

# 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

### DO NOT DENY BONUS

It is not only strange but unfortunate also that the BSNL which is largest and biggest PSU in the country has denied payment of Bonus to its employees for last two years. This year also the management is maintaining absolute silence indicating they are having no concern with this. The staff are not only frustrated but in deep anguish which is not in the well being of the PSU.

The NFTE BSNL which secured PLB (Productivity Linked Bonus) in 1979-80 represented to the management for payment of Bonus to the workers but there is ready made answer that the bonus payment is linked with the profit and presently company is in loss. The management is conveniently forgetting that the BSNL unlike other PSUs is service provider to people and fulfilling social and security obligations of the government. The BSNL is pitted in cut throat competition with the private companies affecting revenue generation. Therefore the linking of Bonus payment with the profit instead of performance is neither logical nor justified.

The DoT has awarded the "Fair" rating to the BSNL as far as its performance is concerned. The award itself entitles for Bonus as services have expanded. The BSNL could secure "Fair" rating on account of hard work of its workforce.

The festive season has set in and Govt. departments including of state Govt. and PSUs are declaring quantum of Bonus or ex-gratia to their staff but BSNL is avoiding causing anxieties and irritations in the field. There are Govt. departments which do not earn profit but are paying either Bonus or ex-Gratia to staff. Why same yardstick not being applied in BSNL specially when the company has earned more revenue in comparison of last two

years? Is this achievement without the cooperation of staff?

***The earning of revenue would have been more provided materials were available in the field.*** The workers should not be made scape goats for the failures and mismanagement of authorities sitting at the helm of affairs.

The BSNL management should realise that denial of Bonus to staff will bring disrepute also to the entity and will help in creation of frustration in the staff. Motivation of staff is necessary for further growth and progress of BSNL. Time is ripe for the management to declare atleast minimum Bonus which will user in happiness and joy amongst the staff. The company's performance will undoubtedly improve by such gesture.

**Will good sense prevail upon management?**

***The government should not dictate whether they are to be served by the PDS or direct cash transfers***



**When the old methods aren't working, try something new**

*Times of India 22nd Oct.*

**HQR EXTEND DUSSEHRA, DURGA POOJA AND EIDUL AZHA GREETINGS**

## LETTERS FROM BSNL MANAGEMENT/ ADMINISTRATION

### Suggestion regarding framing of Guidelines for formation of TACs and appointment of TAC members- reg.

**No.9-54/2012 - PHA Dated: 14.09.2012 to All Chief General Manager, Bharat Sanchar Nigam Limited All territorial Circles/Metro Districts**

Kindly refer to Department of Telecommunication's letter No. 8-01/2012-PHP dated 04.9.2012 (copy enclosed), vide which a committee under the chairmanship of Advisor (O), DOT has been formed to suggest the guidelines for "Nomination of TAC members & sanction of Out of turn Telephone connections" and it has been asked to provide feedback/ comments from field units of BSNL regarding the Telephone Advisory Committees covering the following aspects:-

- (1) Types of issues raised by the TAC members in the TAC meetings.
- (2) Difficulties faced by the BSNL field units in the TAC meetings.
- (3) Advantages to BSNL from TAC meetings.
- (4) Suggestions of field units regarding guidelines for nomination of TAC members.

### Status of the LDCE for TTA under 40% quota for the Recruitment Year-2011 - Furnishing of information regarding.

**No.250-2/2012-Pers-III Dated: 1.10.2012 to All Heads of the Telecom Circles\* Bharat Sanchar Nigam Limited. (\*only Recruiting Circles)**

Kind attention is invited of this office letter of even No. dated 24-1-2012 vide which directions were given to conduct LDCE for TTA under 40% quota for the Recruitment Year 2011. You are requested to furnish the following information to this office latest by 15-10-2012 positively on Fax No. 011-23734051.

1. Date on which Examination was conducted.
2. Total No. of vacancies notified in the Circle.
3. Date of Declaration of result.
4. Total No. of qualified candidates in the Circle
5. Reasons for not conducting the examination till date, if not held so far.

Furnishing of information related to review results of JAO (Pt-II) exam against 40% and 10% quota held in 2006/2007.

**Ref: 10-4/2006-DE Dated 08-01-2007  
No.4-18/2007-SEA Dated 4-10-2012 to All Heads of Telecom Circles/Northern Telecom Region (M), BSNL.**

Your kind attention is invited to the JAO (Pt-II) exam against 40% and 10% quota held in 2006/2007. In the said exam, few failed SC/ST candidates were declared qualified on the basis of review of their results as per the instructions contained in the letter under reference. In this regard, It is requested to furnish the particulars related to such candidates in the following manner in Excel format:

#### Name of the Circle

S. No	Name of the employee	HRMS No.	DoB	Date of appointment as JAO	Category (SC/ST)	Circle	Remarks
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Matter may be given 'TOP PRIORITY'

**JAO Part-II Internal Competitive Examination against 40% quota to be held on 17th, 18th & 19th December 2012-clarifications regarding.**

**No. 4-27/2012-SEA Dated: 05-10-2012**

## TELECOM

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BSNL Headquarters have been receiving various references from Circlues seeking clarification regarding above exams. Doubts raised by the Cir-

cles have been examined in CO BSNL and the undersigned has been directed to issue the following clarifications.

Sl. No.	Doubts raised	Clarification given
1.	Whether clarifications issued vide your letter no. 4-13/2009-SEA (Pt.) dated: 9.9.2009 hold good for JAO Part-II Exam to be held on 17th, 18th, & 19th December 2012?	Yes
2.	Whether the failed candidates of the exam held in 4th, 5th, & 6th January 2010 and now appearing in coming Exam are eligible for getting exemptions in the subject (s) as per Corporate Office letter No. 4-29/2003-SEA (BSNL) Dated: 12.10.2004 (para B) (iii)? If So, Whether the list of candidates who have got exemption in certain subjects (s) in the above said exam may be published alongwith the marks?	Yes, they are eligible for exemption as per DOT letter No. 17-1/77-SEA dated: 6.5.1977.  Yes
3.	Whether age criteria i.e. candidate should not be more than 53 years for the applicants who will now apply for JAO Part-II Exam, as per the clause (ii) Eligibility, sub clause (ii) (3) of letter no.4-29/2003 -SEA (BSNL) dated: 12-10-2004?	The age limit is only for appearing in JAO Part-I/ Screening Test.
4.	Whether a candidate who qualified in the JAO, Part-1 (screening test) examination held on 27.5.2007 but did not appear in the JAO Part-II Exam held on 4th, 5th & 6th January 2010 can be allowed to appear in the JAO Part-II Exam be held on 17th, 18th & 19th December 2012?	Yes, they are permitted to appear.
5.	As per terms and conditions vide BSNL Co letter No. 4-29/2003-SEA (BSNL) dated: 12.10.2004, those candidates who have got exemption in certain subject (s) of JAO Part-II Examination will have to appear in remaining subjects only. In view of the condition, whether the term's exemption in certain subject (s) means 'exemption in both the papers of the subject where the subject comprises of two paper's or otherwise?	Minimum 40% marks are required to be obtained by the candidate in both the papers i.e. Theory and Practical, separately and 60% in aggregate.
6.	Whether candidates who have got exemptions in certain subject may be permitted to re-appear for examination, if they desire to improve the marks. If permitted, kindly clarify the marks which ever is higher can be taken into consideration for preparing merit list?	As per existing guidelines, there is no such provision.

It is requested that wide publicity may be given to the content of this letter.

This issues with the approval of Competent Authority.

**Monitoring of reimbursement towards outdoor medical expenses to employees under BSNLMRS.**

**No. BSNL/ Admn.I/15-20/12 Dated: October 16, 2012 to All CGMs, BSNL**

It has been decided by the BSNL management

that random checking of at least 10% of the total bills submitted by the employees seeking reimbursement of outdoor medical expenses should be done as preventive measure to check any misuse of the scheme.

In line with above decision, it is desired that Vigilance Officers in SSAs/Field units shall check claims

on random basis and submit their reports to SSA Heads of the Circle.

Circle heads are also advised to keep a check on possible misuse of the scheme and submit a quarterly report indicating the number of bills submitted and number of bills checked by vigilance Wing along with the quarterly report being sent at present.

