.r.t. implementation of NEPP:-

(a) Post based promotions given to the Non-Executives after 01.10.2000 and prior to the introduction should not be treated as promotions under NEPP.

(b) Sr. TOAs promoted under OTBP are down-graded from 7100 pay scale to 6550 pay scale, when

they opted for NEPP. Such officials should be retained in the 7100 pay scale as a special case.

(c) Average entries made In the CRs, prior to the introduction of NEPP, should be ignored for the purpose of giving promotions under NEPP

(d) Pay scale up-gradations of the cadres of TTA and driver should not be treated as promotion under NEPP.

(e) Conversion from LDC to TOA should not be treated as promotion under NEPP.

(f) SC/ST officials should be granted relaxation in qualifying service for conferment of promotions under NEPP.

The above issues were discussed in the council as-

(a) Management side insisted that this clause is emphatically mentioned in the NEPP, therefore, any change w.r.t. to this clause require approval of BSNL Board/ DoT. However on insistence of staff side it was agreed that based on the inputs to be submitted by the staff side the case will be examined by the committee which has been formed regarding examination of other points of NEPP.

(b), (d)) Management side informed the council that w.r.t. these points a committee has been formed and in the last meeting of the committee it was decided to collect some information from the circles. Accordingly information has been called for resolving these issues. The committee will examine the issues, afresh, after taking due inputs from the staff side.

(c) The matter is under consideration of BSNL Board

(f) Management side informed the council that:-

i) Prior to formation of BSNL w.e.f. 01.10.2000, upgradation to Group 'C' & 'D' employees in the field Units of DOT was being granted under (i) OTBP Scheme (ii) Biennial Cadre Review (BCR) wherein there was no provision for reservation in respect of SC/ST employees.

ii) After the formation of BSNL w.e.f. 01.10.2000, Non-Executive Promotion policy (NEPP) has been formulated by the BSNL in consultation with (i) DOT, (ii) representative Unions of Non-Executives and (iii) SCT Cell. The said NEPP provides for time bound financial up-gradations to the next higher pay scale to all the Non-Executives of BSNL. No relaxation for SC/ST employees has been provided in the said Non-Executives Promotion Policy (NEPP).

iii) Assured Career Progression (ACP) Scheme & Modified Assured Career Progression (MACP) time bound up-gradations Schemes framed by the Deptt. of Personnel & Training (DOP&Trg.) are in force for the employees of Govt. of India. These Schemes, provisions of which are akin to the NEPP framed by BSNL, also do not provide for any relaxation in qualifying service for SC/ST employees in the financial up-gradations.

iv) BSNL SC/ST employees Association and Shri K.Velusamy have also filed W.P. No. 8494/11 before the Hon'ble High Court of Madras regarding reservation for SC/ST employees in the Non-Executive Promotion Policy (NEPP). *The Hon'ble High Court vide its order dated 03.10.2012 dismissed the petition by observing that no ground exist to interfere with the order under challenge.*

v) In view of above, the demand of the staff Side for "implementation of SC/ST reservation in NEPP" cannot be agreed to.

After detailed discussion on this point it was agreed that a copy of the Hon'ble High Court of Madras order mentioned above at part (iv) will be provided to staff side and after studying it, if required staff side may submit their views to Estt. wing for consideration.

#### **7.7 Reduction of qualifying marks, in respect of SC/ST employees in accordance with DoP&T guidelines.**

Staff side members stated that this issue was discussed in the 27th meeting of the National Council, held on 7th August, 2012 wherein it was decided that the issue could be discussed separately. Accordingly, the Recognised Union has given a detailed note to the Sr.GM (Rectt.) and a detailed discussion took place on 31.01.2013. However, the note given by the Union, as well as the views presented in the above mentioned discussion, were not replied by the recruitment branch.

Management side replied that the issue has been examined in detail and required instructions have been issued by the Rectt. Branch to all concerned units for implementation. At the end of discussions it was agreed that Rectt. Branch will issue suitable reply within a week's time to the Staff side in response to their detailed note dated 31.01.2013 submitted to Sr.GM(Rectt.).

#### **7.8 Restoration of LTC, Medical Allowance and Leave Encashment for availing LTC.**

Staff side members demanded that LTC, Medical

Allowance and Leave Encashment for availing LTC should be restored in BSNL.

Management side informed the Council that the present financial condition of the company is not good, therefore, this demand will be considered as and when the financial health of the company improves.

#### **7.9 Retirement benefit of the BSNL recruitees.**

Staff side submitted following points for consideration of the council:-

(i) The DPE, vide its OMs dated 26.11.2008, 02.04.2009 and 24.01.2013, has laid down the following guidelines respectively, in respect of the PSE employees.

(a) CPSEs would be allowed to contribute 30% of basic pay as superannuation benefits.

(b) The ceiling of 30% towards superannuation benefit would be calculated based on basic pay+DA.

(c) Contribution on the part of the employees is not mandatory.

(ii) It is very relevant to mention here that the above referred guidelines of the DPE have already been implemented in PSUs like CIL, BHEL, AAI, Neyveli Lignite Corporation and EIL, Le., making contribution of 30% basic pay and IDA for superannuation benefits. BSNL is already making contribution of 18%, towards EPF, Gratuity and PRMB. Thus, as per the above referred guidelines of the DPE, the contribution of our Company falls short by 12%. Hence, we demand that the monthly contribution of BSNL, towards the superannuation benefits of the Direct Recruited Employees should be 12%. We do not accept the recommendation of the Committee to fix the contribution by BSNL at 2%.

(iii) As regards the contribution of the employees towards the superannuation benefit, it is pointed out that the DPE guidelines have not made it mandatory. Hence, this aspect should be borne in mind when the scheme is finalized.

(iv) The OM No.2(70)/08-DPE(WC) of the DPE, dated 02.04.2009 has laid down that the revised pay sales should be implemented w.e.f. 01.01.2007, irrespective of the date on which presidential Directive is issued by the Administrative Ministry. In the same analogy, the date of implementation of the superannuation benefit may also be implemented from 01.01.2007, since it is in this OM, the quantum of superannuation benefit is also stipulated.

(v) A trust is created to manage the funds, then the representatives of the trade unions should also be

there, together with the representatives of the Management.

Management side replied that earlier, the Committee constituted for examining the issue of superannuation benefits for directly recruited employees had recommended the Company's contribution @ 2% of Basic Pay + DA. However, the inputs / comments of Staff Unions/ Association have been obtained and referred to the Committee for re-consideration. The Committee has submitted its recommendations.

After detailed discussions on *the item*, it was agreed that a joint meeting consisting of members from staff side and management side will be arranged for this issue.

#### **7.10 Promotion of the officials who have completed Telecom Mechanic training.**

Staff side member stated that due to the non-availability of sufficient number of posts, a section of the employees who have completed Telecom Mechanic training could not be promoted. However, these officials are performing all the duties of Telecom Mechanic. Hence, all such employees may be promoted as Telecom Mechanics on personal upgradation basis.

After discussions it was agreed that staff side members will submit details of such cases for consideration/examination by Estt. wing.

8. After discussion on the agenda items submitted by the Staff Side, further discussions took place on the Management side agenda items, viz.

#### **8.1 Formation of Local Council in SSAs/ Circle HQ**

The management side proposed that in an SSA/ Circle HQrs., where any of the recognised union is not in a position to form its District/ Circle level body as per the provisions of its constitution, in that event the union shall not be eligible to nominate its members to the Local Council of that District/ Circle HQrs. and shall remain unrepresented in the said Council. The Council shall be formed with nominations from the other recognised union, which has its duly constituted body, with the number of Staff side members already allocated to that union. Further, both the Secretary and Leader, Staff Side shall be nominated by the union represented in the Local Council and also submit the agenda for the meeting. However, as and when the unrepresented union is in a position to form its District/ Circle HQrs. level body, the union shall become eligible to nominate its members to the Council as well as Secretary or Leader, Staff Side, as the case may be.

After deliberations, the proposal was agreed to by the Staff side.

#### **8.2 Reduction in the number of Councils.**

Management side pointed out that in some of the non-territorial circles and SSAs, the number of non-executives is very small and it is suggested that Circle/Local Councils in such units may not be formed and some alternate arrangement is made.

Staff side members replied that they have discussed the issue among themselves and at present they do not agree to the proposal of the management. However further deliberations, in the background of actual data, would be undertaken.

#### **8.3 Compassionate Ground Appointments**

Management side stated that number of applicants seeking appointment on compassionate ground is very large and the number of vacancies available for them is very small, therefore, it is proposed to evolve an alternate mechanism which may help the family members of the deceased so that maximum number of families of the deceased employees can be helped. The management side also pointed out that after introduction of 2nd PRC, the pension, terminal benefits of the deceased employees have gone up which necessitates review of the existing CGA scheme. While reviewing the scheme, some more factors, viz. Own/ rented house of the family, son/daughter seeking employment etc. are also proposed to be reviewed. The Chairman mentioned that under the CGA scheme, benefit is being extended to approx. 5% of the families whereas the remaining families do not get any benefit at all. The issue needs to be taken up in broader perspective. There are certain organisations which do not have the concept of CGA, even MTNL has not offered any CG appointment during the last ten years. With this in mind, it is imperative to consider some alternate to CG appointments.

The issue was discussed at length and staff side members said that at present they do not want any change in the CGA scheme. Moreover, the vacancies for CG appointments are not properly calculated, hence suitable instructions be issued in this regard. The Staff side also pointed out that in certain cases, despite getting high weightage percentage, the cases are rejected, which indicates that the system needs review. While issues raised by staff side were noted by management, the management side also suggested that alternative arrangement to CGA would have to be explored/deliberated.

#### 8.4 Enforcement of discipline/performance culture in the company.

On the suggestion of Management side for enforcement of discipline/performance culture in the company, the Staff side mentioned that CDA Rules are already in force to enforce discipline. As regards performance culture in the company, the Staff side pointed out that the issue relates not only to non-executives, but to executives and senior level officers also. It was informed from the management side that PMS system already in force with reference to the executives and the proposal is to introduce performance system for non-executives on similar lines. The Chairman intervened and pointed out that this discipline/performance culture is being considered from the image point of view of the company and an advisory and proactive supportive stand from the unions will be more effective than any instructions from the management. Agreeing to the management point of view, the Secretary, Staff side suggested that an inter-active session of all the unions may be convened to explore various possibilities and devise implementable strategies.

9. The meeting ended with a vote of thanks to the Chair.

List of Members who participated in the 29th meeting of National Council held on 23rd December, 2013

Management Side	Staff Side
1 Director(HR), Chairman	Sh Islam Ahmed, Leader, Staff Side
2 ED (Finance)	Sh P.Abhimanyu, Secretary, Staff Side
3 Sr.GM (Rectt)	Sh V.A.N.Namboodiri
4 GM (Estt)	Sh Chandeshwar Singh
5 GM (pers)	Sh Animesh Chander Mitra
6 GM (Corp.Restg/Admn)	Sh R.Pattabiraman
7 GM(Training/SR)	Sh Swapan Chakraborty
8 GM (EF)	Sh Mahabir Singh
9 GM(SR)	Sh C.K.Gundanna

#### Core Committee Meeting

Com. M.L. Sharma, Punjab Circle Secretary has participated in the core committee meetings held on 10/11th December, at Delhi. It is regretted his name was omitted inadvertently in the Journal.

