

# TELECOM

**Organ of National Federation of Telecom Employees (BSNL)**

(Regd. No. 4906 dated : 17.9.2001)

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## EDITORIAL

### LATE BUT GOOD START

The NFTE historically committed to unity of workers had often been voicing and advocating for evolving "New Rules of Recognition for unions" as well as for formation of broad based unity of all the non-executive unions in the larger interest of PSU, BSNL, as well as for betterment of the workers. It is not only known but widely accepted also by the people that the downtrodden employees got raw treatment and their cause have either not been looked into or completely ignored due to reasons best known to the authorities sitting at the helm of affairs. This tends to belief that the management feels that the contributions made by employees are not worth as such their contributions are not being acknowledged. Obviously the administration is living in fools paradise as it is the base level workers who provide services to the people in the field in hot summer, severe cold and heavy rains. The employees are facing heavy odds in the field as even basic materials are not available despite tall talks of corporate office. But they are working to the maximum.

There are several instances where the employees have been given raw treatment viz revision of wage and allowances, promotion scheme (NEPP), PLI(Bonus), Medical Allowance besides facilities of LTC and encashment of leave. Some of the burning issues viz stagnation of RMs, wage loss of post 2007 appointees, superannuation benefits for directly recruited staff are not getting due and justified consideration much to the dissatisfaction of the staff.

The department of public enterprise, DPE, which controls all the PSU's in the country has issued guidelines in the year 2011 for distribution of PLI (Bonus) to the non-executive employees without linking the same with the profit and performance. The administration after deep slumber for

almost three years woke up after NFTE made hue and cry for payment of PLI. The management has suddenly found novel method and now trying to link the PLI with the profit and performance in utter violation of DPE guidelines. The NFTE had been very clear and firm that the payment of PLI should be to all without linkage with the performance and profit. All these happened due to absence of unity amongst the non-executive unions.

The raw treatment, indifferent attitude and approach of the administration forced the unions to join hands together and to come on one platform under the banner of "Joint Action Committee. The delegation of JAC leaders within short period met the CMD and handed over a memorandum on pending and burning problems. The ball is now in the Court of BSNL to deliberate and settle the issues to avoid industrial unrest.

Undoubtedly it is a late realization but a good start and in the positive direction also. The workers should be ready to protect the BSNL as well as their own interest. The struggle is in offing if issues are not settled and resolved within reasonable period.



**JAC leaders submitting memorandum to  
Shri R.K. Upadhyay, CMD BSNL**

**CHQ EXTENDS MAY DAY GREETINGS**

# Memorandum on long pending problems of the Non-Executives submitted from Joint Action Committee of Unions & Associations of Non-Executive

*JAC/2014 dated 09.04.2014 to Shri R.K.Upadhyay, CMD BSNL, Bharat Sanchar Bhawan, with copy to Secretary DOT, Member (Services) etc.*

The Joint Action Committee (JAC) of the Unions and Associations of the Non-Executives wishes to place on record, its deep anguish over the indifferent attitude of the Management, in settling the genuine problems of the Non-Executives. It is a matter of regret that the repeated communications made to the Management, by the various Unions and Associations of the Non-Executives, from time to time, regarding the problems of the Non-Executives have fallen in deaf ears.

Management never fails to hold the employees responsible for the present financial condition of the Company. Even in a recent communication, the CMD BSNL has lamented that because of the huge outgo, on account of payment of salaries to the employees, the Company is facing financial crisis. But it is a hard fact that only because of the dwindling revenues, that the Company is facing crisis and not because of increase in expenditure on account of payment of salaries. For example, in 2009, the revenue of the Company was Rs.35,812/- crore while expenditure was Rs.34,359/- crore. Whereas, in 2012-13, the revenue got reduced to Rs.26,396/- crore, while expenditure remained at Rs.34,556/- crore. Who is responsible for the drastic decrease in revenue? It is none other than the Management.

Right from 2006, road blocks were created in the procurement of GSM equipments for BSNL. Minister of Communications and Home Ministry were responsible for cancellation of the tenders for procuring 45 million and 93 million line equipments. As a result of this, BSNL did not get GSM equipments for 6 to 7 years, which resulted in severe network congestion. How the employees could be held responsible for this?

The hostile policies of the government, towards BSNL, has virtually denied the level playing field for the Company. According to the statement of the Management, made before the BRPSE, BSNL is incurring an annual loss of Rs.10,000/- crore on account of providing rural land line service. This is

a "socially necessary" but "commercially unviable" service. The government ought to reimburse this amount to BSNL, as per the assurance given by the Cabinet at the time of formation of the Company. But it is not being done. At the same time, we can cite a number of examples to prove how the government had provided continuous support to the private telecom companies, through its policy decisions.

In addition to these, the inept Management of the Company is another important reason for its failure. Even when the Company was having a cash reserve of Rs.30,000/- crore, the Management was unable to efficiently use the resource for the development of the Company. For example even for the procurement of materials like Cable, OFC, Drop wire., Modems, Telephone Instruments, etc., the employees had to go on strike. Only thereafter some of the above mentioned materials were procured to a certain extent. The Management of the Company had miserably failed to adopt an effective strategy to counter the fierce competition of the private operators.

Citing the financial condition of the Company, not only the genuine problems of the Non- Executives, are not being settled, but also their LTC, PLI and Medical Allowance have been stopped. But at the same time, the top officers of the Company continue to avail all luxurious facilities like frequent foreign tours, business class air travels, stay in star hotels, costly club membership, etc. Even the government of India had instructed the Cabinet Ministers only to fly in the economy class. In spite of this instruction the top officers of our Company continue to fly in business class. ***These actions of the Management remind us of Nero, who played fiddle when Rome was burning.***

The ITS officers who are working in BSNL on deputation are being given special treatment. While LTC is frozen for the entire BSNL employees, on the plea that the Company is running into loss, Man-

agement has no qualm in allowing the LTS officers on deputation, to avail LTC. The argument of the Management could be that, ITS officers on deputation are being provided with LTC, since the same is available for the Central Government employees. If that be the case, then how the BSNLMRS is also being extended to them? Thus, the LTS officers on deputation in BSNL, are being allowed to avail the best of what is available both in the govt. service, as well as in BSNL service. At the same time the Management continues to turn a blind eye towards the demands of the Non- Executives. This attitude of the Management is unacceptable.

Under such circumstances, it is the considered opinion of the JAC that the Management should come forward to immediately settle the long pending and genuine problems of the Non-Executives which are enlisted below. We are also constrained to state that the failure on the part of the Management to find a timely settlement of the problems will force the JAC to resort to trade union action, including strike.

(1) Settlement of stagnation in the cadres of RM, Group 'D', Industrial workers, etc.

(2) Removal of wage disparity between the Non-Executives who were appointed before 01.01.2007 and on or after 01.01.2007.

(3) Payment of PLI, by putting in place a new PLI formula. PLI should be paid without linking it to PMS and regardless of the Company making loss.

(4) Settlement of the hardships created by the Management, in the implementation of the NEPP.

(5) Removal of hardships in getting Compassionate Ground Appointments.

(6) Restoration of LTC, leave Encashment and Medical advance.

(7) Immediate implementation of EI pay scale.

(8) Change of designations of the Non-Executives without further delay.

(9) Regular promotion of the officiating JTOs.

(10) Implementation of 30% superannuation benefits to the directly recruited employees.

(11) Relaxation in qualifying marks for SC/ST employees in departmental/internal promotional exams, as per the DoP& T orders.

(12) Review of the results of the JTO/JAO exams conducted last by granting grace marks.

(13) Fresh recruitment of staff in the Non-Executive cadres.

(14) Regularisation of the left out TSMs/Casual labourers.

(15) Implementation of Corporate Office orders on payment of minimum wages and implementation of labour laws on social security measures like EPF and ESI.

(16) Permitting the Non-Executives to appear Management Trainee exam.

(17) Personal upgradation of the officials who had completed Telecom Mechanic training.

(18) Revision of the wages of the casual labour and TSMs, based on IDA pay scales.

(19) Filling up of SC/ST backlog vacancies.

(20) Revision of the pay scales of the cadres of Sr.TOA, Telecom Mechanic, Driver, etc., which are already referred to the Promotions Committee. The Committee may be reconstituted.

(21) Issuing of Presidential Orders to the employees whose training started during DoT's time, but appointed after formation of BSNL.

(22) Option to the Non-Executives, for fixation of pay on promotion, on the date of next increment which fell after 01.10.2000.

(23) Revision of pension to those who retired between 01.01.2007 and 10.06.2013, based on 78.2% IDA merger.

(24) Settlement of the anomalies that have arisen in the first wage revision.

(25) Revival of Telecom Factories.

(26) Relaxing the eligibility conditions for appearing TM, Rajbhasha Adhikari, TTA, JTO and JAO exams.

(27) Payment of arrears to the serving employees on merger of 78.2% IDA merger.

(28) Provision of Rs.200/- SIM to all the Non-Executives with access to other networks and Executives' CUG.

(29) Revision of allowances.

(30) Manning of Call Centers by BSNL's Employees and stopping their outsourcing.

# MTNL Staff Pension

## MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (Department of Pension and Pensioners' Welfare)

### NOTIFICATION

New Delhi, the 3rd March, 2014

G.S.R. 138 (E).---In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution and, after consultation with the Comptroller and Auditor General of India in relation to conditions of service of persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules further to amend the Central Civil Services (Pension) Rules, 1972, namely:-

1. (1) These rules may be called the Central Civil Services (Pension) Second Amendment Rules, 2014.

(2) They shall be deemed to have come into force with effect from the 1st October, 2000.