These instructions will come into force with immediate effect.

### **NOFN Survey- Vehicle authorization and Survey Format.**

**No.-1-2/2012-NOFN/26 Dated: 16.10.2012 To The CGM Territorial Circles A&N/ Assam / Bihar / Chhattisgarh/Haryana / J&K / Karnataka / Kerala / MP / Maharashtra / Punjab / Rajasthan, UP (East) / UP(West) / Uttarakhand / West Bengal**

Kindly refer to this office letter of even no. dated 25.09.2012 regarding NOFN field survey to access the requirement of incremental OFC Panchayat wise. Further Circles/ SSAs have requested for provision of additional vehicles to complete the survey works within time limit stipulated for survey, during Orientation Programme on NOFN.

The Circles are authorized to hire additional vehicles following departmental norms and procedures to carry out detail survey of the Panchayats and incremental OFC. The expenditure shall be booked on the separate Head of Account (Accode) circulated for the NOFN project. The soil strata shall be based on general observation and past experiences on the soil without making a pit.

An excel sheet for the survey format is attached herewith. The attenuation and optical parameter will be filled at the time of equipment GPON-OLTs/ ONTs installation. The Panchayat names and codes are to be essentially copied from the www.panchayat.gov.in to avoid mismatch in the base data.

The completed report should be sent on bsnlnofnsurvey@gmail.com. The data shall be entered in the attached Excel format and file shall be Saved As in the format "NOFN\_(Circle code)\_(SSA code) (Block name)" for sending.

This has the approval of the Director Enterprise.

### **Guidelines for Safe Banking in BSNL**

**No. 1-4/BBF/e-payment/TM/2007-08 Dated: 17.10.2012**

## **BACKGROUND**

Cases have come to light where unauthorized Cheques have been presented in the banks. The cheques issued purportedly by BSNL against vendor payment, which were fraudulent. In order to avoid recurrence of such an irregularity. Following guidelines are issued for strict compliance by field units:

### **A Receipts**

BSNL- receives inflows in banking system from retail subscribers, enterprise customers, contractors and service providers. In all these focus should be to enable e-banking inward payments. For this as far as possible payments should be received through e-payments options and Cheques should be avoided. This will provide for secure transactions as well as early realization of the receipts.

### **B Payments**

- i. All third party payments may be made through RTGS, where amount payable is more than `One Lakh and through NFTE for amount less than `One Lakh, Strict compliance of this instruction is warranted in view of the CVC instructions vide office order no. 20/4L/04 dated 06.04.2004 to implement e-payment of all third party payments. Detailed instructions circulated in this regard have been circulated from time to time vide Rs. No. 1-4/BBF/e-payment/TM/2007-08 dated 14.06.2012, 26.12.2006, 25.04.2007, 22.11.2007, 10.12.2007, 6.5.2008, 14.07.2008, 31.07.2008 & 5.03.2010 and the same may be strictly complied.
  - ii. All circles should send the monthly progress report defailing implementation of e-payment in the circle. The report has to be sent to the undersigned regularly by 15th of following month on regular basis as per format circulated vide this office letter no. 1-4/BBF/e-payment/TM/2007-08 dated 31-07-2008.
- C From time to time. Bank Reconciliation Section. BFCI Division has also issued detailed instructions to circles, reproduced herein below:
- i. Issuing of cheques in bulk should be stopped immediately as per instructions of BBF section. BSNL CO, vide letter No. 1-4/BBF/e-payment / 2008-09 dated 11/07/2008. Cheque(s) should be drawn only in exceptional cases. Monthly reports for Cheques issued in the prescribed

- format to be sent regularly to Corporate Office BRS Section. Any slackness in this regard will be viewed seriously.
2. Cheque Books/leaves issued by bank should be kept in safe custody of DDO only leaving no scope for Cheques to be photocopied etc.
  3. Internet View and SMS alert facility should be availed by the units without fail.
  4. To avoid any forgery, bank products like Suvridha and Suraksha Scheme must be availed by all the DDOs where only the cheques, for which list is sent to bank by DDOs, are cleared by bank and any other cheque presented for payment is withheld.
  5. Unlinked items appearing in the Bank Reconciliation Statement (BRS) should be reviewed and settled at the earliest. Before Rting to change bank for operational or collection accounts all unlinked items in the previous bank to be cleared.
  6. Excess debits appearing in the BRS should be thoroughly reviewed in the light of recent incidents to see whether any fake /wrong cheque has been debited in the account. Prompt action should be taken for immediate settlement of such wrong/excess debits.
  7. Timely completion of Bank Reconciliation Statements should be strictly monitored by the IFA incharge of SSAs and its compliance monitored by Circle IF As.
  8. Month to month review of the BR statement to ensure that unlinked/wrong debits and credits are linked/rectified must be carried out.
  9. Bank Statements be obtained on daily basis and reviewed for wrong debit/credit by the bank. Such wrong deposit/credit bills be notified to the concerned bank immediately and got rectified, Joint meetings with the banks may also be held, if required.
- D Necessary & timely action to be taken in respect of followings:
- a. Non-furnishing of age analysis of 'cheques deposited but not credited' and unlinked items.
  - b. Non-pursuance with banks for settlement of disputed items.
  - c. Non-resolution of heavy amounts in excess credits and inflated figures of 'cheques deposited bill not credited'.
- d. Non-accounting of 'sweep-in' interest on monthly basis causing inflation in 'excess credits'.
  - e. Non-settlement of unauthorized bank charges resulting in increase in 'excess debits' (Reference: Lr. No. I-I (2)/BBF/BRS/Corr./2007-08/14 dated 12.01.2009)
- E In addition to the above, banks have been requested to offer secured modes/facilities pertaining to Cheque transactions for BSNL, All field units may obtain the following facilities from the respective CMS banks to ensure safe and secure banking and avert any irregularities in the banking transactions.
- i. Special types of Cheque Books having BSNL name & Logo watermark shall be issued to BSNL units by banks. When these Cheques are issued by BSNL, the Cheque issuance details like account number, beneficiary name, instrument number and amount shall be exchanged with the bank branch maintaining the account. Such branch, known as "Home branch" shall keep the related data in a data file in a secure mode.
  - ii. The home branch shall upload these details in the bank's centralised Banking System.
  - iii. At the time of payment at any of the branches of the bank, details of the payment shall be validated against the issuance details and only those instruments the details whereof match with data uploaded by the home branch, shall be allowed to be paid i.e. for the same amount to the same beneficiary.
  - iv. At day end, bank shall electronically transfers an Excel Sheet to the AO(Cash) of the concerned BSNL unit(s) whereby DDO shall be able to verify all Cheques paid and presented.
  - v. BSNL has issued instructions to its units that all payments above Rs. 25,000/- to suppliers, contractors, grantee and lending institutions shall be directly credited to their bank accounts electronically. Bank shall ensure that any payment to third parties in contravention of the above guidelines ( i.e. through Cheques & other instruments) must be cross checked with Cheque issuing BSNL authority before payment thereof is processed.

- vi. "View Facility" of the Collection & Operation accounts must be obtained by the concerned AO(Cash)/Circle IFA and AGM(BF). BSNL Corporate Office. The progressive daily and monthly bank statement may also be provided to the concerned AO(Cash)/Circle IF A and AGM(BF), BSNL Corporate Office by the concerned bank.
- vii. The Bank shall provide software based SMS facility whereby instant message may be flashed to the concerned AO (Cash)/Circle IFA/ AGM(BF), BSNL Corporate Office on completion of successful transaction in Collection Account and in event of any Cheque drawn by BSNL is/are presented in the bank, before any payment is made. The requisition for SMS alert facility may be sent to concerned bank immediately and it may be confirmed that the facility has been made available by 31.10.2012.

The above-mentioned guidelines may be strictly followed and in addition, field units along with their banking partners must also adopt other measures to foresee and forestall such risks.