#### Starred Question No.214

Answered on 05.02.2014

#### RECOVERY OF OUTSTANDING DUES

Whether sizeable amount of dues are outstanding against mobile and landline subscribers of Mahanagar Telephone Nigam Ltd. (MTNL) and Bharat Sanchar Nigam Ltd. (BSNL) in various telecom circles in the country;

b) if so, the detail thereof, circle-wise;

Bharat Sanchar Nigam Limited (BSNL)'s total outstanding dues against its subscribers on account of telephone bills is Rs.3211.95 crores as on 30.11.2013

Following steps are being taken by BSNL/MTNL to effect recovery of outstanding dues from its customers on regular basis:-

1) Payment reminders through IVRS/SMS are being issued to persuade the customers to make payment before disconnection of their telephones and instructions have been issued to ensure timely issue of telephone bills and to effect disconnection of telephones for non-payment promptly, strong monitoring of outstanding position.

2) Connections remaining disconnected for non-payment are permanently closed after six months from the date of disconnection and accounts regularized by adjusting Security deposit if any available.

3) Legal proceedings wherever required are initiated against the defaulters for recovery of dues.

4) Graded discount scheme to incentivize defaulting customers, for clearance of old outstanding dues was introduced and incentive scheme to employees of BSNL for recovery of outstanding arrears from defaulters has also been put in place.

5) Circle-wise and Year-wise target for liquidation of outstanding dues are fixed and progress with regard to liquidation of outstanding dues is closely monitored and units are addressed periodically.

6) Circles have also been asked to utilize the services of State Government Departments and Lok Adalats in recovery of outstanding dues and State Govts. have been requested to amend their respective land revenue acts for recovery of BSNL dues as land revenue arrears.

(e) Legal notices are issued and if the same fail to yield fruitful result, recovery suits are initiated in the court of law wherever considered appropriate.

# Jharkhand Circle Conference

The circle conference took place on 30th-31st January with tremendous enthusiasm amongst the employees. The open and delegate sessions were organized at Geeta Bhawan in Bokaro Steel City



**GS hoisting the union's flag**

and it was graced by S/S Labh Singh (CGM), S.K. Agarwal, (GM Adm), GM and DGM Dhanbad and other officers. The Chairman Reception Committee, Shri Mihir Singh welcomed the dignitaries, guests and the participants. The circle Secretaries of AIBSNLEA, SNATTA and Sewa BSNL and circle President of AIBSNLEA also participated. All India President, GS and Secy (Com. K.K. Singh) of NFTE addressed the fully packed hall of the employees and urged them to recognize the time and do whatever is possible to improve the image of BSNL. The customers have to be satisfied. Our aim should be to earn more and more revenue for the Company. The CGM stressed mutual understanding to tide over the crisis in BSNL. The circle Head stated that there is delay in activation of SIMs as we are dependent on Bihar and West Bengal circles. A

sword was handed over to CGM to root out corruption in the circle. GS, CS (Jharkhand) and Dhanbad Comrades honoured Com. A.C. Dwivedi, Sr. TOA who retired on superannuation on this day. Com. A.C. Dwivedi has taken responsibility to conduct the memorable circle conference at Bokaro. CHQ conveys best wishes and thank to him.

Comrades Subhash Singh, Mahabir Singh and Dhananjay Singh have been elected as president, Circle Secy. and Treasurer respectively.



**C/S (Com. Mahabir Singh), Circle President (Com. Subhash Singh) with GS**



**Audience**



**CGM, Shri Labh Singh**

## Chattisgarh Circle Executive Meeting held on 28th December, 2013



**Audience**



**Distt. Secy, Com. Quereshi welcoming the guests**



**Dias view**

**Gurudas Das Gupta, Member of  
Parliament (Lok Sabha) and General  
Secretary, All India Trade Union  
Congress letter, Dated 21-1-2014 to  
Hon'ble MoC, Shri Sibal**

The National Federation of Telecom Employees (BSNL) have Been representating to you as well as to BSNL managements regarding adverse affect of non-filling of vacancies of senior level officers. I myself represented to you before in this regard. I am told about 40% posts of Directors are lying vacant in BSNL for want of timely action by concerned officers. If the BSNL has to be revived then it is imperative that timely action is taken to prepare panel well in advance so that as soon a post falls vacant, it is filled. Presently, Director HR and Finance are vacant and perhaps a few more may also fall vacant in near future.

I shall be grateful if you kindly look into this matter & take steps to fill all senior level vacant posts at an early date so that functioning of BSNL improves.

### PLI

The Department of Public Enterprise has issued orders on 11th July, 2011 for payment of PLI to non-executive employees with linking to the profit of PSU. BSNL management wants to link the same with performance Management System i.e. PMS. In this all will not get PLI.

BSNL HQr has sought views from the NFTE and BSNLEU (Circles may send their views.)

### Form IV (See Rule 8) "Telecom"

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I, Chandeshwar Singh, hereby declare that the particulars given above are true to the best of my knowledge and belief.

New Delhi  
Dated : 25.2.2014

Sd/-  
Chandeshwar Singh

## 5th Circle conference of Telecom Factory at Kolkata

The 5th circle conference took place on 12th/13th February under the President ship of Com. Dilipdas Gupta at Kolkata Telecom Factory Hall. The delegates from Kharagpur, Gopalpur and Alipore Telecom Factories participated. The delegate and open sessions were held on 12th and 13th February respectively, Com. Islam attended and addressed the delegate and open sessions both. The open session was held with full grandeur. The General Manager, Shri B.B. Bisoi, Comrades Chitrabasu (C/S West Bengal and VP CHQ), Shekhar Majumdar (C/S Kolkata TD), Sukhan Bhattacharjee (circle President, BSNLEU) and others addressed the session. Earlier Com. Murshidali (C/S) mentioned about shortage of raw materials and equipment/Machine affecting the production. Com. Islam stated the developments relating to PLI, 78.2% IDA benefit to retirees, GPF, stagnation, LTC/Medical, Indoor (Hospital) Medical facilities, Modification in R/Rs of TTA, JTOs etc. Comrades Dilipdas Gupta, Murshid Ali and Kamal Kundu, have been elected as circle President, circle Secy and Treasurer respectively.

## A grand felicitation to Com. Sompal Saini, CS UP(W)

The District union of Saharanpur organized a memorable felicitation on 31-01-2014 (Near Gurdwara) to Com. Sompal Saini CS UP(W), Com. Preetam Singh TM, Com. Jagdish Prasad TM, Com. Ram Chander TM, Com. Sindhu Prasad, TM and Com. A.K. Watal TTA. The District Secretaries & Comrades from all corners of UP(W) and family members of retirees were in the farewell function. The union leaders of FNTTO, BSNLEU and officers

association also attended and greeted the retirees. The Sr. GM, DGM and other officers of Saharanpur attended the function and greeted the retirees. All praised and remembered the role played by Com. Sompal Saini, CS in settling the staff problems in the circle. CHQ Secretaries Com. Rajpal, Rajmouli and Jabbar Khan attended the function and conveyed best wishes.

## 4th District conference of Aurangabad on 09-02-2014

A well organized District conference of Aurangabad held in Yashwantarao Chavan Auditorium with more than 200 Comrades including 50 women comrades. Com. C.K. Mathivanan, Dy. GS inaugurated the conference, Com. K.S. Kulakarni, and Moktali CHQ secretaries attended and addressed the meeting. Sr. officers G.M. P.C. Diwari and DGM etc participated in the conference. Com. Rajan Danni, District Secretary organised a convention of 6 SSA's consisting of Osmanabad, Jalna, Beed, Parbhani, Latur and Aurangabad. The convention is successful one to strengthen the organisation in Maharashtra circle.

## Union office inauguration at Pune on 10-02-2014:

After flag hoisting by C.K. Mathivanan, Dy. G.S. union office was inaugurated by Shri Jain DGM, Pune. More than 200 Comrades attended the inaugural function. Com. Gosavi ACS and senior Comrades Doparde, Sunanda Pardeshi and Rohini among others participated in this function. Com. Mathivanan Dy. G.S. narrated the present status of bonus issue, Stagnation of RM's, and other issues. Com. Dileep Jagdale District Secretary, Pune made an excellent arrangements for the inaugural function and open meeting.

## प्रोडक्टिविटी लिंकड इन्सैटिव (पीएलआई)

दिनांक 11.7.2011 को डिपार्टमेन्ट ऑफ पब्लिक इन्टरप्राइज, भारत सरकार, ने आदेश जारी किया है कि निगमों में पीएलआई का भुगतान किया जाय। इसका नान- इक्जीक्युटिव कर्मचारियों हेतु इसका लाभ से कोई संबंध नहीं है। परंतु बीएसएनएल प्रबन्धन ने इसका संबंध पीएमएस से करने का प्रस्ताव किया है। जबकि परफार्मेंस मैनेजमेन्ट सिस्टम केवल अधिकारियों के लिए है। यह पीएमएस ग्रुप, व्यक्तिगत लोगों के आधार पर होगा। इस प्रकार सभी को पीएलआई का भुगतान नहीं होगा। दिनांक 9.12.2013 को दोनों संघों के प्रतिनिधियों के साथ बैठक हुई थी तथा एनएफटीई एवं बीएसएनएलईयू प्रतिनिधियों के 22.1.2014 को एक प्रस्तुती भी दिया गया था। बीएसएनएल पे पत्र संख्या 1-5/2012-रिस्ट्रक दिनांक 5.2.2014 द्वारा अब मुद्दे पर संघ से सुझाव मांगे हैं। (सर्किल संघ अपना सुझाव हेडक्वार्टर को भेजें)

## LETTERS FROM BSNL MANAGEMENT

### **Awareness session on growth and development of BSNL - Suggestions received from Union and Associations**

**No.4&48/2013-14/S&M-CM/11 Date: 18.12.2013 to The Chief General Managers, All Telecom Circles/Metro Districts, BSNL**

During the awareness session on growth and development of BSNL held on 30.11.2013 following has been suggested by Unions & Associations regarding visibility of BSNL Plans at Point of Sales & better Customer experience:

**1. Circulation/Propagation of BSNL Plans for subscribers:** There is an urgent need of enhancing visibility of BSNL new Plans and Services in an aggressive way at each Point of Sales i.e. at CSCs, Retailer Outlets etc. so that customers become aware of the same.

**2. Meeting the subscribers at his/her premises:** There is an urgent need-of-majority of the officials/officers to be in the field to meet subscribers at his/her premises and get feedback from them. That will help in building better customer relations and in solving their problem satisfactorily.

Kindly ensure all out efforts and depute suitable Officials/Officers to meet Customers at their premises to understand their problems and hence to provide better" customer experience. Also, ensure availability of Posters, Pamphlets, Dangers & other Advertising material showing BSNL Products and Tariff plans at each Point of Sales (POS).

It is requested to implement the above and send compliance to this office at salescmhq@mail.com.