2. In the Central Civil Services (Pension) Rules, 1972, in rule 37A,—

(a) in sub-rule (22) and sub-rule (23), after the words "Bharat Sanchar Nigam Limited" in both the places where they occur, the words "and Mahanagar Telephone Nigam Limited" shall be inserted;

(b) for sub-rule (24), the following sub-rule shall be substituted, namely:—

"(24) The arrangements under sub-rule (23) shall be applicable to the existing pensioners and to the employees who are deemed to have retired from the Government service for absorption in Bharat Sanchar Nigam Limited and Mahanagar Telephone Nigam Limited and shall not apply to the employees directly recruited by the Bharat Sanchar Nigam Limited and Mahanagar Telephone Nigam Limited for whom they shall devise their own pension schemes and make arrangements for funding and disbursing the pensionary benefits."

[F. No. 4/23/2013-P&PW(D)]

VANDANA SHARMA, Jt. Secy.

### EXPLANATORY MEMORANDUM

Payment of pensionary benefits to all categories of the erstwhile employees of the Government (Group A, B, C and D) absorbed in Mahanagar Telephone Nigam Limited who have opted for pension on combined service will be made by the Government in the same manner as in Bharat Sanchar Nigam Limited with effect from 1st October, 2000. Such erstwhile Government employees including those absorbed in Mahanagar Telephone Nigam Limited with effect from 1st November, 1998 and governed vide DOP&PW's O.M.No. 4/18/87-P&PW(D) dated 5.7.1989 shall be brought within the purview of these rules with effect from 1st October, 2000. This is certified by the Department of Telecommunication that no one shall be adversely affected by giving retrospective effect to this notification.

**TELECOM**

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# Staff Side agenda items for discussion in the 30th Meeting of National Council to be held on 23rd April, 2014

## 1) Lesser standard of evaluation for the JAO and JTO exams.

The pass percentage in the JAO part-II exam is very low in most of the circles. In Rajasthan Circle, only 3 (three) candidates have passed and in circles like Andhra Pradesh, Chennai, Punjab, West Bengal etc. only a few candidates have passed.

In Rajasthan circle those who opted to answer the questions in Hindi and answered the practical paper in English have been declared fail as no marks have been given for practical questions. But in 2010, the same method was adopted by candidates, for which marks were awarded.

There are a large number of unfilled vacancies in all the circles due to poor result. The Corporate Office has issued an order No.4-8/2013-SEA (pt.) dated 16.07.2013 in extend officiating arrangement in the vacant JAG posts till they are filled by qualified candidates. This was the last chance for the candidates to appear in the JAO examination under old syllabus.

In view of the above facts, it is requested to review of the results of JAO Part-II exam. by granting grace marks to fill up the vacancies of the JAO posts.

Similarly, very less number of candidates have passed in the JTO LDCE, for which exam was held on 02.06.2013. This exam is conducted after 12 years. The Staff Side has received a lot of complaints from candidates from various circles that many questions were out by syllabus, many were wrongly asked and many questions were with wrong answer options. Further, the part of question paper related to General English and G.K.was of very high standard. All the technical questions were mingled in one section, i.e., in Part B which is of higher standard. Some questions in Part B were such that, they could not be answered without calculator or log tables, which were not permitted in the exam. It may be noted that the negative marking that is introduced in the exam, is also one reason due to which a large number of candidates have failed. Hence, it is requested that a lesser standard of evaluation may be adopted to review the results of this exam.

## 2) Regular promotion to the officials who are officiating as JTOs.

A good number of officials, who are qualified for JTO promotion and who are officiating as JTOs, are awaiting regular JTO promotion for a long period. As Officiating JTOs, they are performing all the duties of JTO. It is most unjustified to extract the works and responsibilities of JTOs from these officials, without giving them regular JTO promotion. Hence, immediate steps may be taken to promote all these officials as regular JTOs, through personal upgradation or by creating supernumerary posts.

## 3) Eligibility of Non-Executive to appear Management Trainee exam.

The question of allowing those Non-Executives, with requisite qualification, to appear the Management Trainee exam was originally discussed in the National Council meeting and as per the decision arrived at on the floor of the National Council, necessary amendments were made to the Recruitment Rules of Management Trainees. However, in the recently released RR of the Management Trainees, the Non-Executives are precluded from appearing the exam. In view of the fact highly educated, young and energetic Non-Executives are available in BSNL, the RR of the MTs should be suitably modified to allow the Non-Executives with requisite qualification to appear in the MT exam.

## 4) Amendments proposal for JTO(T), JTO(E), JTO(C) and JAO recruitment Rules.

(i) The service condition be reduced to 3 years on uniform basis. The past service of Ex- servicemen be counted for LICE.

ii) TTAs and other equivalent cadres of BSNL holding direct recruitment qualification for JTO as prescribed in column 8 and holding 10 years service in the post of Technician/TTA" etc. be given promotion by absorption.

## 5) Filling up of SC/ST back log vacancies.

It is requested that immediate steps may be taken to fill up the SC/ST back log vacancies in all cadres.

## 6) Regularisation of TSMs and Casual labourers appointed on compassionate grounds.

There are TSMs as CGA Casual labourers who are awaiting regularization. They have not entered in the department through back door. Supreme Court verdict is also not applicable in their cases. It is urged that the above category of staff be regularized.

#### **7) Revision of stipends of the trainees.**

BSNL employees are given wage revision w.e.f. 01.01.2007, which has resulted in the increase of their emoluments. However, the stipends of the trainees belonging to various cadres have not been revised. The same may be revised without delay.

#### **8) Fresh recruitment of staff.**

Time has come for BSNL to start fresh recruitment of staff. A large number of Non- Executives are retiring every year. Within the next few years the strength of Non-Executives will become very thin. Already there is acute shortage in certain cadres such as Sr.TOA. No fresh recruitment is taking place except in the cadre of TTA. After a few years there will be hardly sufficient strength to do the works. Hence, it is requested to initiate steps for fresh recruitment.

#### **9) Empowerment of lady staff and their motivation in BSNL.**

Thousands of lady employees are working in the BSNL. They are contributing for the growth of the BSNL and discharging their responsibilities at home also. As a matter of fact they are home makers. Of late the women organization and Parliamentary Committees on women employment in the PSUs are expressing concerns about their dual exploitation in the society. Some PSUs are issuing guidelines to empower the lady staff. The BSNL being biggest PSU should evolve its own women policy keeping in view their special role in the society. Therefore, as token of recognition of their role the lady staff be granted one day special casual leave every month. .

#### **10) Pay fixation in case of Non-Executives absorbed in BSNL, who have opted for IDA pay scale from the date of promotion after 01.10.2000**

Vide DoT letter No. 1-1 (1) /2006-PAT dated 12.09.2006, the officials absorbed in BSNL who got their promotion before 1-10-2000 (i.e. before formation of BSNL), and who had given option for pay fixation in promoted scale on the date of their

next increment in lower scale which was after 1-10-2000, were allowed the pay fixation benefit under FR 22(1 )(a)(1). Such a mention of the detailed procedure in the above mentioned DoT letter had become necessary since the pre-promoted scale was in CDA pattern and promoted scale was in IDA pattern. However, vide DoT letter No. 1-1 (1)/2006-PAT dated 17.12.2008, this benefit of pay fixation as per option under FR 22(1)(a)(1) was taken away on the plea that no option should be allowed because the lower scale was in CDA scales pattern and the higher(promoted) scale was in IDA pattern.

In this connection it is to be noted that when they have opted for pay fixation under FR 22(1 )(a)(1) in the promoted scale, both their pre-promoted scale and promoted scale were in CDA pattern only. Subsequently their pay scales were converted to IDA pattern. Under such circumstances, it is not fair to reject this option exercised by them, after several years. Moreover, as per the agreement with the unions at the time of corporatisation, the service conditions and rules of DoT will apply until modified by an agreement between the management and the union. Since FR 22(1 )(a)(1) is still continuing and not modified by such an agreement, the benefit of FR 22(1)(a)(1) cannot be taken away.

In implementation of the order dated 29.03.2010, of the Hon'ble CAT, Ernakulam Bench, in RA No.11 /2010 of TA 115/2008 in the matter of Shri K. Salakrishnan and Ors. and UOI and Ors., the DoT, vide it's letter F.No.2-49(3)/2009-PAT dated 4th November, 2010, has stated that option for pay fixation in IDA pay scale from their date of promotion after 01.10.2000, may be allowed on execution of bonds to the effect that they will abide by the final decision to be taken by the Govt. of India and that they are liable to refund any excess amount paid if any. However, the above decision is implemented in respect of Executives of BSNL only. It is requested that the same may kindly be implemented in respect of the Non-Executives also.

#### **11) Provision of BSNL SIM card to all the Non-Executives.**

As per the decision taken in the earlier National Council meeting, free SIM card worth RS.200/- talk time has already been issued to the Non-Executives working in the outdoor. However, the same has not been provided to the staff working in the indoor and offices. It is requested that free SIM cards may be

provided to them also. Further, the facility to contact the customers of other networks is withdrawn in the above mentioned Rs.200/- SIM card. Contacting customers who are having mobile connections of other networks, but having BSNL land line and Broadband connections is necessary for restoration of faults as well as for marketing. This facility is provided for the Executives, but is denied for the Non-Executives, which is discrimination. Hence, this facility may be restored. Further, access may also be provided to the Non-Executives, to the CUG of Executives, which is very essential for performing day to day duties.

**12) Hardships to employees due to inordinate delay in finalization of disciplinary cases.**

The disciplinary proceedings initiated against the employees under CDA Rules 35 and 36 are not finalized in time bound way causing hardships to the officials. There are instances that even after one or two years cases are not finalised.

It is, therefore, requested that the details be obtained from circles of such cases which are pending for more than 6 months and action taken for finalization of the same.

**13) Creation of post of Section Supervisor in the Circle/Administrative offices.**

After introduction of restructured cadres section officer posts are abolished. The SS had been the responsible person to organize the job in a section with certain number of assistants (TOA/UDC). The SS happened to be the administrative head amongst non-executive in a section and was made responsible for the performance of the section.