**Board level posts and below Board level posts including non-unionised supervisors in Central Public Sector Enterprises(CPSEs) -Regarding payment of IDA at the revised rates for employees drawing their pay in revised IDA scales w.e.f 01.10 2012.**

**No.14-1/2G12-PAT(BSNL) Dated 12.10.2012**

Department of Public Enterprises O.M. No.2(70)/2008-DPE(WC)-G.L.-XII/12 dated 05.10.2012 on the above mentioned subject at revised DA rates @ 67.3% w.e.f. 01-10-2012 is sent to all concerned for information and necessary action Please.

**Restoration of disconnected RSTC/ Concessional telephone provider by MTNL for working/Ratired employees of BSNL and vice-varsa.... due to non-settlement of outstanding dues.**

**No: MTNL/Co/Com/Settlement of Bills/MTNL-BSNL/2012 (Pt) Dated. 28-9-2012 to ED MTNL, Delhi/Mumbai, GM (Admin) BSNL. CO**

Please refer to the Instructions/ guidelines issued vide this office letter dt. 20.09.2010 (copy

inclosed) regarding decision taken by the competent authorities of MTNL & BSNL that no RSTC/ Concessional telephone of BSNL/MTNL employees shall be disconnected either by MTNL of BSNL until further orders. In this context , the competent authority has desired to restore the disconnected RSTC/Concessional telephone, If any of BSNL employees /retirees in your area.

Simultaneouety, BSNL may also take neassary action for implementation of non-disconnection order at their end for the services provided by them to MTNL employees/retireees residing in BSNL areas. This issues as per istructions of CMD, MTNL.

**Special discount scheme for serving/ retired Govt./ PSU employees and visually impaired persons under postpaid Wireless Broadband Services (WiMAX) -reg.**

**No.22-01/2010-T&C-CM Date: 12.09.2012  
Circular T&C-CM No. 55/12-13**

Kindly refer to this office order of even No. dated 29.03.2012 vide which special discount scheme of 20% discount on usage and rental under WI 750 and HOWI 750 plans was provided to Central Govt./ State Govt./PSUs employees, visually impaired, BSNI- staff and retired Govt./PSU employees under postpaid Wireless Broadband service (Wi MAX) as a regular measure. In continuation of the same, now it has been decided by the Competent Authority to offer the same 20% discount on usage and rental of Wi MAX postpaid connections under plans WI 220, WI 350, HOWI 999, as a promotional measure for 90 days with effect from 1.10.2012.

- a) However, the above 20% discount should not be clubbed with any other speciai discount/ concession.
- b) The credential of the customer is to be verified before extending this offer.

2. This may be brought to the notice of all concerned for taking necessary action in this regard. Press note and proper advertisement as deemed fit may be made to generate adequate response. Circles may also send SMS conveying the above scheme to the customers.

**Recruitment Rules for the grade of Junior Accounts Officer in BSNL - Amendment/ modification in JAO RRs of BSNL - reg**

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# Organisational News

## Andhra Circle

**The Branch Secretaries convention at Mahanandi, Kurnool SSA:** The Convention of Br. Secretaries and active members of 4 Districts of Kurnool Ananthapur, Mahaboob Nagar & Kadapa held on 13th & 14th Oct. 2012 in a pilgrim place Mahanandi Kurnool SSA. The meeting was presided over by the District. President of Kurnool SSA Com. P.Ramdass TSO. The meeting was hosted by the Nandyala Br. Members under the leadership of Com. Satyanarayana Br. Secretary. Com. J. V. Ramana Dist. Secretary Kurnool and other militant comrades organized the meeting in a good manner. Nearly 180 delegates attended the meeting. On 13th Oct. 2012 a seminar on the subject "Need of Customers delight in present scenario" was conducted at 11.30 hrs. CGMT, A.P. Circle Shri V. Srinivasan and GMTD, Kurnool Shri V.Raghava Kumar were present on behalf of Management. The seminar was presided by Coms. M. Parashuram Circle President. Com. Seshadri Secretary, NFTE Chq, K.Anjaiah CS, Mallisetty Janardhana Rao Chief Patron & Srinivasulu AITUC, Nandyala Division Secretary were addressed in the seminar.

Br. Secretaries convention was started by 3.00 PM on 13th Oct.12. Com. Seshadri, Secy. HQR narrated regarding important issues like New. Recognition Rules, Difficulties and losses in NEPP, and financial viability of BSNL.

## Day Long Dharna Programme at GM TD Office, Vijayawada



About 550 employees were participated in Day long Dharna on 15-10-2012 at Vijayawada

## Eastern UP Circle

Com Islam accompanied with Comrades S.N.Rai (Secy. HQR) and R.N. Pande, Circle Secy. addressed well attended meetings at Ballia and Varanasi. On 9th and 10th October.

A meeting of Branch Secretaries and others of Lucknow SSA was also held on 11th Oct. to tone up the organisational activities.

The meeting at Ballia presided by Com. K.K. Pande was extra-ordinary as employees particularly belonging to NFTE are being Victimised and harassed. Even then the workers attended the meeting in full strength. The Leaders on return informed the CGM and Director (HR) about the efforts made by them to restore the normalcy

A well attended meeting of staff was also held at Varanasi CTO under the Chairmanship of Com. Chhotelal Comraders Ramjeet Yadav and A K Sharma (D/S) Conducted the proceedings. Speaking at both the places Com. Islam emphasised that the 1st priority should be to place BSNL on sound financial Condition. He touched the issues of 78.2% IDA merger, New Rules of recognition, Pension, JTO, TTA, TM examinations. The leaders from Snatta, SNEA, AIBSNLEA and Com. Gulabrai (WRU) also addressed the meeting.

On 11th Oct. the meeting of Branch Secretaries and other office bearers took place at Lucknow TD and they were apprised of the present situation on various issues. There are anxieties in the workers on present condition of BSNL and statement in BSNL over ITS personnel.

President, Com Islam along with circle President and Circle Secy. (Comrades Rajiv Varma and R N Pande) met the CGM and apprised him about non-availability of U/G Cables, non-repairing of Cards as well as staff problems relating to Ballia.

## Kerala

District Conference of NFTE BSNL was held on 18th Oct. at Trichur under the Chairmanship of Com. P.K. Radhakrishnan. The Circle Secy. Com. D. Das inaugurated and Com. P.M. Michel addressed the session.

*Contd. on page 20*

## LETTERS TO ADMINISTRATION

### **BSNL's own rules for recognition of unions**

**TF-1/1 (h) Dated: 06-10-2012 to Director (HR) BSNL New Delhi.**

It is stated that the NFTE BSNL had filed only one writ petition at Chennai High Court for change in recognition rules for proper redressal of staff grievances. We are surprised to learn that the office of Hon'ble MOS (C) has been informed that the two WPs filed by NFTE are pending at the Chennai High Court. This is not the factual position. As a matter of fact the solitary WP has also been withdrawn and intimation to this effect has been conveyed to "SR Cell". This aspect needs to be reconciled to avoid confusion and delay in framing of BSNL's own rules of recognition.

We reiterate once again that the major unions representing more than 90% staff are in favour of BSNL's own rules of recognition. This wider acceptance by unions representing more than 90% workers can neither be bulldozed nor vetoed by small unions representing very negligible employees.

Kindly therefore, take steps to accelerate the process of framing of rules and it may be ensured that the Minister's office is not misinformed in the matter.

### **BSNL's own rules for recognition of unions and holding of meeting on 16th October, 2012.**

**TF-1/1(h) Dated:-16-10-2012 to The PGM(SR), BSNL, New Delhi**

We, the undersigned, authorized representatives of BSNL Unions, mentioned below are submitting our joint views on the above subject for the perusal, consideration and appropriate actions of the BSNL Management.

(1) The BSNL management should evolve and frame its own rules of recognition making provisions for recognition of multi-union for redressal of staff grievances. In this connection the unions securing 5% membership or more votes be recognised.

(2) The unions shall be represented in the National, Circle and local councils on proportionate basis ie on the basis of votes secured in referendum or by any other method to ensure maximum participation of workers in the Negotiating

Machineries.

(3) The unions which secure 10% or more in a circle but do not get recognition on the basis of votes secured at All India level shall also be recognised to ventilate the grievances of staff on local matters in that concerned circle. This will help in maintaining harmony and peace in the company.

(4) All the existing applicant unions be extended minimum working TU facilities for their functioning and growth.