### **Recovery of wrongful/excess payments made to Government servants.**

**F.No.18/26/2011-Estt (Pay-I) Dated the 6th February, 2014 to Government of India Ministry of Personnel, PG and Pension, Department of Personnel and Training, North Block, New Delhi,**

The undersigned is directed to say that the issue of recovery of wrongful/excess payments made to Government servants has been examined in consultation with the Department of Expenditure and the Department of Legal Affairs in the light of the recent judgement of the Hon'ble Supreme Court in Chandi Prasad Uniyal And On vs State Of Uttarakhand And Ors, 2012 AIR SCW 4742, (2012) 8 'SCC 417, de-

ecided on 17th August, 2012. The Hon'ble Court has observed as under:

15. We are not convinced that this Court in various judgments referred to herein before has laid down any proposition of law that only if the State or its officials establish that there was misrepresentation or fraud on the part of the recipients of the excess pay, then only the amount paid could be recovered. On the other hand, most of the cases referred to herein before turned on the peculiar facts and circumstances of those cases either because the recipients had retired or on the verge of retirement or were occupying lower posts in the administrative hierarchy.

16. We are concerned with the excess payment of public money which is often described as "tax payers money" which belongs neither to the officers who have effected over-payment nor that of the recipients. We fail to see why the concept of fraud or misrepresentation is being brought in such situations. Question to be asked is whether excess money has been paid or not may be due to a bona fide mistake. Possibly, effecting excess payment of public money by Government officers may be due to various reasons like negligence, carelessness, collusion, favouritism etc. because money in such situation does not belong to the payer or the payee. Situations may also arise where both the payer and the payee are at fault, then the mistake is mutual. Payments are being effected in many situations without any authority of law and payments have been received by the recipients also without any authority of law. Any amount paid/received without authority of law can always be recovered barring few exceptions of extreme hardships but not as a matter of right, in such situations law implies an obligation on the payee to repay the money, otherwise it would amount to unjust enrichment.

2. Hon'ble Supreme Court also distinguished the cases like Shyam Babu Verma v UOI, 1994 SCR (1) 700, 1994 SCC (2) 52, Syed Abdul Qadir and Ors. v. State of Bihar and Ors,(2009) 3 SCC 475, Sahib Ram v. State of Haryana,1995 Supp (1) SCC 18 etc., where it had not allowed recovery of excess payment in view of the peculiar facts and circumstances of those cases so as to avoid extreme hardship to the concerned employees, for example, where the employees concerned were mostly junior employees, or they had retired or were on verge of retirement, the employees were not at fault, and recovery which was ordered after a gap of many years would have

caused extreme hardship.

3. In view of the law declared by Courts and recently reiterated by the Hon'ble Supreme Court in the above cited case, Chandi Prasad Uniyal And Ors vs State Of Uttarakhand And Ors, 2012 AIR SCW 4742, (2012) 8 SCC 417, the Ministries/Departments are advised to deal with the issue of wrongful/excess payments as follows:

i. In all cases where the excess payments on account of wrong pay fixation, grant of scale without due approvals, promotions without following the procedure, or in excess of entitlements etc come to notice, immediate corrective action must be taken.

ii. In a case like this where the authorities decide to rectify an incorrect order, a show-cause notice may be issued to the concerned employee informing him of the decision to rectify the order which has resulted in the overpayment, and intention to recover such excess payments. Reasons for the decision should be clearly conveyed to enable the employee to represent against the same. Speaking orders may thereafter be passed after consideration of the representations, if any, made by the employee.

iii. Whenever any excess payment has been made on account of fraud, misrepresentation, collusion, favouritism, negligence or, carelessness, etc., roles of those responsible for over payments in such cases, and the employees who benefited from such actions should be identified, and departmental/criminal action should be considered in appropriate cases.

iv. Recovery should be made in all cases of overpayment barring few exceptions of extreme hardships. No waiver of recovery may be allowed without the approval of Department of Expenditure.

v. While ordering recovery, all the circumstances of the case should be taken into account. In appropriate cases, the concerned employee may be allowed to refund the money in suitable instalments with the approval of Secretary in the Ministry, in consultation with the FA.

vi. Wherever the relevant rules provide for payment of interest on amounts retained by the employee beyond the stipulated period etc as in the case of TA, interest would continue to be recovered from the employee as heretofore.

### **Corrigendum**

#### **JTO (Telecom) Induction Training Structure & Syllabus – regarding**

#### **No.4-1/2013-Trg Dated 11.02.2014 to All the Heads of Circles/Units, BSNL, CGMs, ALTT/BRBRAITT/NATFM, Principal, RTTCs/CTTCs/DTTCs**

In partial modification of this office letter of even number dated 13.11.2013 regarding JTO(Telecom) induction training of internal qualified candidates (Departmental candidates), the undersigned is directed to convey that para-2 of the said letter may be replaced and read as:

“In this regard, it is to convey that Departmental qualified candidates who possess qualification viz Bachelor Degree of Engineering or equivalent in any of the following disciplines viz (i) Telecommunication, (ii) Electronics, (iii) Radio, (iv) Computer, (v) Electrical, (vi) Information Technology (vii) Instrumentation shall be allowed to undergo directly Phase-I training, at par with DR JTOs, so far as JTO induction training is concerned”

The qualification, MSc (Electronics) has been inadvertently included in the said letter, which is not an eligible qualification for JTO LICE as per RR of JTO.

#### **Information in respect of grant of one extra increment to BCR Gr.III employees one year prior to their retirement**

#### **No.21-1/2014-TE, Dated 10.2.2014 to All ahead of Telecom Circles, All other Administrative officers/Metro Districts/ Telecom projects/Telecom regions, BSNL.**

Kindly refer to this office Audit IM No.03 dated 27-01-2014 (Copy Enclosed) on the above subject. Vide which, the Information of Point-(1) regarding List of all the BCR Employees who were granted increment prior to one year from their retirement and year wise break up of liabilities created therefore; has been called for.

It is requested that the above information may kindly be furnished to this office positively within one week so that the same can be send to the Audit.

#### **Constitution of Higher level Committee on Superannuation Benefits of DR employees and Pay-Parity/loss of pay of DR-JTO/JAO**

#### **No.1-05/2014-PAT (BSNL), Dated: 18-2-2014**

The following higher Level committee is constituted by CMD, BSNL to relook and reassess the issues related to superannuation benefits of DR em-

ployees and Pay-partily/loss of Dr-JTo/JAO:

- Mrs. Geeta Rau, ED(Fin)- Chairperson
- Shri M.C.Chaube, CGM (NGN)- Member
- Shri H.C.Pant, CS & Sr. GM (Legal)-Member
- Mrs. Smita Chaudhary, GM (EF)- Member
- Shri Tajinder Kumar, Sr. Gm (C&M)-member
- Shri D.D.Deshwal,GM (Civil-USOF)-Member
- Shri Satish Wadhwa,DGM (Sr)- Convener

**No.268-Gen.Corr/2010-Pers.IV, dated 13.2.2014,  
Chief general manager telecom, Kerala telecom  
Circle, Trivandrum**

This has reference to your letter No.ES/9-1rlg/  
V/2013-14/9dated 25.11.2013

The weightatge point system was introduced in 2007 in order to bring uniformity in assessment of indigent condition of the family BSNL. After issue of weight age point system, the pay of the serving employees has been revised w.e.f 1.1.2007 as per 2<sup>nd</sup> PRC and hence their basic pension is also calculated as per revised after 2<sup>nd</sup> PRC.

In view of the above, instruction were issued vide letter No.273-18/2005-Pers. IV sated 22.10.2013 to evaluate all the cases by considering pre-revised pension i.e. pension corresponding to pay 2<sup>nd</sup> PRC. This has to be done irrespective of whether the case has been considered by circle HPC or not.

As per CGA policy of BSNL total terminal benefits only are to be considered for calculating net points. Regarding liabilities of deceased, if any, may be mentioned in application Performa while sending cases for consideration of BSNL CO HPC.

**D.O.No.40-23/2013-pen(B) date: 18-2-2014 from  
Shri Upadhyay, CMD to CGMs of Assam/AP/HR/  
HP/ J&K/ MP/ MH/ OR/ Pb/ Raj./TN/TU(E)/ UP(W)  
Circles and NTR, BSNL**

I invite a reference to my D.O letter of even No. Dated the 29.10.2013 and subsequent reminders at various level regarding settlement of revision of pension cases (pre-2006 CDA cases) most of the circles (12 out of 14) have not provided the number of cases pending as 31.01.2014. In this per information received from the circles.

While a few circles like Kerala, Bihar etc. have been able to liquidate, it is seen that large no. of cases are still awaiting finalizing in your circle. On the other hand, DoT is pressing hard at its senior most levels to finalize the pending cases at the earliest.

I, therefore, feel that a very concerted effort, including your personal involvement as required, is to be put in so that the cases are liquidate from BSNL's side 28.2.2014 positively. A report in the following may kind be sent 24.2.014 and 5.3.214 to this office (by fax to No. 23766.34/23734051 or e-mail [agmpen@bsnl.co.in](mailto:agmpen@bsnl.co.in)):

**Sl. Details no. of  
No. Cases**

1. No. of cases sent to CCA during 01.02.2014 or 15.02.2014 & 16.02.2014 to 28.02.2014
2. No of cases still pending with your circle as on 15.2.2014 and 28.2.2014

**No of pre-2006 CDA pensions cases pending as on 31-01-2014**

S. No	Circle	No.of cases pending with the circle as on 15.1.14, as per DOT	Cases sent to CCA during 15.1.14 to 31.1.14	No. of cases Pending with the circle as on 31.1.14
1.	Assam**	188		188
2.	AP**	281		281
3.	TN**/CH TD*	810	580*	224*
4.	Haryana**	1168		1168
5.	H.P**	19		19
6.	J&K	379	NIL	379
7.	M.P**	463		463
8.	Maharashtra**	232		232
9.	Odisha**	743		743
10.	Punjab**	546		536
11.	Rajasthan**	472		472
12.	UP(E)**	3323		323
13.	UP(W)**	893	Nil	1328#
14.	Delhi CCA/NTR	3704	2704	3016
	<b>Total</b>	<b>13211</b>		<b>12,372</b>

\*Chennai Telephones

\*\*Report not received. Hence, the figure as on 15-1-2014 has been shown& pending as on 15-1-2014

#increase in the figure needs to be explained.

**Holding of Limited Departmental  
Competitive Examination (LDCE) for  
promotion to the cadre of telecom**

**Mechanic for the Recruitment year 2013----- Approval thereof,  
No.250-2/2014-Estt-II, Dated; 14.2.2014, Most immediate/examination All heads of the telecom Circles, Bharat Sanchar Nigam limited\* \*(Only recruiting Circles)**

Approval of the Competent Authority is hereby conveyed for holding of LDCE for telecom Mechanic for the recruitment year 2013 in accordance with the provisions laid in the column-12 of the recruitment Rules of telecom Mechanic- 2012 issued vide letter No. conducted in accordance with the Scheme and syllabus prescribed vide this office letter No. 250-74/2001-pers-III (part) dated 18.10.2011.