On discontinuation of such a category, the responsibility, as indicated above is being borne by the JTO/JAOs. JTO is basically a technical cadre. They are being utilized in the office/administrative offices instead of being used for technical works. Moreover, their experience in administrative job is very less. On the other hand one senior most non-executive, working in the Circle/Administrative office from the very beginning has gained experience in rules, provisions and their appropriate application in the relevant situation. In view of the above, it is suggested to consider the reintroduction of the post of Section Supervisor in the Circle Administrative offices for improving productivity.

**14) Independent SSA status for Anantnag and Baramulla in J&K Circle.**

Anantanag and Baramulla in J&K Circle are presently under Srinagar SSA. Anantnag consists of 4 revenue districts, viz., Anantnag, Pulwama, Kulgam & Shopian and similarly Baramulla consists of 3 revenue districts, viz., Baramulla, Kupwara and Bandipore.

(a) BSNL has independent SSA for Ladakh consisting of only two districts, viz., Leh and Kargil.

(b) Jammu SSA is having only 2 districts, viz., Jammu and Kathua. Udhampur SSA is consisting of only two districts, viz., Udhampur and Doda. Rajouri SSA is consisting of only two districts, viz., Rajouri and Poonch.

(c) But at the same time, Srinagar is the only SSA for 10 revenue districts.

There is a good potential for the growth of our services in both Anantnag and Baramulla. However, the distance between these places on one side and Srinagar on the other side, hampers the developmental activities. Considering the above, the Telecom Commission, in 2000 decided to create the posts of TDE/AO in Anantanag and Baramulla. Further, the CGM, J&K, vide letter no. 900-84/Estt.6 dated 30.04.2000, has issued orders to delegate all administrative and financial powers to the TDEs in Anantanag and Baramulla, justifying the creation of independent SSAs in both the places. It is very pertinent to state that the creation of separate SSAs at Anantnag and Baramulla will not involve any further additional expenditure for the BSNL. Under the given circumstances, it is requested that Anantnag and Baramulla may be granted with full SSA status.

**15) Issue of Presidential orders of TSMs, regularized on 01.10.2000 or thereafter, and DOT employees opted for absorption in BSNL.**

There are still sizeable numbers of TSMs in the circles who have been regularized w.e.f. 01-10-2000 or thereafter, but their POs have not been issued. The main reason of this is that the circles are not alive to the issue. Therefore action is imperative for early submission of such cases to DOT for issuance of PO.

Further, the POs of employees opted for absorption in BSNL is also pending as Disciplinary cases are not being finalized. Action be taken to collect details of such cases for early finalization of disciplinary cases for issuance of POS.

# Brief report of National Council meeting, held on 23-04-2014 at New Delhi

All the 15 items circulated in Letter BSNL/39-3/SR/2013, dt-03-04-2014 were discussed. Shri A.N. Rai, Director(HR) and chairman of National Council after welcome address of Shri Neeraj Verma, Sr. GM(SR) focused the present condition of BSNL as well as of Telecom industry. The culture of reducing tariff in the name of competition is no more operative. The private operators are increasing their tariff. There is positive trend in increase of BSNL revenue but it is between 2 to 3%. The factors that need our attention is number of customers minutes of usage and rates. The BSNL has won the competitive tender of "SAIL". The ERP working be studied. The revamping of structure of organization is needed. Expected staff side cooperation.

Thereafter, the leader staff side, Com. Islam in his opening remarks expressed great anguish and resentment on the issue of taking problems of non-executive employees in a lighter way and their non-redressal. Despite co-operation from staff side there is no proper reciprocation from the management which may result in industrial unrest and resentment. The management has completed the formation of subsidiary Tower Company without taking the unions into confidence. There is complete resentment over the issue. Ban on meetings, non functioning of works committee pending problems like 2007 appointees, PLI(Bonus), D.R Pension rules etc are not moving in the direction of solution. Even orders on the accepted issue of TA for physically handicapped personnel not issued. He pleaded for urgent attention on the issues otherwise labour unrest is unavoidable.

Secy. Com. Abhimanyu endorsed fully the views of Com. Islam. The staff side has got high regards for Director (HR) but the issues are not being resolved. Unnecessary picture is given to media that because of salary problem the BSNL is suffering. Extravagant expenditures find no mention. The Tower Company is being formed only to give our assets to strategic partner. The JAC of non-executive unions has already submitted a memorandum of problem to CMD. He urged for negotiation and deliberations for settlement.

## Items of agenda:-

- (1) Lesser evaluation for JTO/JAO Examinations Management has not accepted the demand for grace marks. Regarding questions out of syllabus, high standard, wrong questions and key answers in LICE JTO the Corporate office will address letters to all the CGMs to look into the complaints. The cases of Kolkata TD, Karnataka, Chhattisgarh, Bihar etc were cited as examples. Against 12000 JTO vacancies 9500 employees appeared and 4500 were successful. JAO Case of Rajasthan will be looked into.
- (2) **Regularisation of officiating JTOs:-** 1500 officiating JTOs will be regularized after approval of new RR. Residency period will be reduced from 7 to 5 years
- (3) **The eligibility of non-executives for Management Trainee:** The case will be reviewed after the present examination.
- (4) **JTO(T), JTO, JTO(E) and JAO R/R:-** Residency period of 5 years was accepted on uniform basis. The demand of 4 years was not agreed to.
- (5) **SC/ST backlog vacancies:-** There is no backlog vacancy in non-executive Cadre. A copy of the quarterly report submitted to DOT will be supplied to staff side.
- (6) **TSMs/casual labourers regularization:-** Because of Uma Davi case it is not possible to regularize. After serious deliberations management side agreed to examine specific individual cases appointed on compassionate grounds.
- (7) **Stipend:-** Orders issued from revised scale. On demand of staff side the Sr. GM(Trg)/SR agreed to clarify that it will effective from 01-01-2007.
- (8) **Fresh Recruitment of staff:-** A consultant has been appointed to look into the requirement of manpower. Staff side would be consulted.
- (9) **Special casual leave for women employees:-** Management side expressed difficulty as it will in violation of rules. However, points are well taken.
- (10) **Pay fixation in case of non-executive ab-**

*Contd. on page 12*

## LETTERS FROM BSNL MANAGEMENT

### **Various issues raised by the Unions and Associations**

*No. BSNL/7-2/SR/2014 dated the 4th April, 2014*

#### **Information/Status Note**

Representatives of various staff Unions/Associations have raised issues related to strategic operations/future roadmap of BSNL and have met CMD BSNL on one or the other occasion. These issues are also in the larger domain of the Government while relating to viability/expansion of BSNL, as well. CMD BSNL has desired to make following observations/facts on these issues, which are summarised in the succeeding paragraphs for information of all concerned.

1.2 Merger of BSNL and MTNL - CMD has allayed the apprehension of the employees in general and those of Unions and Associations in particular that all the relevant and important issues pertaining to BSNL would be adequately addressed prior to finalisation.

1-3 Formation of subsidiary Tower company - The CMD has mentioned that the Company is in urgent need to revenues to meet capital expenditure and to modernise its existing assets in addition to meeting huge and disproportionate (if compared with others in the Telecom Services provider domain) employee cost. To address this situation to some extent other revenue streams have got to be tapped using assets of the company. A proposal is under consideration to create subsidiary tower company to improve substantially the operations of our passive infra thereby generate additional revenue.

1.4 Challenges faced by BSNL from other Broadband operators - CMD has mentioned that it would be premature to assess any such impact on BSNL. However, BSNL has enormous potential to grow further in broadband segment on wired lines. In fact, BSNL is to provide 20 million broadband lines on its fixed landline network. Thus, we must focus on our delivery of services as well as its quality and not to get unduly perturbed by other operators. The CMD also stated that procurement process have been considerably streamlined. In this regard, he advised the Unions and Association to give their suggestions, as well.

2. CMD also stated that with a view to further enlighten the union leaders on the issue of formation of subsidiary Tower company, a presentation is proposed to be made at 1500 hrs. on 21st April, 2014 in the Conference Hall, 9th floor, Bharat Sanchar Bhavan, New Delhi. The General Secretaries of all the unions and associations, those who are desirous, may attend the same and ensure that a maximum of two participants from a union/association attend the same.

### **Re-constitution of Standing Committee of National Council - regarding**

*No. BSNL/39-8/SR/2013 Dated 2nd April, 2014 to The General Secretary, BSNL Employees Union/ NFTE BSNL.*

With the conduct of 6th membership verification under the provisions of BSNL Recognition of Non-Executives' Unions and Representation in the Councils Rules, 2012, the scenario has changed in which two unions have been recognised in BSNL. As such, it has been decided to re-constitute the Standing Committee of National Council in the new set-up giving representation to both the Unions on the basis of proportionate representation.

2. The Committee shall be responsible for reviewing the decisions taken in the National Council meetings and bring the issues taken up in the National Council to their logical conclusion and its meeting shall take place every quarter in between National Council meetings. Any issue once discussed in the National Council and then referred to the Standing Committee will not be taken up again in the National Council meeting until and unless recommended by the Standing Committee. Further, the National Council shall be kept informed the progress made on each item in the form of submission of the minutes of the meeting to the National Council.

3. The GSs of BSNLEU and NFTE BSNL are accordingly requested to nominate three members and two members respectively so that the Standing Committee is re-constituted to review the decision taken in the National Council meetings.

### **Revision of pension of pre-2007 retirees BSNL IDA pensioners/**

**family pensioners who retired prior to 01.01.2007 and post 2007 BSNL IDA pensioners who retired between 01.01.2007 and 9.6.2013 by allowing the benefit of merger of 50% DA/DR effectively amounting to 78.2%**

**No.144/EV/2014 Dated 11th March, 2014 to Government of India, Ministry of Finance, Department of Expenditure, New Delhi,**

The undersigned is directed to refer to Department of Telecommunications ID No. 40-13/2013-Pen (T) dated 7th January, 2014 on the above subject.

2. In this context DoT is requested to furnish the following information/clarification:

(i) OM dated 15.3.2011 regarding fixation of pension of pre-2007 BSNL retirees with DR 68.8% was issued with the approval of the Cabinet. As such DoT may satisfy themselves and confirm to DoE that further revision of pension with enhanced DR @78.2% does not require consideration by the Cabinet.