(Chandeshwar Singh) General Secretary NFTE BSNL	(K.Jayaprakash) General Secretary NUBSNLW (FNTO)
(R.S. Bisht) General Secretary NTSU BSNL	(Raj Kishore) General Secretary BSNL WRU
(A.D.Patil) General Secretary AIBCTES	(S.V.S.Subrahmanyam) General Secretary BTEU BSNL
(M. Ramasundaram) General Secretary BSNLEC	(K. Anil Kumar) General Secretary BSNLATM

(K. Narayan Reddy)  
General Secretary BSNLES

### **BSNL's own rules for recognition of Union and extension of Minimum working Trade Union facilities.**

**TF-1/1(h) Dated: 19-10-2012 to Chairman-cum-Managing Director B.S.N.L. New Delhi**

We are extremely thankful that after protracted pursuance the BSNL Hqr has initiated action on the issues, referred above, and held bilateral meeting with all the applicant unions on 16th instant to ascertain their views on the above twin important matters. It is pertinent to state that there is widest acceptance amongst the unions for the following.

#### **1. BSNL's own rules for recognition**

The following unions representing more than 92 percentage of workforce are in favour that the Corporate Office should evolve and frame its own rules and grant recognition to multiple unions i.e. more than one should be recognized in the PSU for redressal of staff grievances and for adequate representation of workers in the Negotiating Machineries. The details of unions and percentage votes are appended below:-

S. No.	Names of Unions	% age of votes secured in 5th verification
1.	BSNLEU	46.57
2.	NFTE BSNL	34.96
3.	NU BSNLW (FNTO)	07.38
4.	BTEU BSNL	2.04
5.	BSNL WRU	0.95
6.	AIBCTES	0.11
7.	BSNLATM	0.13
8.	BSNLES	0.30
9.	BSNLNTSU	0.53
10.	BSNLEC	-
	Total % age	92.97

Apart from above there are some other unions who are in support and are in favour that the BSNL management should formulate its own rules of recognition. There are hardly two unions i.e. Tepu, BSNL MS representing total 0.7% staff who want continuance of code of discipline which is for central TUS and not applicable on us. You will kindly appreciate the stakes which above two unions carry amongst the employees.

**2. Eligibility criteria for the recognition :** Presently in Govt. Sector and in PSUs 15% votes is the eligibility condition for recognition. The NFTE BSNL and other 8 unions have requested for relaxation of this condition to 5% in order to ensure that there is industrial peace in the PSU. It is purely discretion of the management to relax .

**3. Proportionate representation in the Negotiating Machineries :** The unions as listed in item (1) representing more than 92% staff are in favour of participation of unions in the Negotiating Machineries on proportionate basis i.e. on the basis of votes secured in the referendum. The NFTE BSNL and 8 others are prepared and ready to accept any method including Secret Ballot for election to determine the membership strength as per BSNL's own rules.

**4. Trade Union facilities to all the applicant unions :** There has been total unanimity on the demand. It is discretion of management to extend the facilities in the manner they want. But it will be better for harmony and peace if all the applicant unions are provided minimum functioning facilities which can be reviewed in consultation with the Unions after the referendum. At Present all the appli-

cant unions are enjoying the subscription deduction facility.

We request you to please constitute a committee so that the new rules are framed expeditiously keeping in view the aspirations of more than 92% of non-executive staff whose grievances and problems are not redressed and resolved in the present scenario. This is hampering the growth of BSNL services and affecting the performance as well.

**Withdrawal of WPs 23822/2010 and 22050/2010 filed by NFTE BSNL regarding Code of Discipline for recognition of union.**

**TF-1/1 (h) Date : 22/10/2012 to Director (HR), BSNL, New Delhi**

Kindly refer to BSNL HQr letter no. BSNL/39-2/SR/2012/Pt. date 11-10-2012 on the subject.

It is stated that the W.P. 23822/2012 was filed for change in Code of Discipline before 5th verification. The same stands withdrawn on 21-9-2012 and can be verified from the Intranet of Chennai High Court. However, till date order copy could not be received from Hon'ble Court and is expected on any date. Further, the WP 22050/2010 was filed for recognition of more than one union in 5th verification, scheduled to be heard on 29-10-2012, has become infrastructure. But application is also being moved for withdrawal of the above WP to avoid any confusion and complication.

This is just for information and record please.

**Supply of certified copies of service books to staff**

**TF-16/6(a) Dated:-05-10-2012 To Director (HR) BSNL, New Delhi.**

There was provision in rules that the employees be supplied the certified copies of their service books after deposit of the requisite fee of Rs. ten only. It is reported that the fee has been enhanced exorbitantly in BSNL which is not in conformity with the rules.

We may state the DOT employees absorbed in BSNL are entitled for Govt. Pension and come within the purview of GPF and RLR. In the situation the fee of Rs. 10/- for supply of copies of service books should be same and this can be changed only when the Govt. decides to enhance.

Kindly, therefore, get the matter considered in real perspective.

**Income Tax on Leave Encashment amount at the time of retirement Visa-vis supply of Leave Account.**

**TF-11/9 Dated:-05-10-2012 to Director (HR) BSNL Newdelhi.**

Some time past BSNL HQR has issued orders to the effect that the encashment of leave of employees for the period of Govt. status i.e. prior to 01-10-2000 will not come within the purview of Income Tax. In the situation you will appreciate that the employees should be made known the quantum of leave accruing as on 30th September, 2000. The leave account of staff is available in their respective service books.

We request you to please cause issuance of orders that a Certificate of quantum leave as on 30-09-2000 be issued to the staff on their demand.

**Fixation of pay of officiating JTOs – Case of Kerala circle.**

**TF-24/2(f) Dated:-28-09-2012 to Director (HR) BSNL, New Delhi.**

We are informed that the Telecom circle office in Kerala has issued orders on 17-09-2012 withdrawing the FR22(1)(a)(1) benefits to the officiating JTOs. This benefit was extended to said staff on the basis of decisions of Kerala High Court and CAT both. The circle office has reportedly issued orders at the instance of BSNL HQR which is discriminatory as benefit of FR22(1)(a)(1) has been extended in respect of those officials only who were parties in the litigation and others left. Moreover, this order has been issued after lapse of more than 7 years causing enough financial loss to the employees, you will appreciate that such harsh decision at a belated stage will result in further avoidable complications for no fault of the staff. The Hon'ble High Court had passed the following orders in the case:-

“An official officiating in the higher post holding the eligibility criteria for promotion to the post in terms of educational qualification, age and service conditions as per the relevant recruitment rule shall be fixed the pay in accordance with provisions of FR22(1)(a)(1)” Hon'ble Court also finds that FR22(1)(a)(1) shall be allowed in case the official is officiating in a higher responsibility post with higher responsibility”.

We strongly feel that it is unfair on the part of

BSNL HQR to withdraw the FR22(1)(a)(1) benefit to officiating JTOs after loosing the cases at CAT and High Court. The BSNL HQR has also lost the cases at Delhi Principal CAT and Delhi High Court. As a matter of fact the Corporate HQR should have been gracious enough to extend necessary benefits to all officiating JTO in the country instead of filing SLP where even “Stay” could not be obtained.

We, therefore, request you to please advise the CGM, Kerala to maintain status quo as on 16-09-2012 till SLP is not decided.

**Grant of Bonus to BSNL staff.**

**TF-7/1 Dated:-15-10-2012 To Chairman Cum Managing Director BSNL New Delhi.**

We understand that the DOT has awarded “Fair” rating to the BSNL PSU as for as its performance is concerned. By virtue of this the PSU staff are entitled for Bonus. The festivals of Dussehra/Durga Pooja and Deepawali are very fast approaching and there is anxieties in staff for payment of bonus we strongly feel that the payment of Bonus be delinked with the profit of the entity and the same be paid to motivate them.

We request you to please take steps for payment of atleast minimum bonus to end the frustration of the workers working in the biggest PSU.

**Extension of validity on Top up.**

**TF-19(c) Dated:-15-10-2012 To Chairman Cum Managing Director BSNL New Delhi.**

Presently, Calls are barred on Top up after expiry of validity period which is reportedly of six months. This happens even when Talk value is available. This put the subscribers to inconveniences and hardships. The calls are allowed only after deposit of some money ie Rs. 37/- or so for extension of validity period you will agree that the subscribers get irritated when they are placed in such situation on account of non- validation.