2. All Heads of the Telecom Recruiting Circles are requested to initiate the process of holding LDCE for TM immediately. The Total vacancies in the grade of TM as on 31.3.2014 may be calculated and then 50% of the vacancies may be earmarked for the

LDCE, 2013. The crucial date for reckoning the eligibility of a candidate shall be 1.7.2013. It may be noted that the LDCE of TM may be held in those SSAs (i) where there is clear vacancy and no qualified and trained official is waiting for his/her absorption in TM cadre for want of vacancies and also (ii) there is no court case pending in connection with the LDCE for TM. The vacancies of the non-recruiting Circles may also be taken into account while notifying the vacancies of the particular SSA/Circle. LDCE for TM for the RY-2013 shall be conducted on a single day/date in all telecom Circles and Circles should ensure that the result of the said examination shall be declared within 50 days from the date of examination.

Further instructions with regard to holding of LDCE shall be issued by the rectt. Branch of BSNL CO separately. Recruitment Branch may kindly ensure that examination is conducted on same day throughout India.

## LETTERS TO BSNL MANAGEMENT

### **Realisation of Pension contribution in respect of absorbed employees in BSNL- Request to end discrimination**

**TF-11/3( b) Dated:- 05-02-2014, to Shri Kapil Sibal, Hon'ble Minister of Communication and IT Sanchar Bhavan New Delhi.**

The Government of India through Cabinet decision of 26-12-2013 has decided that the Pension contribution in respect of Mahanagar Telephone Nigam Limited staff will be realized wef 1-1-06 on the actual pay drawn in the IDA Pay Scales. The Government has also decided that the absorbed employees in the said PSU will be extended pensioner benefits in the analogy of BSNL employees. This is most welcomed and laudable decision of GOI and we record our gratefulness on behalf of thousands of the employees.

However, we are compelled to invite your kind attention that another crisis ridden PSU, BSNL, is required to deposit pension contribution of the absorbed officials on the maximum of their IDA Pay Scales. The Vital Fact has earlier been represented by us but it has not been resolved so far. We strongly feel it is discrimination and be removed so that the corporation is required to deposit the contribution akin to MTNL. This will also help in revival of the company.

We, therefore, implore upon you, Sir, to kindly use

your offices so that the BSNL is required to deposit Pension contribution on actual pay wef 1.1.2006 at par with the MTNL.

### **Suggestion for concessions/ relaxation to SC/ST employees in BSNL**

**TF-1/5(d) Dated 27-1-2014 to the Chairperson of the Parliamentary Standing Committee for Welfare of SC/ST Employees Lok Sabha Secretariat, New Delhi**

The National federation of Telecom Employees is recognized union in BSNL and represent the grievances of the employees is recognized union in BSNL and represent the grievances of the employees.

It is learnt that the parliamentary committee for the welfare of SC ST employees has forwarded a list of grievances to ministry of Communication and IT for redressal which in turn has been sent to BSNL. There are two demands which are not being redressed in BSNL which have been perused vigorously. These are appended below for your consideration and causing settlement for the welfare of S/C S/T staff.

**1) Concession/relaxation to SC Staff in Non-executive promotion scheme:-** The union has been constantly demanding that the SC ST employees be extended on year relaxation/concession in upgradations under NEPP in the analogy of DOT absorbed employees. The others PSUs viz State Trading Cor-

poration, Project and equipment Corporation limited under Commerce Ministry are extending one year concession at each stage of promotion under TBP policy besides relaxation in ratings. Such concession is not being extended in the BSNL. It is pertinent to mention that 8 years is the prescribed periodically for NEPP in BSNL but for absorbed employees it is 4 and 7 years for first and second upgradation respectively.

**Relaxation in compassionate appointment to SC ST candidates:-** There is weightage point system for appointment of dependents of deceased employees. The cases are considered only when point is 55 and above and below 55 points the applications are rejected. There is no being resolved.

We, therefore, implore upon the parliamentary Committee to suggest the ministry of Communication and BSNL for extension of appropriate concessions and relaxation on above two issues. We will be extremely obliged if union representatives are afforded an opportunity for interaction.

### **Merger of BSNL and MTNL- views regarding**

**TF-41, Dated:-6.2.2014, to Sr. GM (SR), BSNL, New Delhi**

Kindly refer to your office communication No.- BSNL/20-2/SR/2014, dt-4th February, 2014.

We are appending below our views on the concerned items.

#### **Annexure-I**

2(b) Presently there are four circles of BSNL at Delhi viz Northern Telecom Region, Northern Telecom Project, NCS and Data Networking region besides quality Assurance SSA unit. The former circle, NTR is Cadre controlling authority and feeds the staff to other Circles. The merger of MTNL, Delhi with BSNL will create problems of Seniority of staff in NTR as well as in transfers. Similar situation will occur at Mumbai also.

Therefore, all the circles should retain their present separate identities to avoid the problems.

c) All TSMs including casual labourers be regularized before the merger.

3(a) There is no direct recruitment in NE-1 and NE-5 levels in BSNL. The present R/Rs of various Cadres may not be changed. The present TSMs and casual labourers be regularized instead of Direct Recruitment.

(b) The pay scales of Non executive employees in BSNL be upgraded at par with the MTNL staff thereafter pay scales be revised wef 1st January 2017.

(h) The present Medical Policy of BSNL should continue and need not be altered.

(i) BSNL leave Rules should continue as Earned leave of employees have been transferred as per cabinet decision on corporation of Departments of Telecom Services and operations.

j) The policy of CGA as followed by BSNL be retained with the required modification for relief to the families of the deceased employees. It should not be banned as has been done in MTNL.

k) The VRS as implemented in MTNL is not all desirable and acceptable to us.

However, the present voluntary Retirement provision for BSNL need not be disturbed. The encashment of leave on retirement/VRS provision should continue.

(l) 5 days working be introduced not only in corporate office but in circles also.

(m) The present Rules for recognition for non-executive unions of BSNL be made operative with certain modification. Any union which secure 15% or more votes in the referendum be recognized unions in BSNL and MTNL both. This is not minor issue as mentioned in the letter. The issue be resolved first.

(e) We are not able to offer comments on the issue as promotion policy followed in MTNL is not known to us. However the better scheme of prospectus and promotions be adopted.

However, the following vital points be noted and conveyed to DOT very clearly,

**(1) There has been disinvestment in MTNL to the tune of 47.5% whereas the BSNL is centpercent state owned PSU. Therefore, in the present condition merger is not desirable as BSNL's position will be diluted and will move towards financial bankruptcy causing suffering to the employees.**

(2) The MTNL is listed in stock exchange at National and International levels both whereas BSNL is not.

(3) MTNL is facing serious financial crunch. The proposed merger enhance the financial crisis in BSNL also.

(4) The proposed merger is also against the Na-

*tional Telecom Policy, 2012 which envisages that the BSNL and MTNL will continue to play the important role separately in their respective jurisdictions.*

(5) There are PSUs in other sectors viz in steel, oil etc. where all PSUs are functioning separately.

(6) The experts committee appointed for merger in the said sectors have not favoured merger of PSUs. The proposed merger of BSNL and MTNL is without the recommendations of the experts. Even terms and conditions are not known to the stake holders.

We request you to please impress upon the DOT that arbitrary decision be avoided to prevent unrest and resentment amongst the employees. Any unilateral decision will be resisted with full force at our command.

### **Proposed R/R of JTO**

**TF-24/1(f) dated:-25-01-2014, to Director (HR)  
BSNL, New Delhi**

Refce: File Marks 5-32/20130 Feb. IV

Please refer to the proposed R/R of JTO circulated file mark cited above. We are deeply anguished to note the provisions contained in column 11(2) of the scheduled that the employees in the Pay scale of Rs. 13600-25420 or above alone will be eligible in the last LICE for departmental quota of posts. The above provision will deprive the mass cadres viz Sr. TOAs, Telecom Mechanics etc for departmental quota of posts for promotion to JTO Cadre. Thus those who were eligible as per earlier R/R will be made ineligible once new R/R is enforced. Further, a sand when such staff reach to the scale of Rs. 13,600-25420 they will be required to server another 7 years for eligibility. These conditions are unacceptable to the union. Moreover, an item for reduction of 7 years service condition into 3 for JTO(T) etc is pending in the National council as such this aspect ie reduction in service period be kept in view while finalizing the R/R.

Accordingly, we are submitting the following points for consideration.

**1) Absorption:-** By absorption of JTO phase-I trained officiating JTOs and thereafter screening test qualified officials who could not be appointed to officiate due to some reasons.

**2) Service Period:-** (I) The present 7 years of residency period in the pay scale of Rs. 13600-25420 or above may be reduced to three years. The service rendered in Sr. TOA/TM Cadres be reckoned with

in the residency service period. Alternatively, there should be 10% quota for Sr. TOA/TM etc Cadres.

(II) The previous service of Ex-servicemen be counted in the analogy of JAO for eligibility to the departmental quota of post.

### **Qualifications:-**

1) Employees possessing B.Tech degree in any discipline including (agriculture) and instrumental Tech be eligible for the LICE.

2) All Science Graduates employees be entitled for the Departmental posts as educational system from state of state. In Gujrat BSc degree is awarded as below:

First year BSC- Physics, Chemistry and Maths.

Second year BSC- Physics and Chemistry

Third year BSC- Physics or Maths or Chemistry

3) The qualifications of M.Sc (instrumental), BSC (instrumentation), MSc(electronic) be included for the eligibility of departmental candidates.

**Mechanical Engineering:- Items 7 of schedule:** 1) The provision of only two successive opportunity is neither justified nor fair. All Diploma/Degree holders employees be eligible for departmental quota of Posts without restriction of opportunities or chances.

**Age relaxation:** The age relaxation for BSNL officials for direct recruitment be 10 years instead of 5 as proposed.

We request you to get the points considered and afford in opportunity to union for discussions to prevent injustice against any section of staff as well as litigation.

### **Dies-non under FR17A and Stigma for training-case of Shri V. Ramakrishnan, Jao HR No. 198308302 in Kanchipuram District under Chennai Telecom District- Request for intervention**

**TF-13/3 daetd 05-02-2013 to Shri A.N.Rai, Director (HR), BSNL, New Delhi**

Shri V. Ramakrishnan after passing the prescribed xamination has been promoted as JAO and was supposed to be sent for phase-2 training of JAO being from 3<sup>rd</sup> February, 2014 . However, his name has been excluded from the list on the plea that he has been awarded FE17A punishment

and that too without any show cause notice. The actions of circle authorities is erroneous and wrong as FR17A does not bar to depute employees for training.

Apart from above it may be appreciated that grant of Dies-non when the officials were either on leave or performed full duties is neither fair nor tenable and cannot test the laws of the land. It is reported that there are offices who are hostile to NFTE who have decided to harm the employees because the officials is District President of the union. An employee who are put in long years of service should be made victim of vindictiveness.

We, therefore, entreat upon you to advise the GSM, TD, Chennai to take remedial action so that the officials is sent for training.

### **POS in r/o TSMs regularized on 01-01-2000 or thereafter- Case of MP circle.**

**TF-24/4 dated:-5-2-2014 to Sr.GM (Est), BSNL**

Corporate office letter No.- 269-5/2012-Pers-IV, dt-12-03-2013

The M.P. Circle vide letter No.-ST-03/Presidential orders/TSM/1/24, DT-07-08-2013(copy enclosed) has forwarded the list of TSMs, regularized on 01-10-2000 or thereafter, for issue of POS.A considerable period has elapsed but the concerned staff could not get the orders.