(ii) The annual pension liability of the Government on account of BSNL pensioners should not exceed 60% of annual receipts by the Government from BSNL. DoT is requested to verify that annual pension liability on account of this revision does not exceed 60% annual receipts by the Government from BSNL.

(iii) In respect of BSNL retirees between 1.1.2007 and 9.6.2013, the revision of pension has been proposed on the basis of revised notional pay. Further, on the basis of this revised notional pay, it has been proposed to revise DCRG, leave encashment, and commuted value of pension. Therefore, the precedent where pension has been revised on the basis of revised notional pay and further benefit of such revision has been allowed in DCRG, commuted value of pension and leave encashment, may please be intimated.

**Extension of CGHS facilities to retired BSNL employees**

**No.BSNL/Admn.I/14-15/09(Pt) dated April 2, 2014, to All the Chief General Managers, BSNL**

I am directed to forward copy of letter No. 4-12(11)/2012-PAT dated 20th February 2014 received from Department of Telecommunications on the subject mentioned above. The retired employees of BSNL who are in receipt of Central Civil Pen-

sion are eligible for CGHS facilities in recognition of their services rendered in DOT/BSNL. Therefore, willing retired BSNL employees can avail CGHS facility by opting by complying with the requisite formalities. The information be widely circulated, and employees who opt for CGHS facility may be assisted by forwarding their applications to the respective CGHS units.

The details of employees seeking option for CGHS may be intimated on monthly basis indicating number of retired employees opted for BSNLMRS and number of employees opted for CGHS.

**Immunity from transfer to the elected office bearers of the recognised union vis-a-vis calling back at HQrs. from out station if elected as office bearers - regarding**

**No. BSNL/1-1/SR/2012 Dated, the 2nd April, 2014 to The Chief General Manager, Bihar Telecom Circle, Patna.**

The General Secretary, NFTE BSNL has given a representation dated 27.3.2014, copy enclosed for ready reference, regarding transfer of its Financial Secretary in Gaya District to the HQrs. at Gaya.

2. In the light of guidelines in this regard, which provide for bringing on temporary transfer the Financial Secretary to the HQrs. of the Union during the first year of election and also he may be retained there even for longer period with the goodwill between the Union and the local officers and subject to administrative convenience, the representation may be examined and this office kept informed of the same.

**Rate of Stipend payable to DR TTAs/Sr. TOAs/TMs- regarding**

**No. 16-1/2003-Trg. Dated: 07-04-2014 to All Heads of Circles/Units, BSNL, CGMs BRBRAITT, ALTTC, NATFM / Principals Training Centres**

1. It has come to the notice of this office that some of the Training Centres are in the practice of inadvertently paying stipend to DR TTAs at pre-revised pay scales despite the fact that pay scales of BSNL employees have already been revised w.e.f. 01.01.2007.

2. In this regard, kind attention is drawn to this office letters of even number dated 5th of Aug.,

2005 and 12th Nov., 2008 conveying approval of BSNL Management for fixing of rate of .Stipend to DR TTAs/Sr.TOAs/TMs @ 70% of the minimum of the pay scale plus admissible IDA in the respective pre-revised pay scale. Accordingly, the stipend payable to DR TTAs was fixed as Rs. 4970/-+IDA calculated @ 70% of the minimum of pay plus admissible IDA of pre-revised scale, at the time of issue of orders.

3. It is, therefore, clarified that as per the decision taken, the rate of stipend to DR TTAs/Sr.TOAs/TMs is payable @ 70% of the minimum of the revised pay scales plus admissible IDA, taking into consideration the minimum of pay in the respective pay scale, in the event of revision of pay scales.

**Issue of Presidential Orders to left out Casual Labourers who have been conferred temporary status on or before 30.09.2000 and regularized on or after 01.1.0.2000 - reg.**

**No. 17-1/2014-LE Dated: 09-04-2014 to All Heads of Circles/Telecom Districts, BSNL**

Kindly refer this office letter No.269-5/2012-Pers-IV dated 13.03.2012, 22.03.2012 & 28.05.2012 on the subject cited above.

Inspite of above said letters and reminders, the details from Circles has not been received for required approval of DOT for issuance of Presidential Orders in respect of left out cases. All the CGMs are finally requested to review the position and send the cases, if any, duly signed by GM(HR/Admn) in prescribed proforma immediately, so as to reach this office latest by 21.04.2014.

If no such cases are pending in your circle. NIL report to this aspect also be sent to this office immediately without delay (except A&N, Kerala, ALTTC, ITPC Pune,QA & STR Circles).

**Provision of BSNL SIM Card to all Non-Executives.**

**No.06-01/2012-PHA(Pt) dated: 15.04.2014 to The All Head of Telecom Circle/ Telephone Districts Bharat Sanchar Nigam Limited**

A proposal has been received from National Council for providing free GSM SIM card worth Rs.200/- talk time to all non-executives with off- net and CUG Facilities.

To enable us to examine the proposal the following information is urgently required.

Total Number of Non-executive employees working in	Total number of non-executive employees	Total number of non- executive employees to whom SIMCard issued with talk time of Rs. 200/-
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Out door Section  
In-door section  
Office

The above information may be sent up to 25.04.14 positively.

This issues with the approval of the Competent Authority.

**Utilization of Judgments of Hon'ble CAT of Allahabad and Chandigarh benches in the case, where recruitment rules of JTO-2001 were challenged in connection with the LICE-2013-reg.**

**No.3-33/2013/Estt-IV Dated: 16th April, 2014 to All heads of Telecom Circle/Districts Bharat Sanchar Nigam Limited.**

It has come to the notice of this office that many cases were filed by the candidates in different courts in different circles challenging the JTO Recruitment Rules of 2001. Accordingly the candidates were provisionally allowed to appear for the LICE held on 02.06.2013. In one such case where candidates were provisionally allowed to appear for the examination in Punjab Telecom Circle. The Hon'ble CAT Chandigarh bench has finally passed the orders on 30.01.2014. The Hon'ble CAT has categorically mentioned that although the applicants have been allowed to appear provisionally in the LICE-2013. their candidature for the examination has to be rejected in view of the provisions of the JTO Rules-2001.The Hon'ble CAT Chandigarh has relied upon the Judgment of Hon'ble Allahabad bench of CAT in OA No.492 of 2013 and accordingly all the GAs challenging recruitment rules were rejected as there was no merit.

You are therefore requested to make use of the Judgment of Hon'ble CAT of Allahabad bench in OA No.49 of 2013 and judgment Of Hon'ble CAT of Chandigarh bench in OA No.334/PB/2013 in defending the cases where the recruitment rules have been challenged.

**Promotion to the grade of JAO of candidates who got minimum qualifying marks in JAG Part-II LICE against 40% quota but not promoted due to not coming in the merit -reg. No. 4-19/2007-SEA dated 28.3.2014 to dated all heads of telecom Circles/Metro Districts/ Maintenance regions/ project/ stores /NATFM/ BRBRAITT/ALTTC All other Administrative Units Bharat Sanchar Nigam Limited.**

This office has been in receipt of various representations from Circles/ individuals on the subject mentioned above. The matter has been examined in detail and it has been decided by the Competent Authority that the request of the officials who are not coming in merit of the vacancies notified for

the exam for promotion and to post them to nearby Circle or deficient Circles cannot be acceded for reasons given below:-

(i) As per BSNL JAG Recruitment Rules, JAG examination is competitive in nature and candidates have to compete for the vacancies notified for the exam.

(ii) JAG in BSNL is a Circle cadre and the posting of such candidates to other Circles will infringe the right of the candidates of the Circles to which such candidates are posted.

This disposes of all the representations received on the subject.

This issues with the approval of Competent Authority.

## LETTERS TO BSNL MANAGEMENT

**Revised scheme and syllabus for LICE for promotion to JAO Cadre under 40% quota-Regarding.**

**TF-14/2(c) Dated:-19-04-2014 to Director (HR) /(F) BSNL, New Delhi**

Vide HQR letter No.-4-22/2013-SEA, dt-27-02-2014 the revised scheme and syllabus for 40% quota promotion to JAO Cadre has been circulated. However, the schedule of examination is yet to be notified.

The union in its earlier representations has urged that the eligibility condition of 10 years to appear in the LICE be reduced and brought at par with the JTO Cadre. The matter has been discussed with the Sr. GM(SEA) also in this regard.

It is pertinent to state that there is an item in the National Council for reduction of service period condition in respect of JTO, JAO, JE(E)/JE© etc. According to information the committee, for JTO R/R, has recommended for 5 years of service in-

stead of 7 to appear in the LICE.

Therefore, we impress upon you to take appropriate steps to reduce the 10 years service condition to 5 years before LICE is notified for promotion to JAO Cadre.

**Extension of CGHs facilities to the retired BSNL employees.**

**TF-32/4 Dated:-19-04-2014 to GM (Admn) BSNL, New Delhi**

Kindly refer to BSNL HQR letter BSNL/Admn-1/14-15/09(Pt), dt-02-04-2014 endorsing the copy of DOT letter No.-4-12(11)/2012-PAT, dt-20-02-2014. In the letter it is envisaged that the retired personnel who are in receipt of central civil Pension are eligible for CGHS facilities. But it is not clear if the BSNL retirees in receipt of pension under pension Rule 37A. are also eligible for the facility.

Therefore, it is urged that the matter be clarified to prevent confusions in the field.

**Contd. from page 8**

**sorbed in BSNL, opted for IDA pay scale from the date of promotion after 01-10-2000:-** Recoveries will be stayed. Management expressed hope for settlement through communications to DOT.

**(11) Sim cards to all staff:-** information being collected from the field. On the issue of "offnet" Rs.50/- limit concession is thought of CUG con-

nection of prepaid/Post paid could be examined.