We, therefore, feel that some alternative measure be adopted for extension of the validity for one or two years with the increase of some amount. MTNL is reportedly is giving validity for 5 years.

**Compassionate Ground Appointment in MP Circle.**

**TF-16/5 Dated:-06-10-2012, Shri R.K. Upadhyay Chairman Cum Managing Director BSNL New Delhi.**

We wish to invite your kind attention that the approved candidates are not getting appointment for last seven years. The Sr. GM (Est) and Director (HR) have spoken to the authorities in the matter but the circle is not being resolved on one or the other pretext. You will appreciate the hardships and agony of the families of deceased employees.

We request you to please take appropriate steps for settlement.

**Non-availability of U/G Cables and non-repairing of Cards affecting services in Eastern UP circle.**

**TF-19/4 Dated:-15-10-2012 To, Chairman Cum -Managing Director BSNL, New Delhi.**

We have already apprised you that the U/G Cables are not at all available in Ballia SSA affecting development of Telecom Services. Apart from above the cards as and when sent to Bangalore are returned without repairs. There are five CBSE schools besides others which are in need of Broadband connections but the local management is helpless.

Similarly there is enough digging at Varanasi and Allahabad also and cables are not being revived.

We, therefore, request you to please take appropriate action so that U/G Cables are available in the field. Action is also needed to ensure that the Cards are repaired at Bangalore otherwise serious situation may develop in the Telephone Exchanges.

**Novel method of transfers on medical ground -case of Andhra Circle.**

**TF-20/3 Dated:-12-10-2012 To Sr. G.M. (Est) BSNL, New Delhi**

The General Manager Adilabad has constituted a screening committee to decide the transfers on medical ground in the SSA against the transfer policy of BSNL HQR. It is surprising that the Asst. District Secretary of BSNL EU is one of the member of three members Committee (copy enclosed). such guide lines are not available in Transfer policy. The said screening committee is recommending the transfers on pick and choose basis on medical grounds particular.

We strongly protest the action of GM Adilabad, who is blatantly ignoring the guide lines of transfer policy issued by BSNL HQR to favour a group of staff.

Kindly intervene in to the matter and cancel the

formation of screening committee and stop the motivated and partisan transfers at the earliest.

**Maintenance of waiting list in LDCE for promotion to TT A Cadre.**

**TF-14/2(a) Dated:-25-09-2012 To Sr. GM (Est) BSNL, New Delhi.**

In BSNL Letter No.-250-18-2006/Pers III Part-2, dt-19-09-2012 orders have been issued maintain waiting list for D/R TT A we strongly feel that similar treatment be considered and extended to LDCE for promotion to TTA Cadre.

**Unwarranted Transfers of staff in mid academic session in utter violation of orders of BSNL HQR in Andaman and Nicobar circle.**

**TF-20/3 Dated:-24-09-2012 To, Director (HR) BSNL, Newdelhi.**

Few days back we met the GM (Est) and mentioned that the staff are being transferred in violation of policy and guidelines issued by BSNL HQR. A copy of letter No.- TF-20/3, dt-19-09-2012 is enclosed for perusal and ready reference. The GM (Est) has been kind enough to advise the CGM to adhere to the guidelines of HQR and not transfer the staff in bulk after March/April. The circle office has displaced the employees in July and August. Till date orders have not been withdrawn.

We, therefore, urge upon you to please intervene and get the impugned orders with drawn.

**Arrogant and repressive attitude of Shri Labh Singh, Sr GMT Amritsar in Punjab Circle.**

**TF-20 Dated:-24-09-2012, Shri A.N.Rai Director (HR) BSNL New Delhi.**

We are constrained to mention that the Sr, GM at Amritsar, Shri Labh Singh, has adopted arrogant and repressive attitude against the employees belonging to NFTE BSNL. He is least interested in the progress of PSU but keen to settle scores with the activists of the NFTE.

It is stated that there specific orders in BSNL HQR letters No.-BSNL/39- 2/SR/2007, dt- 02-08-2007 and BSNL/17-1/SR/2009, dt-18-02-2009 that the grievances referred by unrecognized unions be looked into. Orders have also been issued that the unions securing more than 15% votes may be ex-

tended in formal meeting. The Sr. GM has apparently no respect and regard for orders issued by BSNL HQR you will certainly agree it is neither desirable nor expected from such a senior officer. He is openly advising the staff to become members of BSNLEU for settlement of their grievances. The officer is reportedly indulging himself in Trade union politics and encouraging the employees to fill up forms of BSNLEU .This is most disgusting attitude on the part of SSA Head. We may add that the NFTE has won last election in 9 out of 11 SSAs including Amritsar and secured majority in the circle. Apparently the officer is interested to damage the NFTE to the extent he can do.

We, therefore, very strongly demand as below

- (1) Orders issued by BSNL HQR for settlement of staff grievances be followed and issues pioneered by NFTE BSNL be looked into and redressed. The anarchy being created by SSA Head be contained.
- (2) SSA Head should not be partisan and should hold scale between the unions.

We request you to take urgent action as climate is hotting up at Amritsar.

### **Inclusion of retired personnel into the circle welfare Board -Case of Madhya-Pradesh.**

***TF-16/1 Dated:-14-09-2012 To GM (Adm) BSNL, New Delhi.***

Please refer to discussions on date.

It is envisaged in para 4.2 of the constitution of the BSNL staff welfare Board that a retired employee cannot be the member of welfare Board. This is not being adhered to by the circles. The MP circle office has included a retired employee, Shri S.R. Nayak, in the welfare Board constituted for the term 2012-14. The circle union of NFTE has pointed out the irregularity but the administration is not inclined to rectify the same.

Kindly intervene and get the issues resolved.

### **Review of three years time limit for appointment**

***TF-16/5 Dated:- 14-09-2012 GM (Est) BSNL, New Delhi.***

Please refer to DOP letter No.-1401/3/2011-Estt(D) dt-26-07-2012 on the subject. The letter is yet to be endorsed by BSNL- HQR.

It is stated that sequel to Judgement of Allahabad High Court the three years Time prescribed for considering CGA cases in DOP letter No.-14014/19/2002-Estt (D) dt-05-05-2013 have been withdrawn we hold the view that the BSNL HQR should accordingly modify its guidelines also.

Kindly get the matter reviewed.

### **Unwarranted and excessive expenditures in Transfers of non-executive employees specially in Andhra Telecom Circle.**

***TF-20/3 Dated:-11-09-2012 to Shri R.K. Upadhyay ji CMD BSNL, New Delhi.***

We invite your kind attention on the following communications issued by BSNL HQR on the subject.

- (I) BSNL HQR Letter No.-250- 7/207-Pers-III (Part) dt-07-03-2011 envisaging that the transfers be ordered keeping in view the present financial constraints of the PSU specially in respect of staff working in tenure stations and in rural areas for long period.
- (II) BSNL Letter No.-250-7/2007-Pers-III dt-18-03-2010 emphasising transfers in March/April and in transparent manner keeping in view the financial health of the company.

We may state that the above orders are not being adhered to at all specially In Andhra where reckless, partisan transfers are ordered incurring huge financial expenditures. As a matter of fact the transfer has become an industry for a group of people including SSA Heads. It is painful to state that the role of circle office has been only of a silent spectator. Such transfers in defiance of orders of BSNL HQR are without any gain of the PSU. An enquiry will reveal how much money is being spent in transfers by SSA Heads.

We, therefore, request you to please advice the concerned circles specially Andhra where allegedly transfer has become source of earning.

### **Selection of sports Events -Case of Bihar circle.**

***TF-16/2(d) Dated:-18-09-2012, GM (Adm) BSNL, New Delhi.***

It is reported that there are employees who were recruited in sports quota by the circle office for cricket and football. These two games are very

popular in Bihar.

We are surprised to know that chess, Brig, Badminton, Volley ball, Carom etc. games have been selected for the events ignoring Football and cricket. The union is unable to understand the reasons and background behind such approach of the administration. But we strongly feel the very purpose of recruiting sports quota personnel are defeated if two games are ignored.