Kindly look into the matter and cause settlement.

### **Wage erosion of employees appointed on 1-1-2007 or thereafter-Request for intervention**

**TF-9/9, Dated:- 05-02-2014 to Shri R.K.Upadhyay, Chairman & Managing Director BSNL, New Delhi**

Kindly recall on 3<sup>rd</sup> instant our president and secretary met you and requested for early settlement of the matter. The said functionaries of the union have explained the sufferings of staff in detail.

In support of discussions we are enclosing two examples of employees appointed in year 2008 and 2009 to impress upon you as to what extent the officials are sufferings.

We once again request you to use your good offices so that the matter is resolved suitably and adequately to avoid frustrations amongst the staff.

### **Proposed formation of Tower Company in the BSNL.**

**TF-42, Dated :-20-02-2014, CMD, BSNL, New Delhi**

Reports are coming that the BSNL Board has decided to form a Tower Company in The PSU. The decision, it is apprehended, may adversely affect the company. It is shocking that such vital has been taken without ascertaining the views of unions and associations although we are stake holders.

Kindly, therefore, consider to meet us so that we are in position to know the pros and cons of the decision.

### **Non-redressal of staff Grievances in Western UP circle**

**TF-39/2 Dated:-5-2-2014 to Director, HR) BSNL**

We are receiving complaints that the staff grievances are not being addressed in Western UP circle. The callous and indifferent attitude is creating avoidable resentment and anger amongst the staff. In this respect we are citing the example of Bijnore Telecom District where the SSA Head is not only callous but partisan and hostile on the issues raised by the NFTE you will agree in the present situation the workers have no option except to launch struggle against such erring SSA Head. The BSNL HQR should realize that the management at local level are indifferent towards the sufferings of the employees. They donot care even the instructions of corporate office. Surprisingly after lapse of 9 months not even. One local council meeting has taken place. How in this situation we are expected to maintain industrial peace and harmony? This cannot be one way traffic.

Kindly, therefore, take appropriate action to mould the behaviour of SSA Head so that the grievances are redressed and we are not forced to adopt the path of agitation.

### **Grant of HRA to BSNL staff as per classification of cities - case of Portblair**

**TF-10/4 dated 21-2-2014 to Shri R.K. Goyal, Sr. GM (Est) BSNL**

Kindly refer to our letter No. 10/4, dt. 4.10.2013 on the issue. More than four months have elapsed but the problem couldnot be settled. We are told that it is pending in DoT.

We request you to please look into the matter so that the grievance is redressed.

## संघर्ष आपरिहार्य

1.10.2000 को बीएसएनएल के बनने के बाद इक्जिक्युटिव और नॉन इक्जिक्युटिव संवर्ग में बाहर के कर्मियों की नियुक्ति प्रारम्भ हुई। टीटीए और जेटीओ संवर्ग में अधिकांश बाहर के कर्मी आए और इनके साथ ही, 1.10.2000 या इसके बाद कुछ आर.एम जो नियमित हुए वो भी बीएसएनएल द्वारा नियुक्ति कर्मियों की परिधि में आ गए। लगभग 13 वर्ष से भी अधिक का समय बीत गया, किन्तु इन कर्मियों का भविष्य आज तक बने ही नहीं। यह अवश्य दुर्भाग्यपूर्ण है। 12 जून 2012 को संघों एवं प्रबंधन के बीच बनी सहमति के अनुसार लाभ हेतु नियमवाली बनना था। किन्तु लगभग 20 माह गुजर जाने के बाद आज तक कुछ भी नहीं हुआ, इसके कारण कर्मियों में असन्तोष के साथ गुस्सा भी है। दुनिया का सबसे विशाल एवं बड़े सार्वजनिक उद्यम बीएसएनएल ने अपने कर्मियों के लिए मात्र 2 फीसदी का पेंशन योगदान जो प्रतिवर्ष पुनर्विचार के साथ देने का प्रस्ताव किया जो पूरी तरह से अनुचित है और कर्मचारी किसी कीमत पर इसे स्वीकार नहीं कर सकते। छोटे-छोटे सार्वजनिक उद्यम जैसे भेल, एनटीपीसी, नेवेली लिगनाइट कार्पोरेशन इत्यादि 12 फीसदी का पेंशन योगदान दे रहे हैं। किन्तु बीएसएनएल प्रबन्ध का तर्क कि कम्पनी घाटे में है उचित नहीं क्योंकि कम्पनी सदैव हानि में नहीं रहेगी। आखिर तेरह वर्षों में नियम का न बनना यह दर्शाता है कि प्रबन्धन मुद्दे पर लापरवाही दिखाई है। तर्क भी दिया जा रहा है कि हानि में रहने वाली कम्पनियों को नियम बनना जरूरी नहीं है। इसके अलावा 1.1.2007 को हुए वेतन पुनरीक्षण समझौते के बाद 2007 के बाद नियुक्त कर्मियों को वेतन हानि उठानी पड़ रही है। वेतन पुनरीक्षण के उपरान्त इनका वेतन कम हो गया है। बार-बार इस मुद्दे को प्रबन्ध के साथ उठाने के बाद अन्ततः प्रबंधन ने कर्मियों के नुकसान की भरपाई के लिए एक इन्क्रिमेंट वेतन वृद्धि का प्रस्ताव दिया है जोकि अनुचित तथा असन्तोषजनक है। 2007 के बाद नियुक्त कर्मियों को एक इन्क्रिमेंट से वेतन वृद्धि देने के बाद भी उन्हें वेतन हानि उठाना पड़ेगा। कर्मियों के साथ ऐसा सौतेला तथा अधूरा व्यवहार समझ से परे है। नॉन इक्जिक्युटिव कर्मचारी भी उसी मिट्टी के हैं। जिससे इक्जिक्युटिव फिर ऐसा भेदभाव क्यों? 17.1.2007 के बाद नियुक्त कर्मी के साथ वहीं बर्ताव किया जाना अपेक्षित है जो इक्जिक्युटिव साथ किया गया है। बीएसएनएल के निचले पायदान पर खड़े आरएम और ग्रुप डी

के कर्मी 78.2 फीसदी आईडीए पर वेतन निर्धारण के बाद अपने वर्तमान वेतनमान में स्टैगनेट कर रहे हैं इसके कारण उनमें कुंठा सी व्याप्त हो गई है। 23 दिसंबर, 2013 को आयोजित नेशनल काउन्सिल की बैठक में स्टाफ साइड द्वारा इस मुद्दे का सामाधान न होने से कर्मचारियों में गुस्सा है। प्रबंधन भूल रहा है कि न्याय लम्बित करना न्याय न देने के समान है।

यद्यपि कि एनएफटीई का वृद्ध विश्वास है कि मुद्दों का समाधान बातचीत एवं मेल मिलाप से हो परन्तु इसकी समय सीमा है। **उपरोक्त मुद्दों का त्वरित समाधान औद्योगिक शान्ति हेतु आवश्यक है। यदि सन्तोषजनक समाधान शीघ्र नहीं होता तो संघर्ष अपरिहार्य है।**

### होली पर्व की हार्दिक बधाई

#### लोकसभा स्टार प्रश्न 214 दिनांक 5.2.2014

1. क्या बीएसएनएल तथा एमटीएनएल का अत्याधिक राशि ग्राहकों पर बकाया है।

2. यदि हाँ तो विस्तृत जानकारी प्रत्येक सर्किल की उत्तर संक्षेप में

1. बीएसएनएल का 30.11.2013 को रुपया 32.11.95 करोड़ ग्राहकों पर बकाया है।

2. आवश्यकतानुसार कानूनी कार्यवाही प्रारम्भ की जाती है।

3. पिछले भुगतान हेतु डिस्काउन्ट स्कीम जारी की जाती है। वसूली हेतु कर्मचारियों को प्रोत्साहन धन भी दिया जाता है।

4. सर्किलों से प्रान्तीय सरकारों से सहायता लेने हेतु भी कहा गया है। प्रदेशों की सरकार से कानून में संशोधन के लिए कहा गया है। जिससे कि बकाया राशि की वसूली लगान की भांति हो सके।

#### 23 दिसम्बर, 2013 को सम्पन्न 29वीं नेशनल कौंसिल बैठक की कार्यवाही विवरणीय

प्रारम्भ में डिप्टी जनरल मैनेजर (एसआर) निदेशक (कार्मिक), चैयरमेन नेशनल कौंसिल तथा नेशनल कौंसिल के सभी सदस्यों का स्वागत किया। उन्होंने कहा कि बीएसएनएल एक नए युग में प्रवेश किया है जहां नवीन नियमों के अनुसार दो मान्यता प्राप्त संघ है। आशा है कि कौंसिल की बैठक

में परिणामदायक चर्चाएं होगी। तत्पश्चात् जीएम (एसआर) सम्बोधित किया तथा सदस्यों का स्वागत किया। उन्होंने सभी संघों विशेषकर दो मान्यता प्राप्त संघों के प्रति कृतज्ञता प्रकट की जिसके फलस्वरूप मान्यता के नए नियम बन सके। आशा है कि प्रबन्धन तथा कार्मिक पक्षों के सम्बन्धों में अधिक सुधार होगा तथा कम्पनी की आर्थिक दशा बेहतर होगी। निदेशक (कार्मिक) दोनों पक्षों के सदस्यों का स्वागत करते हुए कहा कि बीएसएनएल के संघ अत्यधिक परिपक्व तथा जिम्मेदार है। संघों का कम्पनी के सुधार तथा वृद्धि के प्रति सकारात्मक भूमिका रही है। आपसी तालमेल से कम्पनी तथा कर्मचारियों की समस्याओं का समाधान नेशनल कौंसिल से सम्भव है।

लीडर स्टाफ साइड सदस्यों का स्वागत करते हुए कहा कि बीएसएनएल के पुनर्गठन का मामला उच्च प्राथमिकता का है तथा मान्यता प्राप्त संघों का इस दिशा में योगदान होगा। उन्होंने कार्पोरेट कार्यालय के आदेश होने पर भी वर्कर्स कमेटी के काम नहीं करने पर चिन्ता व्यक्त की। उन्होंने 1.1.2007 तथा उसके पश्चात् भर्ती कर्मचारियों के वेतन में कमी तथा एसआर सेल द्वारा प्रदर्शन पर बन्दी के मुद्दों पर भी चिन्ता व्यक्त की। उनका सुझाव था कि वर्ष में कम से कम तीन बैठक अवश्य होनी चाहिए। बीएसएनएल के विकास से संबंधित 30.11.2013 को संघों को "जागृत प्रस्तुतिकरण" देने का आभार प्रगट किया तथा सुझाव दिया कि यह प्रान्तीय स्तरों पर भी होना चाहिए।