**(12) Disciplinary cases:-** Letters to all CGMs will be issued for disposal of cases in time.

**(13) Supervisory posts:-** Separate discussions needed.

**(14) Separate Anantnag and Baramulla SSA:-** Report from circle awaited.

**(15) TSMs PO:-** 87 Cases are pending in DOT.

## **LATEST NEWS**

### **Pension revision of Pre/Post retirees**

The DoE, MoF, has sought clarifications from DoT which are yet to be replied by the Administrative Ministry.

### **Wage erosion of post 2007 appointees**

The concerned section Establishment Section, will give presentation to the BSNL Management.

### **Formation of subsidiary Tower Company**

BSNL Hqr. has completed the process of formation taking workers for granted. It is arbitrary. The staff side has vehemently opposed the approach and attitude of the administration on 23.04.2014 in the National Council Meeting.

### **Standing Committee of National Council**

Comrades Islam and Chandeshwar Singh (President and G.S.) will be the representatives in the Committee for discussion on old items of National Council.

### **ERP functioning**

ERP has been introduced in some circles. The concerned circle unions are requested to inform the CHQ its effects on urgent basis.

### **Circle / Local Councils, works Committee functioning**

All the concerned circles are requested to inform the circles / SSAs where councils and works committees are not functioning.

### **Vacant post of Director (F) and (HR)**

Court cases are over, Selection is now possible.

### **“May Day”**

The workers organization in the city of Chicago, USA, demanded 8 hours duty in a day and organized strike on 1<sup>st</sup> May, 1886. The police resorted to firing on unarmed Mazdoors resulting in death of six personnel. The Mazdoors organized a demonstration on 4<sup>th</sup> May 1886 at Chicago in “Hey Market Square”. Again 10 Mazdoors were killed. The Mazdoor leaders Albert Parsons, Adolf Fisher and George Engale were hanged to death on the basis of false witnesses. After this struggle workers achieved 8 hours duty in a day.

In 1889 the second International was held and resolution adopted that in the memory of martyrs “May Day” will be celebrated on 1<sup>st</sup> May every year.

Homage to martyrs from NFTE family

### **May Day Zindabad**

#### **Observe May Day**

All are requested to observe May Day to commemorate the sacrifices of the leaders made in the imperialistic country. It is very pious festival for the working class. Celebrate with pomp and show and send reports to CHQ.

**National Secretariat of NFTE has decided that Comrade A. Rajmouli, Secretary will function as Financial Secretary also.**

## बिलम्ब परन्तु उचित कदम

एनएफटीई की एकता की ऐतिहासिक प्रतिबद्धता है जिसके कारण ही वह निरंतर संघों के मान्यता के “नवीन नियम” तथा नॉन-इक्जीक्युटिव संघों की बृहत एकता की वकालत करता रहा है। यह कम्पनी के हित में था। यह सर्वविदित है कि निम्न श्रेणी के कर्मचारियों के मामलों की उपेक्षा हुई है जिनके कारण पदों पर आसीन उच्च अधिकारियों को ही है। कर्मचारियों के योगदान की अनदेखी हुई है। अधिकारियों की शायद सोच है कि उनके योगदानों का मूल्य नहीं है। यह उनकी जबरदस्त भूल है क्योंकि नॉन-इक्जीक्युटिव कर्मचारी ही भीषण गर्मी, ठंड तथा वर्षा में जनता को सेवा देता है। ये कर्मचारी आज सामग्रियों की कमी में ही यथासंभव सेवा में योगदान दे रहे हैं। **कार्पोरेट कार्यालय का यह दावा कि सामग्रियां उपलब्ध हैं झूठ का केवल पुलिन्दा है।** ऐसे अनेक उदाहरण हैं जैसे कि वेतन संशोधन, भत्तों, प्रमोशन स्कीम(एनईपीपी), पीएलआई (बोनस), चिकित्सा सुविधा, एलटीसी, छुट्टी नगदीकरण आदि जिसमें कर्मचारियों से भेदभाव हुआ है। ज्वलंत समस्याएं जैसे कि ग्रुप ‘डी’ तथा नियमित मजदूरों का स्टैगनेशन, वर्ष 2007 के भर्ती कर्मचारियों के वेतन में कमी, सीधे भर्ती कर्मचारियों के पेंशन नियम आदि का समाधान नहीं हो रहा है। जिसके कारण कर्मचारियों में भारी असंतोष है।

केन्द्र सरकार का डिपार्टमेंट ऑफ पब्लिक इन्टरप्राइज, डीपीई सभी केन्द्रीय उपक्रमों को कन्ट्रोल करता है। इसने वर्ष 2011 में पीएलआई (बोनस) वितरण हेतु दिशा-निर्देशन जारी किया है जिसका कम्पनी के लाभ तथा कर्मचारियों के परफार्मेंस से कोई सम्बद्ध नहीं है। कार्पोरेट कार्यालय लगभग तीन वर्ष तक कुम्भकरण की नींद सोता रहा है। परन्तु एनएफटीई के आन्दोलन के पश्चात् नींद खुली कि इसका समाधान करना है। प्रबंधन पीएलआई को अब लाभ तथा परफार्मेंस से जोड़ना चाहता है। जो कि सरासर अनुचित तथा दोषपूर्ण है। यह सभी संघों के एकता के अभाव में हुआ है।

प्रशासन को पक्षपातपूर्ण व्यवहार, उपेक्षा का रवैया आदि ने सभी संघों को मजबूर किया है कि वे एक प्लेटफार्म में

**मई दिवस की हार्दिक बधाई**

“संयुक्त संघर्ष समिति” के झंडे के नीचे एकत्रित हो। जेएसी के नेताओं ने सीएमडी, बीएसएनएल को समस्याओं का मेमोरेन्डम दिया है। **निश्चय ही यह विलम्ब से है परन्तु एक अच्छी तथा सकारात्मक शुरुआत है।** प्रबंधन को समस्याओं के समाधान हेतु चर्चा शीघ्रता से प्रारम्भ करना चाहिए। जिससे कि कम्पनी की औद्योगिक शांति बाधित न हो। कर्मचारियों को कम्पनी तथा अपने हितों की रक्षा हेतु तैयार होना होगा।

समस्याओं के समाधान के अभाव में संघर्ष निश्चित है।

### 23 अप्रैल को सम्पन्न नेशनल कौंसिल बैठक का संक्षिप्त ब्यौरा:

नेशनल कौंसिल की बैठक निदेशक (कार्मिक), श्री ए.एन. राय की अध्यक्षता में हुई। सीनियर जीएम (एसआर) श्री नीरज वर्मा के स्वागत भाषण के उपरान्त निदेशक (कार्मिक) बीएसएनएल तथा उद्योग की वर्तमान स्थिति पर केन्द्रित करते हुए कहा कि आज मुकाबले के नाम पर टैरिफ कटौती की पद्धति जारी नहीं है। निजी कम्पनियों टैरिफ में वृद्धि नहीं कर रही है। बीएसएनएल का ग्रोथ 2 से 3% के मध्य है। ग्राहकों की संख्या, उपयोग करने का कार्यकाल तथा टैरिफ दर पर रेवेन्यू वृद्धि निर्भर है। बीएसएनएल ने “सेल” का टेन्डर प्राप्त कर लिया है। ईआरपी का कार्य प्रभाव का अध्ययन होना चाहिए। संगठन को चुस्त-दुरस्त भी करना है। उन्होंने कर्मचारियों से सहयोग की अपेक्षा की है। इसके पश्चात् लीडर स्टाफ साईड, साथी इस्लाम अहमद, अपने प्रारम्भिक भाषण में दुःख व्यक्त करते हुए कहा कि सहयोग के उपरान्त भी नॉन- इक्जीक्युटिव कर्मचारियों की समस्याओं के समाधान में प्रबंधन से सहयोग नहीं मिल रहा है। इससे औद्योगिक अशांति उत्पन्न हो रही है। “टावर कम्पनी” की स्थापना की प्रक्रिया पूर्ण हो चुकी है। परन्तु संघों को विश्वास में नहीं लिया गया है। इससे रोष व्याप्त है। कार्यालय परिसर में बैठक पर रोक, वर्कर्स कमेटी का कार्य नहीं करने के अतिरिक्त लम्बित मुद्दे जैसे कि ग्रुप ‘डी’ कर्मचारियों का स्टैगनेशन, वर्ष 2007 के उपरान्त नियुक्त कर्मचारियों के वेतन में कमी, पीएलआई (बोनस), सीधे भर्ती

कर्मचारियों के पेंशन नियम आदि समाधान की दिशा में नहीं जा रहे हैं। कर्मचारियों के असंतोष को देखते हुए इनका समाधान आवश्यक है।

सचिव स्टॉफ साईड, साथी अभिमन्यू साथी इस्लाम के दृष्टिकोण तथा विचारों का समर्थन किया। कर्मचारी पक्ष निदेशक (कार्मिक) का सम्मान करता है। परंतु समस्याओं का समाधान नहीं हो रहा है। अनावश्यक खर्च हो रहे हैं। परन्तु मीडिया को यह बताया जाता है कि कर्मचारियों के वेतन खर्च के कारण कम्पनी में आर्थिक संकट है। यह गलत है। टावर कम्पनी की स्थापना अपनी सम्पदा को देने हेतु है। जेएसी ने समस्याओं को एक विस्तृत मेमोरेन्डम प्रबंधन को दिया है। चर्चा करके समाधान होना चाहिए।

इसके पश्चात् सभी 15 आईटमस पर चर्चा हुई।

**1) जेटीओ/जेएओ परीक्षाओं में मूल्यांकन में शिथिलता:** ग्रेस मार्कस् हेतु प्रबंधन तैयार नहीं है। पाठ्यक्रम के बाहर के प्रश्नों, दोषपूर्ण प्रश्न तथा 'की' के उत्तर की शिकायतों के निवारण हेतु कॉर्पोरेट कार्यालय द्वारा आदेश जारी करेगा। राजस्थान में जेएओ परीक्षा में हिन्दी में उत्तर देने हेतु मूल्यांकन नहीं करने की शिकायत को देखा जाएगा।