Kindly, therefore, review and get the Football and cricket included in the events.

**Settlement of Medical case of Shri S. Kartik, Sr.TOA(G) (HR No.-200700480) of Chennai TD on humanitarian and special grounds.**

**TF-32/6 Dated:-24-09-2012 GM (Adm) BSNL, New Delhi.**

Vide Letter No.-AO(C and A)/NW/Staff Matters/2010-11 dt-05-04-2011 the above case has been referred to Corporate office by Chennai Telecom District but the matter could not be resolved.

It is submitted that Shri S. Karthik, Sr. TOA (G) has been appointed in the PSU on compassionate grounds sequel to the death of his father and mother. He has one sister, Miss S. Kavitha, who is fully dependent on his brother who has secured job under CGA quota and in relaxation of recruitment rules. The candidates appointed in relaxation of rules in CGA are required to give undertaking to look after the family of deceased employee which Shri S. Karthik is performing. His daughter S. Kavitha, is unmarried and unemployed was included in BSNL MRS Card as dependent till April, 2010. But now sisters donot come within the purview of dependency as per orders of BSNL/Admn 1/15-1007, dt-16-04-2010.

The employee's sister was hospitalized from 13-10-2010 to 22-10-2010 at the empanelled hospital for right hip replacement in-curring expenditures of Rs. 1,08,000 which has been paid also by the Telecom District. But now the same is proposed to be recovered from the employee as sisters donot fall in dependency criteria. You will appreciate with whom an unemployed and unmarried girl will live and depend when parents are not available.

We, therefore, request you to please make a very special consideration of the peculiar matter and settle the same favorably.

**Contd. from page LETTERS FROM BSNL....**

**BSNL No.4-42/2012-SEA Dated: 12-10-2012 to All CGMs/IFAs, BSNL Tecome Circles.**

The undersigned is directed to forward herewith a copy of the modification/amendment in the Recruitment Rules of Junior Accounts Officer of 2001 for further information and necessary action Hindi Version follows.

In Continuation of SEA Branch Corporate Office, BSNL, New Delhi letter No. 36-2/2012-SEA, dated 31-08-2001 (Issue No.1) and No 17-3/2001-SEA II, dated 16-8-2002 (Issue No.2) No. 16-19/2001-SEA (Pt) dated 07-04-2003, (Issue No. 3 No.4-50/2004- SEA dated 10-09-2005 (Issue No. 4) and No. 4-14/2005-SEA (BSNL) dated 07-04-2005 (Issue No. 5) with the Approval of Management Committee of the BSNL Board the following amendments/modifications are made in the Recruitment Rules to the grade of Junior Accounts Officers (Issue No.1) in BSNL. The amendments/modifications may be incorporated at the appropriate place of original Recruitment Rules (Issue No.1) and brought to the notice of all the officials/officers working under your control.

In column No. 12, against point -1 of (C) (i.e. against 10% quota in respect of Senior Accountants/Junior Accountant "Graduation from any of the recognized university/Institution" is hereby deleted and now all eligible Jr. Accountants/Sr. Accountants are allowed to appear in the examination.

## **News and Information**

### **BSNL's own rules of Recognition**

Bipartite meeting was held on 16th October and unions representing more than 92% staff are in favour that BSNL should frame its own rules with provisions of recognition of more than one union and proportionate representations in the councils at different levels. The leadership of BSNL MS and TEPU representing hardly even 1% employees wanted status-quo reasons well known to them only.

### **78.2% IDA merger**

BSNL Hqr has stillnot replied to the queries of the DoT.

### **ITS Absorption/repatriation**

DoT/BSNL is quite likely will seek further time.

## बोनस से वंचित नहीं करो

बीएसएनएल देश का सबसे बड़ा उपक्रम है परन्तु आश्चर्यजनक के साथ यह अभाग्य भी है कि इसमें कार्यरत कर्मचारियों को दो वर्षों से बोनस का भुगतान नहीं हो रहा है। इस वर्ष भी प्रबंधन चुप्पी साधे हुए है तथा मुद्दे पर किंचित मात्र चिन्ता नहीं है। कर्मचारी चिन्ताग्रसित तथा दुःखित है जो कि कम्पनी के हित में नहीं है।

एनएफटीई जो वर्ष 1979-80 में प्रोडक्टिविटी लिंकड बोनस (पी एल बी) की प्राप्त की थी प्रबंधन को बोनस भुगतान का प्रतिवेदन किया है। प्रबंधन का रटा हुआ उत्तर है कि बोनस भुगतान लाभ पर आधारित है तथा इस समय कम्पनी हानि में है। प्रशासन सुविधापूर्वक यह भूल जाता है कि बीएसएनएल अन्य निगम से भिन्न है क्योंकि यह सेवा प्रदानकर्ता है एवम् साथ ही साथ सरकार की सामाजिक तथा सुरक्षा की जिम्मेदारियों का भी निर्वाह करता है। निजी कम्पनियों से इसे तीव्रतम मुकाबला भी करना पड़ता है। इससे रेवेन्यू अर्जन प्रभावित होता है। अतः बोनस को विकास के स्थान पर लाभ से जोड़ना तर्क संगत तथा उचित नहीं है।

इस वर्ष डीओटी ने बीएसएनएल को “फेयर अर्थात अच्छा” की रेटिंग (दर्जा) दी है। यह उपलब्धि कर्मचारियों के अथक परिश्रम का परिणाम है तथा इससे बोनस की पात्रता होती है। वर्तमान मौसम पर्वों का है। सभी सरकारी विभाग, राज्य सरकार सहित तथा उपक्रम अपने कर्मचारियों को बोनस अथवा इक्सग्रेसिया भुगतान की राशि का ऐलान कर रहे हैं। परन्तु बीएसएनएल चुप है जिस कारण कर्मचारियों में चिन्ता तथा नाराजगी है। बहुत से ऐसे सरकारी विभाग है जो कि लाभ अर्जित नहीं करते हैं परन्तु वे अपने कर्मचारियों को बोनस अथवा इक्सग्रेसिया का भुगतान कर रहे हैं। **इस सिद्धान्त को बीएसएनएल में क्यों नहीं लागू किया जा रहा है विशेषकर ऐसी दशा में जब कम्पनी ने पिछले दो वर्षों की**

**तुलना में अधिक रेवेन्यू अर्जित किया है?** क्या इस उपलब्धि में कर्मचारियों का सहयोग तथा योगदान नहीं है? यदि क्षेत्रों में सामग्रियां होती तो स्थिति और भी भिन्न होती। उच्चासीन अधिकारियों की लापरवाही तथा कुप्रबंधन की सजा कर्मचारियों को नहीं मिलनी चाहिए। प्रबंधन को समझना चाहिए कि कर्मचारियों को बोनस से वंचित करने से बीएसएनएल की साख प्रभावित होगी तथा क्षेत्र में निराशा व्याप्त होगी। **कर्मचारियों को प्रोत्साहित करने से ही बीएसएनएल प्रगति करेगा।**

समय का तकाजा है कि कम्पनी प्रशासन कम से कम न्यूनतम बोनस देने की घोषणा करें जिससे कि कर्मचारियों में प्रसन्नता उत्पन्न हो। निश्चित ही ऐसे निर्णय से कम्पनी के आगे बढ़ने का मार्ग प्रशस्त होगा।

**क्या प्रबंधन सकारात्मक सोच अपनाते हुए निर्णय करेगा?**

## प्रबंधन से पत्र

जेएओ भर्ती नियम 2001 में संशोधन

बीएसएनएल पत्र संख्या 4-42/2011 – एस ई ए दिनांक 12.10.2012

कालम 12 में 10 प्रतिशत कोटे के अन्तर्गत अंकित 1(सी) में “किसी मान्यता प्राप्त विश्वविद्यालय से ग्रेजुएट डिग्री” निकाल दिया गया है तथा उसके स्थान पर पात्र जूनियर एकाउन्टेन्ट्स/सीनियर एकाउन्टेन्ट्स को परीक्षा में सम्मिलित हेतु अनुमति है।