सचिव कर्मी पक्ष अपने स्वागत भाषण में निदेशक (कार्मिक), चेयरमैन को इस आशय का धन्यवाद प्रस्तुत किया कि वे मुद्दों पर ध्यान देते हैं। उन्होंने दुख व्यक्त किया नेशनल कौंसिल की बैठकों में सहमति के पश्चात् भी ईकाईयों से आदेश जारी नहीं हुए हैं। दो संघों की मान्यता से 80% से अधिक कर्मचारियों का प्रतिनिधित्व है। उन्होंने आयटम्स की कटौती का विरोध किया। नेशनल कौंसिल की बैठक नियमित रूप से होनी चाहिए। उन्होंने 1.1.2007 तथा उसके पश्चात् नियुक्त कर्मचारियों के वेतन में कमी के मामले का शीघ्रता से समाधान का अनुरोध किया। अतिरिक्त नामांकनों को स्वीकार नहीं करने पर असन्तोष व्यक्त किया। जीएम(एसआर) ने कहा कि लाभ के हित में ही मुद्दों को कम किया गया है। समय रहने पर उनपर चर्चा सम्भव है। बैठक में कुछ विलम्ब का कारण मान्यता प्राप्त संघ भी है। न्यायलय में मुख्य याचिका अभी भी लम्बित है।

## एजेन्डा आयटम

**7.1 आरएम/ग्रुप डी कर्मचारियों का स्टैगनेशन:** कर्मचारी पक्ष ने जोरदार ढंग से समाधान की मांग की। प्रबन्धन पक्ष का कहना था कि स्टैगनेशन इन्क्रीमेंट का प्रावधान है। संघों से पुनः विचार होगा।

**7.2 कर्मचारियों को पीएलआई का भुगतान:** पीएलआई स्कीम बनाई जाय तथा इस मध्य एक माह के वेतन का भुगतान किया जाए। समिति की बैठक में चर्चा होगी।

**7.3 78.2% आईडीए एरियर का भुगतान:** कम्पनी की लाभ की स्थिति पर होने पर एरियर भुगतान होगा। सीएमडी ने 21.10.2013 को सचिव, डीओटी को इस विषय पर पत्र लिखा है।

**7.4 1.1.2007 के पश्चात् सेवानिवृत्ति कर्मचारियों के पेंशन में संशोधन:-** 21.10.2013 को सीएमडी ने सचिव डीओटी को 78.2% आईडीए का पेंशन में लाभ देने को लिखा है। कर्मचारी पक्ष को परिस्थितियों से अवगत किया जाएगा।

**7.5 78.2% आईडीए मरजर से भत्तों में संशोधन:** वित्तीय संकट के कारण विचार सम्भव नहीं है।

**7.6 एनईपीपी का उचित कार्यान्वयन:** 1) 1.10.2000 के पश्चात् तथा एनईपीपी के पूर्व पद प्रोन्नतियों को एनईपीपी में अपग्रेडेशन नहीं माना जाय।

प्रबन्धन का कहना था कि यह एनईपीपी में है। कर्मी पक्ष के दबाव के फलस्वरूप प्रबन्धन समिति द्वारा विचार करने पर सहमत हुआ।

2) सीनियर टीओएज का ओटीबीपी 7100/- वेतनमान पर होने पर एनईपीपी में प्रोन्नति 6500 लाना।

3) टीटीए तथा ड्रायवर्स का वेतन अपग्रेडेशन को पहला अपग्रेडेशन मानना।

4) एलडीसी का टीओए में परिवर्तन-समिति तीनों मुद्दों पर विचार करेगी।

5) औसत प्रावष्टियाँ: बोर्ड के विचाराधीन है।

डीओपीटी के अनुसार आदेश जारी हो गए हैं।

**7.7 एससी/एसटी कर्मचारियों की डीओपीटी निर्देशनों के अनुसार अर्हता अंकों में कमी:**

स्टाफ साइड को लिखित उत्तर संबंधित अनुभाग देगा।

**7.8 एलटीसी, चिकित्सा भत्ता तथा छुट्टी नगदीकरण**

(एलटीसी लेने पर): कम्पनी की आर्थिक दशा में सुधार होने पर विचार होगा।

7.9 बीएसएनएल भर्तियों को सेवानिवृत्ति लाभ: संयुक्त बैठक होगी।

7.10 टेलीकॉम वर्ग में प्रोन्नत हेतु प्रशिक्षित कर्मचारियों का प्रमोशन: कर्मचारी पक्ष के सदस्य विचार हेतु विस्तृत जानकारी देंगे।

### प्रबन्ध पक्ष के आयटम्स

8.1 एसएसएज/सर्किल हेडक्वार्टर में कौंसिलों का गठन: यदि किसी एसएसएज/सर्किल में दूसरा संघ नहीं है तो कौंसिल का गठन होगा तथा लीडर। सचिव दोनों उसी संघ के होंगे। परन्तु शाखा में संघ बनने के पश्चात् दूसरे संघ को नामांकन करने की पात्रता हो जाएगी।

8.2 कौंसिलों में कमी: वर्तमान में कर्मचारी पक्ष सहमत नहीं है।

8.3 अनुकम्पा नियुक्ति: प्रबन्धन का प्रस्ताव था कि अन्य विकल्प पर विचार हो। कर्मचारी पक्ष का कहना था कि अभी परिवर्तन उचित नहीं है।

8.4 अनुशासन/परफार्मेंस चेयरमैन का कहना था कि यह कम्पनी की छाप में वृद्धि हेतु है। संघ का सहयोग अपेक्षित है।

प्रबन्धन पक्ष	कर्मचारी पक्ष
1. निदेशक (कार्मिक)–चेयरमैन	श्री इस्लाम अहमद–लीडर
2. ईडी (वित्त)	श्री अभिमन्यू– सचिव
3. सीनियर जीएम (भर्ती)	श्री वीएन नम्बूदरी
4. जीएम (स्थापना)	श्री चन्द्रेश्वर सिंह
5. जीएम (पर्स)	श्री ए.सी.मिया
6. जीएम (पुनर्गठन)	श्री आर.पट्टाबीरमन
7. जीएम (ट्रेनिंग/एसआर)	श्री स्वपन चक्रवर्ती
8. जीएम (ईएफ)	श्री महाबीर सिंह
9. डीजीएम (एसआर)	श्री.सी.के.गुन्डाना

### बीएसएनएल प्रबंधन तथा अन्य को पत्र

बीएसएनएल में सम्मिलित कर्मचारियों के पेंशन योगदान की उगाही– भेदभाव अंत करने का अनुरोध  
टीएफ–11/3(बी) दिनांक 5.2.2014 श्री कपिल सिब्बल  
माननीय संचार तथा प्रौद्योगिक मंत्री को  
एससी/एसटी की सेवाशर्त में शिथिलता के संबंध में मद्रास

हाईकोर्ट के निर्णय की प्रतिलिपि देगा।

भारत सरकार की कैबिनेट 26.12.2013 को निर्णय लिया है कि 1.1.2006 से एमटीएनएल कर्मचारियों के पेंशन योगदान की उगाही आईडीए वेतनमान के वास्तविक वेतन पर होगी। सरकार ने यह भी निर्णय लिया है कि उक्त निगम में सम्मिलित कर्मचारियों का पेंशन लाभ भी बीएसएनएल कर्मचारियों के भाँति होगा। भारत सरकार का निर्णय स्वागत योग्य है तथा संघ हजारों कर्मचारियों की ओर से कृतज्ञता व्यक्त करता है।

परन्तु संघ आपका ध्यान संकट से ग्रसित बीएसएनएल की ओर आकर्षित करता है जिसे आईडीए के अधिकतम पर पेंशन योगदान जमा करने पड़ता है। संघ ने पूर्व में भी इस मुद्दे के उठाया था परन्तु अभी तक समाधान नहीं हुआ है। यह वास्तविकता है कि बीएसएनएल के प्रति यह भेदभाव पूर्ण रवैया है जिसे दूर किया जाना आवश्यक है। बीएसएनएल से एमटीएनएल के भाँति ही पेंशन योगदान लेना चाहिए। यह कम्पनी के पुनर्न्थान में भी सहायक होगा।

अतः आपसे हस्तक्षेप हेतु अनुरोध है जिससे कि 1.1.2006 से बीएसएनएल से भी पेंशन योगदान वास्तविक वेतन पर लिया जाय।

### बीएसएनएल में एससी/एसटी कर्मचारियों के कल्याण हेतु सुझाव

टीएफ–1/5(डी) दिनांक 27.1.2014 चेयरपर्सन,  
एससीएसटी कर्मचारियों के कल्याण की पार्लियामेंटरी  
स्टैंडिंग कमेटी को

बीएसएनएल में एक मान्यता प्राप्त संघ है जो कि कर्मचारियों की समस्याओं को प्रतिनिधित्व करता है। संघ के संज्ञान में आया है कि समिति ने एससीएसटी कर्मचारियों की कल्याण संबंधी पत्र मंत्रालय, में भेजा है जिसने उसे बी एस एन एल में भेज दिया है।

संघ ने बीएसएनएल प्रबन्धन को एससी/एसटी सम्बन्धी दो मुद्दों को प्रस्तुत किया है जिसका समाधान नहीं हो रहा है। ये निम्नवत है।

1. नॉन- इक्जीक्युटिव प्रमोशन स्कीम में एससी/एसटी कर्मचारियों को रियायत/शिथिलता: संघ ने बीएसएनएल में डीओटी के सम्मिलित कर्मचारियों की भाँति एक वर्ष की रियायत की माँग की है। कुछ अन्य निगमों जैसे कि स्टेट

ट्रेडिंग कॉर्पोरेशन, वाणिज्य मंत्रालय के प्रोजेक्ट तथा इक्विपमेंट कॉर्पोरेशन लिमिटेड में रेटिंग के अतिरिक्त प्रत्येक प्रमोशन में एक वर्ष की शिथिलता दी जाती है। यहाँ यह अवगत कराना आवश्यक है कि एनईपीपी के अर्न्तगत प्रमोशन की शर्त 8 वर्ष की है। परन्तु सम्मिलित कर्मचारियों हेतु प्रथम तथा द्वितीय प्रमोशन 4 तथा 7 वर्षों का है।

**2. अनुकम्पा नियुक्ति में एससी/एसटी अभ्यर्थियों हेतु शिथिलता:** मृतक आश्रितों की नौकरी हेतु वेटेज पद्धति है। इन पर विचार तभी होता है। जब वेटेज प्वाइन्ट 55 से अधिक हो। इससे कम होने पर आवेदन निरस्त होते हैं। संघ ने शिथिलता की मांग की है। परन्तु इसका सामधान नहीं हुआ है।

अतः पार्लियामेंटरी कमेटी से अनुरोध है कि संचार मंत्रालय को उचित सुझाव दे जिससे कि मुद्दों पर शिथिलता दी जाय। संघ कृतज्ञ होगा यदि चर्चा हेतु समय मिले।