**2) ऑफिसिएटिंग जेटीओज का नियमितिकरण:** 1500 ऑफिसिएटिंग जेटीओज का नियमितिकरण नवीन भर्ती नियम के बनने के पश्चात् कर दिया जाएगा।

**3) मैनेजमेन्ट ट्रेनिंग में नॉन-इक्जीक्युटिव।**

वर्तमान परीक्षा के उपरांत विचार होगा।

**4) जेटीओ (टी), जेटीओ (सी), जेटीओ (ई) तथा जेएओ भर्ती नियम की सेवा शर्त:** सभी का 5 वर्ष होगा। चार वर्ष की मांग को स्वीकार नहीं किया गया।

**5) एससी/एसटी पदों की पूर्ति:** नॉन-इक्जीक्युटिव में पद खाली नहीं है।

**6) टीएसएमस/दैनिक मजदूरों का नियमितिकरण:** अनुकम्पा नियुक्ति मामलों पर विचार होगा।

सुप्रीम कोर्ट के निर्णय अनुसार अन्यो का नियमितिकरण सम्भव नहीं है।

**7) स्टाइपेन्ड:** आदेश जारी हो गए हैं। कर्मचारी पक्ष के मांग पर सहमति बनी तो यह स्पष्ट किया जाएगा कि आदेश

1.1.2007 से लागू होंगे।

**8) महिला कर्मचारियों को स्पेशल कैजुअल लीव:** मांग की सराहना हुई। सरकारी नियम के विरुद्ध है। अतः स्वीकार नहीं है।

**9) कर्मचारियों की भर्ती:** कन्सलटेंट की नियुक्ति होगी। संघों से विचार होगा।

**10) प्रमोशन में वेतन निर्धारण:** आईडीए स्केल में 1.10.2000 के उपरांत वेतन निर्धारण के कारण कटौती मामलों के समाधान की आशा है। कटौती पर रोक की मांग पर विचार होगा।

**11) नॉन-इक्जीक्युटिव कर्मचारियों का रुपया 200/- का "सिम कार्ड":** सूचना मांगी गई है। अन्य नेटवर्क में जाने हेतु 50/- के छूट पर विचार होगा। प्रीपेड/पोस्टपेड सीयूजी कनेक्टिविटी पर विचार होगा।

**12) अनुशासनात्मक मामले:** शीघ्रता से निपटाने हेतु उचित आदेश जारी होंगे।

**13) सुपरवाइजरी पद:** पृथक चर्चा होगी।

**14) अनन्तनाग का बारा मूला में पृथक एसएसएज की स्थापना:** सर्किल की रिपोर्ट मानी है।

**15) टीएसएमस का पीओ:** डीओटी में 87% मामले लम्बित हैं।

## जेएसी द्वारा श्री उपाध्याय, सीएमडी बीएसएनएल को लम्बित मुद्दों के समाधान हेतु ज्ञापन

नॉन-इक्जीक्युटिव कर्मचारियों की उचित तथा न्यायसंगत मामलों का प्रबंधन द्वारा समाधान नहीं किया जा रहा है। संघों तथा एसोशिएशन ने अनेक पत्र लिखे हैं। परन्तु यह दुःखद है कि उन पर ध्यान नहीं दिया गया है।

प्रबंधन कम्पनी की वर्तमान वित्तीय स्थिति के लिए सदैव कर्मचारियों को जिम्मेदार बनाता है। सीएमडी ने अनेकों बार कहा है कि कर्मचारियों के वेतन के कारण कम्पनी में आर्थिक संकट है। यह उचित नहीं है। वर्ष 2009 में कम्पनी का रेवेन्यू रुपया 35,812/- करोड़ तथा खर्च रुपया 34,359/- करोड़ था। वर्ष 2012-13 में रेवेन्यू 26,396/- करोड़

जबकि खर्च रुपया 34,556/- करोड़ था। रेवेन्यू में गिरावट की जिम्मेदारी प्रबंधन की है।

वर्ष 2006 से जीएसएम के उपकरणों की खरीदारी में अड़चने उत्पन्न की गई। संचार तथा गृह मंत्रालय 45 मिलियन तथा 93 मिलियन लाइन के उपकरणों की खरीदारी के टेन्डरों को निरस्त कराया है। इस कारण बीएसएनएल को 6/7 वर्ष जीएसएम उपकरण उपलब्ध नहीं हो सका।

प्रबंधन ने बीआरपीएसई के समक्ष कहा है कि बीएसएनएल को प्रत्येक वर्ष ग्रामीण लैंडलाइन फोन से रुपया 10,000/- करोड़ की हानि हो रही है। यह सामाजिक रूप से आवश्यक है परन्तु वाणिज्यिक रूप से व्यवहारिक नहीं। सरकार को निगमीकरण के समय के वादानुसार इस राशि की वापसी करना चाहिए।

कम्पनी के पास रुपया 30,000/- करोड़ का रिजर्व फंड था। परन्तु सामाग्रियों जैसे कि केबल, ओएफसी, ड्रापवायर, माडमस, टेलीफोन, इंस्ट्रुमेंट आदि उपलब्ध कराने में असफल रहा है। वित्तीय दशा की दलील देकर एलटीसी, पीएलआई, चिकित्सा भत्ता आदि बंद किया एवं साथ ही साथ नान-इकजीक्युटिव कर्मचारियों की समस्याओं को समाधान भी नहीं हो रहा है। भारत सरकार ने आदेश जारी किया है कि कैबिनेट मंत्री हवाई यात्रा इकोनॉमी क्लास में करें। परन्तु कम्पनी के उच्च अधिकारी विदेश यात्रा करते हैं, बिजनेस क्लास में हवाई यात्रा करते हैं तथा फाइवस्टार होटल में करते हैं। प्रबंधन इस कहावत को चरितार्थ कर रहा है कि जब रोम में भुखमरी थी तो राजा, नीरो ऐश कर रहा था।

आईटीएस अधिकारी एलटीसी तथा बीएसएनएल की चिकित्सा सुविधा दोनों उपलब्ध है जबकि नान-इकजीक्युटिव कर्मचारियों की समस्याओं की अनदेखी हो रही है।

अतः जेएससी का अनुरोध है कि प्रबंधन शीघ्रता से निम्न समस्याओं का समाधान करें अन्यथा आन्दोलन हड़ताल सहित संगठित किया जायेगा।

1) आरएम, ग्रूप डी तथा इंडस्ट्रियल कर्मचारियों का स्टैगनेशन।

**एनएफटीई के राष्ट्रीय सेक्रेटरिएट ने निर्णय लिया है कि साथी ए.राजमौली संघ के वित्त मंत्री के रूप में भी कार्य करेंगे।**

2) 1/1/007 अथवा उसके पश्चात सीधे भर्ती नियुक्त कर्मचारियों को वेतन में कमी।

3) पीएलआई का भुगतान। इसे पीएमएस तथा हानि से नहीं संबंधित किया जाय।

4) एनईपीपी की कठिनाईयाँ तथा कष्टों का समाधान

5) अनुकम्पा नियुक्ति की कठिनाईयों का निराकारण

6) एलटीसी, छुट्टी नगदीकरण तथा चिकित्सा भत्ता।

7) ई-1 स्केल का कार्यान्वयन।

8) नॉन-इकजीक्युटिव कैडरों के डिजीगनेशन में परिवर्तन

9) ऑफिसिएटिंग जेटीओ का नियमितिकरण।

10) सीधे भर्ती कर्मचारियों को 30% सेवानिवृत्ति लाभ।

11) एससी/एसटी कर्मचारियों को विभागीय प्रोन्नति परीक्षाओं में डीओपीटी के अनुसार शिथिलता।

12) जेएओ/जेटीओ परीक्षाओं में ग्रेस मार्क।

13) नॉन-इकजीक्युटिव कर्मचारियों की भर्ती।

14) टीएसएमस/दैनिक मजदूरों का नियमितिकरण।

15) न्यूनतम वेतन तथा श्रम कानूनों का ईपीएफ/ईएसआई आदि का कार्यान्वयन।

16) मैनेजमेन्ट ट्रेनी परीक्षा में पात्रता।

17) अर्हता प्राप्त तथा प्रशिक्षित नियमित मजदूरों का टेलीकॉम मकैनिक वर्ग में अपग्रेडेशन।

18) आईडीए वेतनमान के अनुसार दैनिक मजदूरों का वेतन संशोधन

19) एससी/एसटी रिक्तियों की पूर्ति

20) सीनियर टीओए, टीएम, ड्रायवर्स आदि का पे अपग्रेडेशन तथा प्रमोशन कमेटी का पुर्नगठन

21) डीओटी के समय में प्रशिक्षण लेने वाले कर्मचारियों का पीओ।

22) प्रमोशन में वेतन निर्धारण हेतु विकल्प।

23) 1.1.2007 से 10.6.2013 तक सेवानिवृत्ति कर्मचारियों का 78.2% आईडीए मरजर के आधार पर पेंशन संशोधन।

24) प्रथम वेतन संशोधन की विसंगतियाँ।

- 25) टेलीकॉम फैक्टरीज का रिवायवल।  
 26) 78.2% आईडीए मरजर के एरियर का भुगतान।  
 27) टीएफ, राजभाषा अधिकारी, टीटीए जेटीओ तथा जेएओ परीक्षाओं की सेवा शर्तों में शिथिलता।  
 28) नान-इक्जीक्युटिव कर्मचारियों को रुपया 200/- का सिम।  
 29) भत्तों का संशोधन।  
 30) कॉल सेन्टर्स का कर्मचारियों द्वारा संचालन तथा आउटसोर्सिंग बंद हो।

## बीएसएनएल प्रबंधन से पत्र

**संघों/एसोसिएशनों द्वारा उठाये गए अनेक मुद्दे**  
**बीएसएनएल /7-2/एसआर/2014 दिनांक 4.4.2014**  
**संघों के सभी महामंत्रियों को**