टीएसी का गठन तथा सदस्यों का नामिनेशन

बीएसएनएल पत्र संख्या 9-54/2012 – पीएचए दिनांक 14.9.2012

अधीनस्थ कार्यालय निम्न बिंदुओं पर अपने सुझाव भेजें।

**दशहरा-दुर्गा पूजा तथा ईद पर्वों की हार्दिक बधाई**

1. टीएसी सदस्यों द्वारा टीएसी बैठकों में किस प्रकार के मुद्दे उठाये जाते हैं।

2. टीसी बैठकों की कठिनाईयां

3. टीएसी बैठकों से बीएसएनएल को लाभ

4. टीएसी सदस्यों के नामांकन हेतु फील्ड यूनिट्स के सुझाव

**बीएसएनएल कर्मियों को आरएसटीसी कंशेसनल टेलीफोन के बकाये भुगतान नहीं होने के कारण विच्छेदित टेलीफोन को पुनः चालु करने से सम्बंधित**

**न. एमटीएनएल/सीओ/सीओएम/स्टेटमेंट आफ बिस्स/ एम टी एन एल- बीएसएनएल/2012 (पी.टी) दिनांक 23.9.12.**

कृपया दिनांक 29.0.2012 द्वारा जारी निदेश का संदर्भ लें जिसमें सक्षम पदाधिकारी ने आर एस टी सी प्रावधान के तहत आवंटित टेलीफोन कनेक्शन को विच्छेदन वर्जित किया है। इसी सम्बंध में सक्षम पदाधिकारी ने यह आदेश दिया है कि उक्त प्रावधान में जुड़े टेलीफोन लाइन एम.टी.एन.एल. अथवा बीएसएनएल के कार्यरत एवं सेवानिवृत्त कर्मचारियों को अगर बकाये के कारण काट दिया गया है जो उसे अगले आदेश तक जोड़ दिया जाय।

बीएसएनएल के सक्षम अधिकारी भी एम.टी.एन.एल कर्मी जो बीएसएनएल के क्षेत्र में रहते हैं के लिए समान कार्यवाई करेंगे।

**बीएसएनएल पत्र संख्या 4-27/2012-एसईए**

**दिनांक 5.10.2012 आगामी जेएओ परीक्षा से**

**संबंधित स्पष्टीकरण आदेश**

**शंकाएं**

क्या कार्पोरेट कार्यालय के पत्र संख्या 4-13/2009-एसईए (पार्ट) दिनांक 9.9.2009 में अंकित स्पष्टीकरण 17, 18 तथा 19 दिसंबर, 2012 की परीक्षा में प्रभावी है।

उत्तर: हां

क्या पूर्व परीक्षा जो कि 4 से 6 जनवरी, 2010 को आयोजित हुई थी उसके असफल कर्मचारियों को कार्पोरेट

कार्यालय के पत्र संख्या 4-29/2003-एसईए (बी एस एन एल) दिनांक 12.10.2004 में वर्णित (पैरा बी III) के अनुसार छूट की पात्रता है।

उत्तर: हां। डीओटी के पत्र संख्या 17-1/77 एसईए दिनांक 6.5.1977 के अनुसार छूट के पात्र हैं।

3. क्या जेएओ पार्ट -II परीक्षा में सम्मिलित अभ्यर्थियों की आयु 53 वर्ष से अधिक नहीं होनी चाहिए।

उत्तर: 53 वर्ष की आयु सीमा केवल जेएओ पार्ट I स्क्रीनिंग टेस्ट हेतु है।

4. क्या जेएओ पार्ट I स्क्रीनिंग टेस्ट में सफल अभ्यर्थी जो कि जेएओ पार्ट II की 2010 परीक्षा में सम्मिलित नहीं हुए उसकी वर्ष 2012 की आगामी जेएओ पार्ट II परीक्षा में सम्मिलित होने की पात्रता है।

उत्तर : हां

5. क्या किसी विषय में छूट मिलने का यह अभिप्राय है कि दोनों प्रश्न पत्रों में छूट है।

उत्तर: अभ्यर्थी को दोनों प्रश्न पत्रों में थिवरी तथा प्रैक्टिकल में पृथक से 40 प्रतिशत अंक प्राप्त करना है। टोटल 60 प्रतिशत होना आवश्यक है।

**आईडीए**

**डिपार्टमेंट ऑफ पब्लिक इंटरप्राइज**

**बीएसएनएल पत्र संख्या 14-1/2012-पीएटी (बीएसएनएल) दिनांक 12.10.2012 सभी सीजीएमएस को**

पत्र संख्या 2(70)/2008 डीपीई (डब्ल्यूसी)-जीएल - XII/12 दिनांक 5.10.2012 की प्रतिलिपि अग्रसरित है। जिसके अनुसार 1.10.2012 से डीए का भुगतान संशाधित दर 67.3 प्रतिशत के अनुसार से करना है।

**टीटीए 40 प्रतिशत कोटे की एलडीसीई**

**बीएसएनएल पत्र संख्या 250-2/2012 - पर्स III दिनांक 1.10.2012 सभी सीजीएमएस को**

दिनांक 15.10.2012 तक निम्न सूचनाएं भेजें।

1. किस तिथि को परीक्षा होगी।

2. सर्किल में कितनी रिक्तियां नोटीफाई हुई हैं।

3. परिणाम घोषित की तिथि
4. सर्किल में सफल अभ्यर्थी
5. यदि परीक्षा नहीं हुई तो क्या कारण थे।

**कार्यरत एवं सेवानिवृत्त सरकारी/लोक उपक्रम के कर्मियों को बेतार ब्राडबैंड (वाइमैक्स) में विशेष लूट न. 22.01/2010 – टी एन्ड सी-सी. एन. दिनांक 12.09.2012**

समसम्यक पत्रांक दिनांक 20.03.2012 के द्वारा पोस्ट पेड बेतार बॉड बैंड (वाइ मैक्स) पर केन्द्र/राज्य सरकार के कर्मियों/बीएसएनएल कर्मियों एवं सेवानिवृत्त केन्द्र/राज्य/लोक उपक्रम के कर्मियों को इस्तेमाल एवं किराये पर नियमित रूप से 20 प्रतिशत की छूट दी गई की। अब सक्षम पदाधिकारी ने उक्त छूट को सम्बंधित कर्मियों को डब्ल्यू आई 220, डब्ल्यू आई 350, एच. ओ डब्ल्यू आई – 999, पर 1.10.2012 से उक्त 20 प्रतिशत की छूट सेवा के इस्तेमाल एवं किराये पर 90 दिनों के लिए देने का प्रावधान किया है।

**टेरीटोरियल सर्किल के मुख्य महाप्रबंधकों को बीएसएनएल न. 1-2/2012 एन.ओ.एफ/26 दिनांक 16.10.2012**

नेशनल आप्टिकल फाइबर नेटवर्किंग के लिए वाहन एवं सर्वे के मानक।

एन.ओ.एफ.एन. के बाबत समसम्यक पत्रांक तिथि 25.09.2012 का संदर्भ लें जिसके द्वारा पंचायत स्तर पर ओ.एफ.सी. सम्बंधी उपकरणों के आकलन एवं सर्वे करने का निदेश था। अब सभी एस.एस.ए. एवं सर्किल से आग्रह है कि अतिरिक्त वाहनों की व्यवस्था कर सर्वे का कार्य समय सीमा के अंदर पूरी करें।

**सभी मुख्य महाप्रबंधक बीएसएनएल न. बीएसएनएल/ऐडमिन/15-20/12 दिनांक 16.10.2012**

बीएसएनएल एमआरएस के अन्तर्गत वाह्य चिकित्सा पर होने वाले पुर्नभुगतान की समीक्षा सम्बंधी।

यह निर्धारित किया गया है कि कर्मचारियों द्वारा जमा

किये गये वाह्य चिकित्सा के विपत्रों में दस प्रतिशत का रैन्डम जांच कर दुरुपयोग नहीं होना सुनिश्चित करें।

इस सम्बंध में निदेशित है कि सतर्कता पदाधिकारी कुल विपत्रों के दस प्रतिशत का रैन्डम बेसिस पर जांच करें और अपना मन्तव्य एसएसए प्रधान को सुपुर्द करें।