### जेटीओ का प्रस्ताविक भर्ती नियम

**टीएफ-24/1(70 दिनांक 25.2.2014 निदेशक (कार्मिक) को**  
संदर्भ- कार्पोरेट कार्यालय कार्यालय 5-32/2013-  
पर्स IV

प्रस्तावित भर्ती नियम के कॉलम 11(2) में यह लिखा है कि वेतनमान रुपया 13600-25420 अथवा इससे उच्च वेतनमानों के कर्मचारियों की विभागीय जेटीओ परीक्षा की पात्रता होगी। यह दुखद है क्योंकि अन्य वर्गों अर्थात् सीनियर टीवोएज, टेलीकॉम मेकैनिक्स आदि परीक्षा से वंचित होंगे। प्रस्तावित भर्ती नियम के लागू होने पर पूर्व के पात्र कर्मचारियों की पात्रता का अंत हो जायेगा। साथ ही साथ जब ऐसे कर्मचारी पात्र वेतनमान में आएं तो उनकी सात वर्षों के पश्चात परीक्षा की पात्रता होगी। ऐसी शर्तें संघ को मान्य नहीं है। नेशनल कौंसिल में सेवाकाल 7 के स्थान पर 3 वर्ष का करने का आयटम लम्बित है। इसका ध्यान देना होगा।

संघ के निम्न सुझाव हैं:

**1. ऐबजोर्पशन:** जेटीओ फेज I प्रशिक्षित ऑफिसिएटिंग जेटीओज तथा तत्पश्चात अर्हता प्राप्त जो कि ऑफिसिएटिंग नियुक्ति किन्ही कारणों से नहीं प्राप्त कर सके।

### सेवाकाल

1. रुपया 13600-25420 अथवा इससे उच्च वेतनमान में रहने की 7 वर्ष की सेवा काल को 3 वर्ष किया जाय। इसमें सीनियर टीओए/टीएम सेवाकाल का योग हो।

यदि उपर्युक्त मान्य नहीं है तो सीनियर टीओए/टीएम आदि का 10% का कोटा हो।

2. एक्स सर्विसमेन की सेवाकाल को जेटीओ की भांति विभागीय परीक्षा की पात्रता हो।

**शैक्षिक योग्यता:** बी.टेक डिग्री किसी भी डिस्सिपलिन, एग्रीकल्चर तथा इन्सट्रुमेन्टल सहित, की विभागीय परीक्षा की पात्रता हो।

सभी विज्ञान (साइंस) ग्रेजुएट की पात्रता हो क्योंकि विभिन्न प्रान्तों में पद्धति भिन्न है। गुजरात में बीएससी डिग्री निम्न प्रकार से दी जाती है।

प्रथम वर्ष बीएससी – फिजिक्स, केमेस्ट्री तथा मैथ  
द्वितीय वर्ष बीएससी – फिजिक्स तथा केमेस्ट्री  
तृतीया वर्ष बीएससी – फिजिक्स अथवा मैथ अथवा केमेस्ट्री

3. एम.एस.सी (इन्सर्टूमेन्टेशन), बीएससी (इन्सर्टूमेन्टेशन), एम.एस.सी (इलेक्ट्रानिक) शकक्षिक योग्यता की पात्रता हो।

**1. मैकेनिकल इन्जीनियरिंग** – आय 7 सिडूल का दो अवसर उचित नहीं। विभागीय परीक्षा की पात्रता बनी रहे।

**आयु शिथिलता:** सीधे भर्ती हेतु विभागीय, अभ्यर्थियों को 5 के स्थान पर 10 वर्षों की शिथिलता दी जाय।

कृपया बिन्दुओं पर समुचित विचार करें जिससे न्याय हो तथा मुकदमेबाजी नहीं हो।

### बीएसएनएल एमटीएनएल का मरजर

**टीएफ-41 दिनांक 6.2.2014 सीनियर जीएम (एसआर),  
बीएसएनएल को**

कृपया पत्र संख्या बीएसएनएल/20-2/एसआर/2014  
दिनांक 4.2.2013 का सन्दर्भ लें

सम्बन्धित आइटम्स पर संघ का निम्न टिपणी है।

### संलग्नक-I

2(बी) वर्तमान में दिल्ली में नार्दन टेलीकॉम रीजन, नार्दन टेलीकॉम प्रोजेक्ट, एनसीएस तथा डाटा नेटवर्क रीजन चार सर्किल्स है। इसके अतिरिक्त क्वालिटी एसोरेन्स का एसएसए शाखा भी है। एनटीआर सभी का के कैंडर कन्ट्रोलिंग अथॉरिटी है। मरजर से ज्येष्ठता की समस्या उत्पन्न होगी तथा कर्मचारियों का ट्रांसफर भी होगा। ऐसी स्थिति मुम्बई में भी होगी। अतः सभी सर्किल्स अपनी यथावत स्थिति में रहेंगे

जिससे कर्मचारियों की समस्याएं उत्पन्न नहीं हों।

सी) मरजर के पूर्व सभी टेम्पोरेटी स्टेटस मजदूर तथा दैनिक मजदूरों को नियमित किया जाय।

3(ए) बीएसएनएल में एनई-1 तथा एनई-5 स्तरों पर वाह्य भर्ती नहीं होती है। वर्तमान भर्ती नियमों में परिवर्तन नहीं हो। सीधे भर्ती के स्थान पर सभी टेम्पोरेरी स्टेटस मजदूरों तथा दैनिक मजदूरों को नियमित किया जाय।

बी) बीएसएनएल के नॉन-इकजीक्युटिव कर्मचारियों के वेतनमानों को एमटीएनएल के समकक्ष किया जाय तथा तत्पश्चात 1.1.2012 से वेतन संशोधन हो।

एच) बीएसएनएल की चिकित्सा नीति जारी रहे। इसमें परिवर्तन नहीं हो।

आई) बीएसएनएल की अर्जित अवकाश नीति यथावत रहे क्योंकि निगमीकरण के समय इन्हें ट्रांसफर किया गया था।

जे) बीएसएनएल की अनुकम्पा नीति कुछ संशोधनों के साथ जारी रहे जिससे कि मृतक आश्रितों को राहत मिले। एमटीएनएल की भाँति रोक नहीं लगे।

के) एमटीएनएल का वीआरएस आवांछित तथा अस्वीकार है। परन्तु बीएसएनएल की स्वेच्छा सेवानिवृत्त जारी रहे।

एल) पाँच दिनों का सप्ताह केवल कॉर्पोरेट कार्यालय में नहीं सर्किल कार्यालयों में भी हो।

एम) कुछ संशोधनों के साथ संघों के वर्तमान मान्यता नियम जारी रहे। जो भी संघ 15% अथवा इससे अधिक मत चुनाव में प्राप्त करते हैं उन्हें मान्यता मिले। एमटीएनएल तथा बीएसएनएल में मान्यता प्राप्त संघों से चर्चा करके पूर्व में ही नियम बनाया जाय। यह प्रमुख मुद्दा है।

ई) प्रोन्नति नीति पर टिप्पणी सम्भव नहीं है क्योंकि यह संघ के पास उपलब्ध नहीं है। कर्मचारियों के लिए लाभदायक स्कीम स्वीकार हो।

संघ की मांग है कि निम्न प्रमुख बिन्दुओं पर डीओटी का ध्यान आकर्षित करना आवश्यक है।

**1. एमटीएनएल में 47.5% पूंजी विनिवेश हो चुका है। बीएसएनएल पूर्ण रूप से सरकारी कम्पनी है। इस स्थिति में मर्जर उचित नहीं होगा तथा बीएसएनएल आर्थिक रूप से कमजोर होगा एवं कर्मचारियों को कष्टों का सामना करना पड़ेगा।**

2. एमटीएनएल राष्ट्रीय तथा अन्तरराष्ट्रीय स्तरों पर सूचीबद्ध कम्पनी है जबकि बीएसएनएल नहीं है।

एमटीएनएल की आर्थिक दशा गम्भीर स्थिति में है। मरजर से बीएसएनएल भी ग्रसित होगा।

**4) प्रस्तावित मरजर एनटीपी, 2012 के विरुद्ध है। इसमें स्पष्ट लिखा है कि दोनों कम्पनियाँ अपने स्तरों पर कार्य करेगी।**

5) स्टील, ऑयल आदि विभागों में सभी निगम पृथक रूप से कार्य कर रही है। इन सेक्टरों में इक्वर्ट कमेटियों ने मरजर के विरुद्ध सिफारिश की है। प्रस्तावित मरजर में इक्वर्ट की रिपोर्ट नहीं ली गई है। मरजर की शर्तों का भी खुलासा नहीं हुआ है।

संघ का अनुरोध है कि डीओटी को अवगत कराएं कि मनमाने निर्णय से कर्मचारियों में रोष उत्पन्न होगा। एकतरफा निर्णय का प्रबल विरोध होगा।

**मध्य प्रदेश के नियमित टेम्पोरेरी स्टेटस मजदूरों का प्रेसिडेन्शियल आर्डर्स**

**टीएफ-24/4 दिनांक 5.2.2014 सीनियर जीएम (स्थापना) को**

कार्पोरेट ऑफिस के पत्र संख्या 269/5/2012-पर्स IV दिनांक 12-3-2013 के अनुपालन में मध्यप्रदेश ने पत्र संख्या आर्डर्स/टीएसएस/1-24 दिनांक 7.8.2013 द्वारा वांछित सूचनाएं भेज दी है।

कृपया पीओ जारी हेतु कार्यवाही करें।

**बीएसएनएल में टावर कम्पनी की स्थापना**

**टीएफ-42 दिनांक 20.2.2014 सीएमडी, बीएसएनएल का**

संघ को पता चला है कि बोर्ड ने टावर कम्पनी बनाने का निर्णय लिया है। शंका है कि निगम पर इसका कुप्रभाव पड़ेगा। संघ से विचार-विमर्श नहीं हुआ है। कृपया बैठक करें जिससे कि वास्तविकताओं की जानकारी हो।

**1.1.2007 अथवा इसके उपरान्त नियुक्त कर्मचारियों के वेतन में कमी**

**टीएफ-9/9, दिनांक 5.2.2014 श्री, उपाध्यक्ष, सीएमडी बीएसएनएल को**

कृपया स्मरण करें कि 3.2.3014 को संघ के अध्यक्ष तथा सचिव ने भेंट करके अनुरोध किया था कि समस्या का समाधान शीघ्रता से सुनिश्चित करें। उन्होंने कर्मचारियों के

कष्टों का विस्तार से जनकारी भी दी थी। चर्चा से संबंधित दो संलग्नक भी प्रस्तुत किया था कि किस प्रकार 2007 के पश्चात् नियुक्त कर्मचारियों को वेतन की हानि हो रही है। आपसे अनुरोध है कि हस्तक्षेप करें जिससे कर्मचारियों के कष्टों तथा निराशा का अन्त हो।

### **पश्चिम उत्तर प्रदेश में समस्याओं का समाधान नहीं होना**

**टीएफ-39/2 दिनांक 5-2-2014 निदेशक (कार्मिक) को**

उत्तर प्रदेश (पश्चिम) में कर्मचारियों की समस्याओं का समाधान नहीं हो रहा है। इसके कारण कर्मचारियों में असंतोष तथा रोष उत्पन्न है। इस संदर्भ में बिजनौर एसएसए का जीता-जागता उदाहरण है। एसएसए हेड केवल लापरवाह ही नहीं है अपितु उसका रवैया भी भेद-भावपूर्ण है। एनएफटीई द्वारा उठाए गए समस्याओं के प्रति उदासीन रवैया अपनाता है। ऐसी परिस्थितियों में संघर्ष के अतिरिक्त कोई विकल्प नहीं है। आजतक कौंसिल की बैठक नहीं हुई है। इस परिस्थिति में औद्योगिक शान्ति किस प्रकार रहेगी?