संघ के प्रतिनिधियों ने स्ट्रेटजिक आपरेशन तथा बी एस एन एल के भविष्य रोड मैप से संबंधित मुद्दों को उठाया है। ये मुद्दे विशेषकर जीवनक्षमता/विकास सरकार के दायरे में आते हैं। परंतु सीएमडी ने वास्तविकताओं की जानकारी दी है जो कि निम्न पैराग्राफ में अंकित है।

**1.2 बीएसएनएल तथा एमटीएनएल का मरजर:** मरजर के पूर्व सभी महत्वपूर्ण मुद्दों का समुचित रूप से निराकरण सुनिश्चित होगा।

**1.3 सब्सीडियरी (सहायक) टावर कंपनी की स्थापना:** कंपनी को कैपिटल खर्चों हेतु रेवेन्यू की शीघ्रता से आवश्यकता है। वर्तमान संपदा का आधुनिकीकरण भी होना है। इस स्थिति में अन्य श्रोतों से धन अर्जित करना होगा। अतः सब्सीडियरी टावर कंपनी की स्थापना प्रस्तावित है जिससे कि इंफ्रास्ट्रक्चर को चुस्त-दुरुस्त हो तथा रेवेन्यू प्राप्ति में वृद्धि हो।

**ब्राडबैंड आपरेटरों से बीएसएनएल को चुनौतियां:** इसका वर्तमान में आंकलन जल्दबाजी का होगा। बीएसएनएल के पास वृद्धि हेतु अत्यधिक क्षमता है। वास्तव में बीएसएनएल को 20 मिलियन ब्राड लाइन्स लैंडलाइन टेलीफोन्स पर देना है। अतः चिंतित होने के स्थान पर हमें सेवा प्रदान करने तथा गुणवत्ता पर ध्यान देना होगा। संघों से मुद्दे पर सुझाव अपेक्षित है।

2. संघों के प्रतिनिधियों की जानकारी हेतु 21.4.2014 को प्रेजेन्टेशन दिया जाएगा।

## बाह्र भर्ती टीटीएज/ सीनियर टीओएज/टीएमएस को स्टाइपेंड

**संख्या 16-1/2003 ट्रेनिंग दिनांक 7.4.2014 सभी सीजीएमएस को**

कार्पोरेट कार्यालय के संज्ञान में आया है कि उपर्युक्त कर्मचारियों का ट्रेनिंग सेंटर्स में 1.1.2007 से वेतन संशोधन के पश्चात् भी पूर्व के वेतनमान से स्टाइपेंड का भुगतान कर रहे हैं। यह गलत है।

अतः यह स्पष्ट किया जाता है कि स्टाइपेंड के भुगतान संबंधित संशोधित वेतनमान के न्यूनतम को 70 प्रतिशत + आईडीए की दर से किया जाएगा।

**30.9.2000 के टीएसएमएस को 1.10.2000**  
**अथवा इसके उपरांत नियमितीकरण के पश्चात् पीओ**

**बीएसएनएल पत्र संख्या 17-1/2014 - एलई दिनांक 9.4.2014 सभी सीजीएमएस को**

वांछित सूचना निर्धारित प्रोफार्मा में 21.4.2013 तक अवश्य भेजें।

**नान-इक्जीक्युटिव कर्मचारियों को 200/- रूपये टॉक वेल्यू का सिमकार्ड संबंधित सूचना 25.4.2014**  
**बीएसएनएल 6-1/2002 - पी एच ए (पार्ट) दिनांक 15.4.2014 सभी सीजीएमएस को**

**1/1/2007 से पूर्व तथा उपरान्त बीएसएनएल सेवानिवृत्ति कर्मचारियों का 78.2% आईडीए मरजर के अनुसार पेंशन संशोधन**

**वित्त मंत्रालय पत्र संख्या 144/ईवी/2014 दिनांक 11/3/2014 डीओटी को**

उपर्युक्त पत्र डीओटी के पत्र संख्या आईडी संख्या 40-13/2013- पेन(टी) दिनांक 7.1.2014 के संदर्भ में है।

कृपया निम्न सूचनाएं तथा स्पष्टीकरण भेंजे।

1) पूर्व में 68.8% आईडीए मरजर के साथ कैबिनेट अनुमोदन के उपरान्त पेंशन संशोधन हुआ है। डीओटी बताए कि 78.2% आईडीए के आधार पर मामला विचारार्थ हेतु कैबिनेट नहीं जाएगा।

2) 78.2% से संशोधन के उपरांत डीओटी सुनिश्चित करे कि पेंशन का खर्च बीएसएनएल द्वारा प्राप्त राशि से अधिक नहीं होगा।

3) नेशनल पे के आधार पर 1/2/007 से 9/6/2013 तक के सेवानिवृत्ति कर्मचारियों के डीसीआरजी, छुट्टी नगदीकरण, कम्प्यूटेशन मूल्य पेंशन का प्रस्ताव किस नियम के आधार पर है? क्या पूर्व में ऐसा हुआ है।

### **40% कोटे के अंतर्गत जेएवी परीक्षा में अर्हता प्राप्त कर्मचारियों का मैरिट में नहीं आने से प्रोन्नति**

**बीएसएनएल पत्र संख्या 4-19/007-एसईए दिनांक 28/3/014 सभी सीजीएमएस को**

जेएके परीक्षा में अर्हता प्राप्त परन्तु मैरिट में नहीं आने से संघो तथा कर्मचारियों ने दूसरे सर्किलों में प्रोन्नति हेतु आवेदन किया है। मामला पर विचार किया गया है। परन्तु निम्न कारणों से अनुरोध को स्वीकार नहीं किया जा सकता है।

1) परीक्षा प्रतियोगितात्मक है तथा परीक्षार्थियों को रिक्तियों के आधार पर प्रतियोगिता करना है।

2) दूसरे सर्किलों में प्रोन्नति से सम्बोधन सर्किल के कर्मचारियों के अधिकार का हनन होगा।

### **बीएसएनएल सेवानिवृत्ति कर्मचारियों सीजीएचएस की सुविधाएं**

**बीएसएनएल/एडमिन I/14715/2009 (पार्ट) दिनांक 2.4. 2014 सभी सीजीएमएस को**

डीओटी द्वारा जारी पत्र संख्या 4-12(11)/2012-पीएटी दिनांक 20.2.2014 अग्रसारित है। बीएसएनएल के ऐसे सेवानिवृत्ति कर्मचारी जिनकी सेन्ट्रल सीविल पेंशन मिलती है उनकी सीजीएचएस सुविधा की पात्रता है। क्योंकि इन्होंने डीओटी /बीएसएनएल में कार्य किया है। ऐसे कर्मचारी विकल्प देकर सीजीएचएस की सुविधा प्राप्त कर सकते हैं। विकल्पियों के प्रार्थनापत्र के संबंधित सीजीएसएस इकाई को भेजा जाय।

प्रत्येक माह सूचना दी जाय कि कितने कर्मचारियों ने सीजीएचएस और बीएसएनएलएमआरएस का विकल्प दिया है।

(डीओटी पत्र अप्रैल में प्रकाशित है।

### **जेटीओ भर्ती नियम के विरुद्ध अदालतों में दायर याचिकाएं**

**बीएसएनएल पत्र संख्या 3-33/2013/ईस्ट IV दिनांक 16/5/2014 सभी सीजीएमएस को**

अभ्यर्थियों ने विभिन्न अदालतों में जेटीओ भर्ती नियम के विरुद्ध याचिकाएं दाखिल की थी जिसके फलस्वरूप उन्हें परीक्षा में सम्मिलित होने हेतु प्रॉविजनल अनुमति दी गई थी। परन्तु इलाहाबाद तथा चण्डीगढ़ के कैटों ने याचिकाओं को खारिज कर दिया है। इन निर्णयों को ध्यान में रखा जाय तथा लाभित बादों के विरुद्ध प्रयोग किया जाय।

### **एमटीएनएल पेंशन**

**असाधारण, भाग II-खण्ड-3-उपखण्ड (1)**

**प्राधिकार से प्रकाशित**

**सं. 100) नई दिल्ली, सोमवार, मार्च 3, 2014/फाल्गुन 12, 1935**

**कार्मिक, लोक शिकायत एवं पेंशन मंत्रालय**

**(पेंशन एवं पेंशनभोगी कल्याण विभाग)**

**अधिसूचना नई दिल्ली, 3 मार्च, 2014**

सा.का.नि.138(अ)- राष्ट्रपति संविधान के अनुच्छेद 309 के परंतुक और अनुच्छेद 148 के खंड 5 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए भारतीय लेखापरीक्षा और लेखा विभाग में कार्यरत कर्मचारियों की सेवा शर्तों के संबंध में भारत के नियंत्रक और महालेखापरीक्षक से परामर्श करने के पश्चात् केंद्रीय सिविल सेवा (पेंशन) नियम, 1972 में संशोधन करते हुए एतद्द्वारा निम्नलिखित नियम बनाने हैं अर्थात्:-

1) इन नियमों का संक्षिप्त नाम केंद्रीय सिविल सेवा (पेंशन) दूसरा संशोधन नियम, 2014 है।

ये 1 अक्टूबर, 2000 से प्रवृत्त हुए समझे जाएंगे।

(2) केंद्रीय सिविल सेवा(पेंशन) नियम, 1972 के नियम 37 क, में

(क) उप नियम (22) एवं उप नियम (23) में दोनों जगह जहां ये आते हैं 'भारत संचार निगम लिमिटेड शब्दों के पश्चात एवं महानगर टेलीफोन निगम लिमिटेड' शब्द अंतः स्थापित किए जायेंगे।