कृपया उचित कार्यवाही करें जिससे कि आन्दोलन नहीं हो।

### **पोर्टब्लेयर में एचआरए का भुगतान**

**टीएफ-10/14 दिनांक 21-272014 श्री गोयल, जीएम (स्थापना) को**

कृपया मुद्दे का समाधान सुनिश्चित करें।

### **प्रबन्धन से पत्र**

**बीएसएनएल के विकास-वृद्धि सम्बन्धी सुझाव**

**बीएसएनएल संख्या 4-48/ 2013-14/ एसएम-सीएम/11 दिनांक 18-1272013 सभी सीजीएमस को**

संघों का "जागरुकता प्रस्तुतिकरण" के समय निम्न सुझाव थे।

1. **ग्राहकों हेतु बीएसएनएल के प्लान्स का प्रचार:** सेल्स केन्द्रों, कस्टमर सर्विस सेंटर्स, रिटेलर आउटलेट्स आदि में तीव्रतम प्रचार हो जिससे ग्राहकों को प्लान्स की जानकारी हो सके।

2. **ग्राहकों के निवास पर मिलना:** यह नितांत आवश्यक है कि उनके निवास पर सम्पर्क करे जिससे कि उनसे सम्बन्ध स्थापित हो सके। इससे सेवा का फीड बैक मिलेगा।

बीएसएनएल प्रोडक्ट्स तथा प्लान्स हेतु पोस्टर पेम्फलेट्स, डैनजलर्स आदि जारी करे।

### **सर्किल/एसएसए हेडक्वार्टर्स में कौंसिल का गठन बीएसएनएल/39-8/एसआर/2013 दिनांक 13.2.2014 सभी सीजीएमस को**

दिनांक 23.12.2013 को सम्पन्न 29वीं नेशनल कौंसिल की बैठक में निर्णय लिया गया है कि यदि कोई संघ अपने संविधान के अनुसार जिला/सर्किल संघ नहीं बना सकता तो ऐसी स्थिति में उसकी पात्रता कौंसिल की नहीं होगी। दूसरा संघ ही सदस्य नामित करेगा तथा उसके ही लीडर तथा सचिव होंगे। परन्तु दूसरे संघ की स्थापना के पश्चात उसकी कौंसिल की पात्रता हो जाएगी।

### **टेलीकॉम मैकेनिक वर्ग की विभागीय परीक्षा 250-2/2014-ईस्ट II दिनांक 14-2-2014 सभी सीजीएमस को**

सक्षम अधिकारी ने वर्ष 2013 की विभागीय परीक्षा आयोजित करने का निर्णय लिया है। सभी सर्किलों में एक तिथि एक ही दिन में परीक्षा होगी। परीक्षा 50% रिक्तियों हेतु उन्हीं एसएसए में होगी जहां प्रतीक्षा सूची नहीं है।

कर्मचारियों की पात्रता 1.7.2013 की होगी। परीक्षा परिणाम 50 दिनों के भीतर होगी।

### **सेवानिवृत्ति लाभों तथा जेटीओ के वेतन समता/हानि हेतु उच्च समिति का गठन**

**बीएसएनएल 1-05/2014-पीएटी(बीएसएनएल) 8.2.2014**

श्रीमति गीता राऊ (चेयरमैन) की अध्यक्षता में एक समिति का गठन हुआ है। जिसमें सर्व श्री एम.सी.चौबे, सीजीएम (एनजीएन), एच.सी.प्रन्त, सीएस तथा वरिष्ठ जीएम(लीगल) ताजिन्दर कुमार, सीनियर जीएम (सी एंड एम) डी.डी.देशवाल, जीएम (सिविल-यूएसकेएफ), श्रीमति स्मिता चौधरी(जीएमईएफ) तथा सतीश वादवा, डीजीएम (एसआर) कन्वेनर है।

### **झारखंड सर्किल कान्फ्रेंस**

प्रान्तीय अधिवेशन दिनांक 30 तथा 31 जनवरी को बोकारो के गीता भवन में साथी सुभाष सिंह की अध्यक्षता में सम्पन्न हुई। सभागार कर्मचारियों से खचाखच भरा हुआ था। कर्मचारियों का उत्साह देखने योग्य था।

अधिवेशन में श्री लाभसिंह, मुख्य महाप्रबंधक (मुख्य अतिथि), साथी चन्देश्वर सिंह महामंत्री (उद्घाटन कर्ता) साथी इस्लाम अहमद (अध्यक्ष), साथी के.के.सिंह (सचिव) अनिरुद्ध,

महामंत्री, ऑल इन्डिया स्टील वर्क्स एवं बोकारो इस्पात कामगार यूनियन तथा कार्यकारिणी सदस्य एटक, श्री एस.के.अग्रवाल, महाप्रबंधक (प्रशासन), श्री सी.एम.आल्दा, जीएम, धन्यवाद, डीजीएम (प्रशासन) आदि उपस्थित थे। एआईबीएसएनएलई के प्रान्तीय मंत्री तथा अध्यक्ष, स्नाटा के प्रांतीय मंत्री तथा सेवा बीएसएनएल के प्रांतीय मंत्री भी सम्मेलन में भाग लेकर शानो-शौकत में वृद्धि की।

प्रारम्भ में साथी ए.सी.द्विवेदी जो कि 40 वर्षों की सेवा के उपरान्त उसी दिन सेवानिवृत्ति हुए अतिथियों तथा संघों के पदाधिकारियों का भव्य स्वागत किया।

अपने सम्बोधनों में अधिकारियों तथा संघों के प्रतिनिधियों ने चिन्ता व्यक्त करते हुए बीएसएनएल को मिलजुलकर पुनः बुलन्दी पर पहुंचाने का आह्वान किया। झारखंड सर्किल को मोबाइल ऐक्टिवेशन कोलकत्ता तथा पटना पर निर्भर होना पड़ता है जिसके कारण विलम्ब होता है।

महामंत्री अपने सम्मेलन के उद्घाटन भाषण में कर्मचारियों की तथा निगम की समस्याओं का विस्तार से जानकारी दी। उन्होंने रेवेन्यू में वृद्धि के लिए कर्मचारियों से अपील की साथी सुभाष सिंह, महाबीर सिंह तथा धनंजय सिंह क्रमशः अध्यक्ष, प्रान्तीय मंत्री निर्वाचित हुए हैं। झारखंड सम्मेलन स्मरणीय रहेगा। सम्मेलन को सफल तथा स्मरणीय बनाने में साथी ए.सी. द्विवेदी का अद्वितीय योगदान रहा है।

### **कोलकत्ता टेलीकॉम फैक्टरी का पाँचवा प्रान्तीय अधिवेशन**

एनएफटीई टेलीकॉम फैक्टरी का प्रान्तीय अधिवेशन दिनांक 12 तथा 13 फरवरी को कोलकत्ता टेलीकॉम फैक्टरी हाल में सम्पन्न हुआ। इस सम्मेलन में खरगपुर, गोपालपुर तथा अलीपुर फैक्टरी के प्रतिनिधियों ने भाग लिया। साथ इस्लाम प्रतिनिधि सम्मेलन तथा खुले अधिवेशन दोनों में भाग लिया।

खुला अधिवेशन 13 फरवरी को पूर्ण उत्साह के साथ आयोजित किया गया। महाप्रबंधक, श्री बी.बी.बिश्नोई, साथी चिमबसु (प्रान्तीय मंत्री तथा केन्द्रीय उपाध्यक्ष), सुखन भट्टाचार्य (प्रान्तीय अध्यक्ष, बीएसएनएलईयू), शेखर मजूमदार (प्रान्तीय मंत्री, कोलकत्ता टीडी तथा अन्यो) ने खुले सम्मेलन को सम्बोधित किया। प्रान्तीय मंत्री, साथी मुर्शिदअली ने बताया कि फैक्टरीज में सामग्री तथा मशीनों के अभाव के कारण उत्पादन बाधित है। साथी इस्लाम ने पी.एल.आई, 78.2% आईडीए का सेवानिवृत्त

कर्मचारियों को लाभ, जीपीएफ, स्टैगनेशन एलटीसी/चिकित्सा, इन्डोर मेडिकल स्टोर सुविधाएं, टीटीए/जेटीवी भर्ती नियमों में संशोधन सम्बन्धी मुद्दों की जानकारी दी।

साथी दिलीपदास गुप्ता, मुर्शिदअली (प्रान्तीय मंत्री) तथा कमलकुन्दू (खजान्ची) निर्वाचित हुए हैं।

### **उत्तर प्रदेश (पश्चिम) सर्किल के प्रांतीय मंत्री का विदाई समारोह**

दिनांक 1.2.2014 को साथी सैनी अन्य साथियों के साथ सेवानिवृत्त हुए। इस अवसर पर एक भव्य समारोह का आयोजन हुआ जिसमें अधिकारीगण तथा जिला मंत्रियों ने भाग लिया। हेडक्वार्टर से साथी राजपाल तथा राजमौली (सचिवों) तथा जब्बार खान ने भाग लिया। समारोह में साथी सैनी द्वारा कर्मचारियों की समस्याओं के समाधान की भूरि-भूरि प्रशंसा हुई।

### **औरंगाबाद (महाराष्ट्र) का जिला अधिवेशन**

दिनांक 9.2.2004 को औरंगाबाद का जिला अधिवेशन सम्पन्न हुआ। महिलाओं सहित 250 से अधिक कर्मचारियों ने भाग लिया। साथी सी के मदिवानन, डिप्टी जनरल सेक्रेटरी ने सम्मेलन का उद्घाटन किया। साथी कुलकर्णी तथा मोक्ताली (सचिवों) ने सम्मेलन को संबोधित किया। छः जिलों (ओसमानाबाद, जालना, बीड, परभानी, लातूर तथा औरंगाबाद) का कन्वेंशन भी आयोजित हुआ। इससे संगठन को मजबूती मिली है। जीएम, श्री पी सी तिवारी तथा अन्य अधिकारियों ने भी सम्मेलन में भाग लिया।

### **पूना में संघ कार्यालय का उद्घाटन**

दिनांक 10.2.2014 को श्री जैन, डिप्टी जीएम ने कार्यालय का उद्घाटन किया। डिप्टी जीएस ने 200 कर्मचारियों की उपस्थिति में संघ के झंडे को फहराया तथा अपने संबोधन में मुद्दों की जानकारी दी। साथी गोसवी (सहायक प्रांतीय मंत्री), दोपाई, सुनंदा परदेशी तथा रोहिणी आदि ने समारोह में भाग लिया। साथी दिलीप जगदाले ने अत्यंत सुंदर प्रबंध किया।

### **कोर कमेटी बैठक**

साथी एम.एल.शर्मा, पंजाब सर्किल सेक्रेटरी कोर कमेटी की बैठक में 11/12 दिसम्बर को भाग लिया। परन्तु खेद है उनका नाम "टेलीकॉम" में गलती से छूट गया था।