(ख) उपनियम (24) के स्थान पर निम्नलिखित उप नियम रखा जाएगा अर्थात्:-

“(24) उपनियम (23) के अंतर्गत दी गई वयवस्था विद्यमान पेंशनभोगियों तथा उन कर्मचारियों को लागू होगी जिन्हें भारत संचार निगम लिमिटेड और महानगर टेलीफोन निगम लिमिटेड में आमेलन के पश्चात् सरकारी सेवा से सेवानिवृत्ति हुआ माना गया है और महानगर टेलीफोन निगम लिमिटेड एवं भारत संचार निगम लिमिटेड द्वारा सीधी भर्ती द्वारा नियुक्त हुए कर्मियों पर यह लागू नहीं होगी जिनके लिए वे स्वयं की पेंशन स्कीमों का उपाय करेंगे तथा उसके लिए निधिकरण तथा पेंशनिक फायदों के संवितरण की व्यवस्था करेंगे।

(फा.स.4/23/2013-पी एवं पीडब्ल्यू(डी))  
वंदना शर्मा, संयुक्त सचिव)

### स्पष्टीकरण

महानगर टेलीफोन निगम लिमिटेड में आमेलित सभी श्रेणियों (समूह ए, बी, सी, डी) के पहले के सरकारी कर्मचारी जिन्होंने संयुक्त सेवा पेंशन का विकल्प चुना है उनके पेंशन हितलाभों का भुगतान तारीख 1 अक्टूबर, 2000 से भारत संचार निगम लिमिटेड की ही भांति सरकार द्वारा किया जाएगा। तारीख 1 नवंबर, 1998 से महानगर टेलीफोन निगम लिमिटेड में आमेलित कर्मचारियों सहित पहले के सरकारी कर्मियों तथा डीओपी एवं पीडब्ल्यू के कार्यालय ज्ञापन सं. 4/18/87-पी एंड पीडब्ल्यू (डी) तारीख 05.07.1989 के अनुसार शासित कर्मियों तारीख 1 अक्टूबर 2000 से इन नियमों के अंतर्गत आएंगे। दूरसंचार विभाग द्वारा यह प्रमाणित किया जाता है कि इस अधिसूचना को भूतलक्षी प्रभाव देने से किसी पर प्रतिकूल प्रभाव नहीं पड़ेगा।

### प्रबंधन को पत्र

**जेएओ 40% कोटे को संशोधित पाठ्यक्रम तथा स्कीम**

टीएफ-14/2(सी) दिनांक 19.4.2014 निदेशक (कार्मिक)  
तथा (वित्त) को

जेटीओ(टी), जेएओ, जेई(ई)/जेई(सी) के भर्ती नियमों में शिथिलता प्रस्तावित है। जेटीओ (टी) की समिति ने 5 वर्ष की सेवा शर्त की सिफारिश की है।

अतः जेएओ की परीक्षा की अधिसूचना जारी होने के पूर्व भर्ती नियम में 5 वर्ष की सेवा शर्त का प्रावधान किया जाय।

**बीएसएनएल/1-1/एसआर/2012 दिनांक 2-4/2014,  
सीजीएम, बिहार को**

महामंत्री, एनएफटीई ने वित्त सचिव गया के हेडक्वार्टर में लाने हेतु दिनांक 21-3-2014 को प्रतिवेदन दिया है। वित्त सचिव को हेडक्वार्टर में प्रथम वर्ष का प्रावधान है। इसमें प्रशासन से सुन्दर सम्बंध रखने पर वृद्धि भी हो सकती है। प्रतिवेदन पर विचार करके कार्यालय को सूचित किया जाय।

### सूचनाएं

**वर्ष 2007 के पूर्व पश्चात् सेवानिवृत्त कर्मचारी का पेंशन संशोधन**

वित्त मंत्रालय ने दूरसंचार विभाग से तीन बिंदुओं पर स्पष्टीकरण मांगा है। अभी उत्तर नहीं भेजे गए हैं।

### वेतन में कमी

वर्ष 2007 के पश्चात् नियुक्त कर्मचारियों के वेतन में कमी का मामला प्रबंधन में है। स्थापना अनुभाग प्रबंधन को एक प्रस्तुति देगा।

### सहायक टावर कंपनी की स्थापना

बीएसएनएल प्रशासन बिना संघों को विश्वास में लिए स्थापना की प्रक्रिया पूर्ण कर लिया है। नेशनल कौंसिल की बैठक में इसका जोरदार विरोध हुआ है। मनमाने निर्णय से सौहार्द प्रभावित होगा।

### ईआरपी

ईआरपी किस प्रकार सर्किलों में कार्य कर रही है। इसका विस्तृत ब्यौरा संघ हेडक्वार्टर को भेजें।

### नेशनल कौंसिल की स्टैंडिंग कमेटी

साथी इस्लाम एवं चंदेश्वर सिंह (अध्यक्ष तथा महामंत्री) प्रतिनिधि होंगे। स्टैंडिंग कमेटी में नेशनल कौंसिल के पुराने आयटम्स पर चर्चा होगी।

**सर्किल/लोकल कौंसिल तथा वर्कर्स कमेटी का कार्य करना**

संबंधित सर्किल विस्तृत जानकारी दें कि किन सर्किलों/स्थानों पर कार्य नहीं कर रही हैं।

**निदेशक (कार्मिक) तथा वित्त के रिक्त पद**

वादों का निपटारा हो गया है। चयन संभव है।

## मई दिवस का महत्व – याद करो कुर्बानी

### शहीदों को श्रद्धांजलि अर्पित

अमेरिका दुनिया में जनतंत्र तथा मानवाधिकार का दिंबोरा पीटता है, परंतु वर्ष 1886 में 1 से 4 मई तक किस प्रकार शान्तिपूर्ण मजदूरों का दमन हुआ और उनको कुचला गया इसका एक दुर्भाग्यपूर्ण इतिहास है। निहत्थे मजदूरों पर गोली दागी गई। गोलीकांड में छः मजदूर लोग शहीद हुए तथा शिकागो शहर की धरती लाल हुई। यह लाल खून शोषण के विरुद्ध मजदूरों को संघर्ष की प्रेरणा देता है। श्रमिक नेताओं अलबर्ट पार्सन्स, अडोल्फ फीशर एवं जार्ज इंगेल आदि को झूठी गवाही के आधार पर फांसी दी गई। आखिर इस दमन का कारण क्या था? वर्ष 1886 में मजदूर संगठनों ने 8 घंटे के कार्य दिवस की मांग की। इस मांग के परिपेक्ष्य में मजदूरों ने एक मई को



ऐतिहासिक हड़ताल संगठित की। शहर शिकागो में कारखाने टप्प हो गए। श्रमिकों के ऊपर हमले प्रारंभ हो गए। तीन मई को मजदूरों पर पुलिस तथा गुंडों ने गोली चलाई। इस गोलीकांड के विरुद्ध शिकागो के मशहुर चौक 'हे मार्केट स्क्वायर' में 14 मई को शोक सभा आयोजित हुई तथा गोलीकांड की भर्त्सना हुई। मजदूरों पर अराजक तत्व तथा मालिकों के गुर्गों ने बम फेंका जिसमें एक सिपाही मारा गया। फिर क्या था, मजदूरों पर अंधाधुंध फायरिंग हुई तथा 10 मजदूर शहीद हो गए।

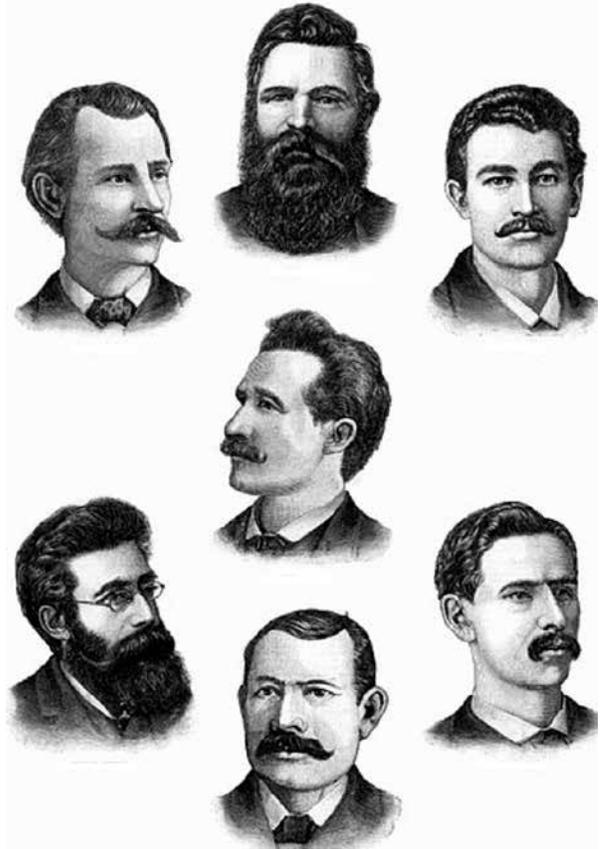
उपर्युक्त घटना के दो वर्ष पश्चात् 1889 में द्वितीय इंटरनेशनल आयोजित हुई तथा प्रस्ताव पारित करके शहीदों की याद में 1 मई को "मई दिवस" आयोजित करने का निर्णय

हुआ। यह मजदूरों का अमर पर्व है। इस संघर्ष के उपरांत ही 8 घंटे का कार्य दिवस मजदूरों को प्राप्त हुआ।

**मई दिवस जिंदाबाद!**

**एनएफटीई शहीदों को श्रद्धांजलि अर्पित करता है।**

अमेरिका के शिकागो शहर में हे मार्केट स्क्वायर पर मजदूरों पर बर्बर गोलीकांड के बाद झूठे मुकदमें में फंसाकर मजदूर नेताओं को दिये गये फांसी के फंदे से शहीद हुए मई दिवस के अमर बलिदानियों को शत-शत नमन एवं भारत के मजदूर वर्ग एवं एनएफटीई की ओर से श्रद्धांजलि।



अलबर्ट पार्सन्स, अगस्त श्पीस, अडोल्फ फीशर, जार्ज इंगेल को फांसी दी गई। सैमुअल फील्डेन, मिखाइल यक्वाग, आस्कर नीबें को आजीवन कारावास और लुइस लींग जिंदे फांसी के एक दिन पूर्व जेल में हत्या कर दी गई थी।