सर्किल प्रधान को सलाह दी जाती है कि वे बाह्य चिकित्सा विपत्रों की भुगतान के उपर निगाह रखें और त्रैमासिक रिपोर्ट के साथ यह रिपोर्ट भी शामिल करें कि तीन माह के अंदर कितने विपत्र जमा हुए और कितने विपत्र जमा हुए और कितने की जांच की गई।

इसे तत्कालिक प्रभाव से लागू मानें।

**प्रबंधन को पत्र**

**संघों को मान्यता हेतु बीएसएनएल का अपना नियम टीएफ-1/1 (एच) दिनांक 6.10.2012 निदेशक (कार्मिक) को पत्र**

एनएफटीई बीएसएनएल ने चेन्नई हाईकोर्ट में एक याचिका मुद्दे दाखिल की थी परंतु मंत्रालय को कार्पोरेट कार्यालय ने सूचित किया है कि दो याचिकाएं दाखिल हैं। यह गलत है। मुख्य संघ जो कि 90 प्रतिशत से अधिक कर्मचारियों का प्रतिनिधित्व करते हैं उनकी मांग है कि बीएसएनएल मान्यता के अपने नियम बनाये।

कृपया उचित कार्यवाही करें।

**कर्मचारियों की सेवा-पुस्तिका की सत्यापित प्रतिलिपि**

**टीएफ-16/6 (ए) दिनांक 5.10.2012 निदेशक (कार्मिक) को**

दस रूपया फीस जमा करने पर कर्मचारियों को उनकी सेवा पुस्तिका की सत्यापित प्रतिलिपि उपलब्ध की जाती रही है। पता चला है कि इसमें अत्यधिक वृद्धि हुई है। बीएसएनएल में सम्मिलित डीओटी कर्मचारियों की सरकारी पेंशन की पात्रता है तथा वे जीपीएफ तथा आरएलआर की परिधि में है। अतः फीस दस रूपया ही रहना चाहिए। फीस में सरकार द्वारा वृद्धि करने पर इसमें वृद्धि हो।

कृपया मुद्दे पर पुनर्विचार सुनिश्चित करें।

### सेवानिवृत्त के समय छुट्टी नगदीकरण पर इन्कम टैक्स की कटौती तथा छुट्टी लेखा-जोखा की उपलब्धता

**टीएफ-11/9 दिनांक 5.10.2012 निदेशक (कार्मिक) को**

कुछ समय पूर्व कार्पोरेट कार्यालय ने आदेश जारी किया था सरकारी अस्तित्व में अर्जित अवकाश की सेवानिवृत्ति के समय छुट्टी नगदीकरण धनराशि पर इन्कम टैक्स की कटौती नहीं होगी। ऐसी स्थिति में 30.9.2000 तथा अर्जित अवकाश का ब्यौरा कर्मचारियों को उपलब्ध होना चाहिए। छुट्टी का ब्यौरा लीव एकाउंट में रहता है।

कृपया आदेश जारी करें कि 30.9.2000 तक की सूचना कर्मचारियों को उपलब्ध किया जाये।

### अनुकम्पा नियुक्ति हेतु तीन वर्षों की सीमा का पुनर्वालोकन

**टीएफ-16/5 दिनांक 14.9.2012 जी एम (स्थापना) बीएसएनएल को**

कृपया डीओपी के पत्र संख्या 1401/3/2011 इस्त (डी) दिनांक 26.12.2012 का अवलोकन करें। इसे कार्पोरेट कार्यालय ने अग्रसरित नहीं किया है। डीओपी ने तीन वर्षों की सीमा अवधि को समाप्त कर दिया है। कार्पोरेट कार्यालय भी इस दिशा में कार्यवाही करें सीमा अवधि समाप्त करें।

### बिहार सर्किल में स्पोर्ट्स एवेन्ट्स का चयन

**टीएफ-16/2 (जी) दिनांक 18.9.2012 जीएम (स्थापना) बीएसएनएल को**

फूटबॉल तथा क्रिकेट हेतु कर्मचारी भर्ती हुए हैं एवेन्ट्स हेतु चेस, ब्रिज, बैडमिन्टन, बालीबाल कैरम आदि को चुना गया है। कृपया हस्तक्षेप करें जिससे फुटबाल तथा क्रिकेट एवेन्ट्स शामिल हो सके।

### टापअप वैद्यता में वृद्धि

**टीएफ-19(सी) दिनांक 15.10.2012 सीएमडी, बीएसएनएल को**

छः माह के पश्चात् टापअप की वैद्यता समाप्त हो जाती है भले ही उसमें टाक वैलू हो। वैद्यता समय में वृद्धि 37/-

रूपए फीस जमा करने के पश्चात् होती है। इससे ग्राहकों को कठिनाई होती है। एमटीएनएल में टापअप की वैद्यता 5 वर्षों की है। कुछ अधिक जमा कराके टापअप समय की वैद्यता में वृद्धि पर विचार किया जाय।

### मध्य प्रदेश सर्किल में अनुकम्पा नियुक्ति

**टीएफ-16/5 दिनांक 6.10.2012 श्री उपाध्याय, सीएमडी को**

अनुमोदित अभ्यर्थियों को अभी तक नियुक्ति नहीं हुई है। निदेशक (कार्मिक) तथा जी एम (स्थापना) सर्किल अधिकारियों से सम्पर्क कर चुके हैं। स्थिति में परिवर्तन नहीं है।

कृपया उचित कार्यवाही करें

### यूजी केबिल्स की अनुपलब्धता तथा कार्डस मरम्मत नहीं होना।

**टीएफ-19/4 दिनांक 15.10.2012 सीएमडी, बीएसएनएल को**

बलिया जनपद में यू जी केबिल्स उपलब्ध नहीं है। इस कारण विकास वाधित है। कार्डस का जब बैंगलोर भेजा जाता है। तो उसे बिना रिपेयर के वापस किया जाता है। बलिया जनपद में 5 सी बी एस ई स्कूल हैं जहां पर ब्राडबैन्ड की मांग है। परन्तु स्थानीय प्रबंधन असहाय तथा अस्मर्थ है। वाराणासी तथा इलाहाबाद में खुदाई अत्याधिक हुई है।

कृपया बिंदुओं पर आवश्यक कार्यवाही करें।

### टीटीए वर्ग में विभागीय परीक्षा (एल डी सी ई) द्वारा प्रोन्नति हेतु परीक्षा सूची

**टीएफ-14/2 (ए) दिनांक 25.9.2012**

सीधे भर्ती अभ्यर्थियों के लिए कार्पोरेट कार्यालय ने पत्र संख्या 250-18-2006/पर्स III/पार्ट -2 दिनांक 19.9.2012 द्वारा प्रतीक्षा सूची का प्रावधान किया है। इस प्रावधान को विभागीय परीक्षा में भी लागू किया जाय।

### एकेडेमिक सेशन में अन्डमान-निकोबार सर्किल में कर्मचारियों का ट्रासन्फर

**टीएफ-20/3 दिनांक 24.9.2012 निदेशक (कार्मिक) बीएसएनएल को**

ट्रांसफर नियमों के विरुद्ध हो रहा है। कृपया हस्तक्षेप करें।

### सेवानिवृत्त कर्मचारियों को सर्किल वेलफेयर बोर्ड में सम्मिलित करना

**टीएफ-16/1 दिनांक 14.9.2012 जीएम (प्रशासन) बीएसएनएल को**

मध्य प्रदेश सर्किल प्रशासन ने सेवानिवृत्त कर्मचारी को वेलफेयर बोर्ड में शामिल किया है। यह नियम विरुद्ध है।

### कर्मचारियों को बोनस का भुगतान

**टीएफ-7/1 दिनांक 15.10.2012 सीएमडी, बीएसएनएल को**

डीओटी ने बीएसएनएल को परफार्मेंस के विषय पर "फेयर" रेटिंग दी है। इससे कर्मचारियों की बोनस की पात्रता होती है। दुर्गा पूजा तथा दशहरा पर्व समीप हैं। बोनस भुगतान हेतु कर्मचारी चिंता ग्रसित हैं। बोनस भुगतान को उपक्रम के लाभ से अलग किया जाय तथा न्यूनतम बोनस भुगतान किया जाय।

कृपया आवश्यक कार्यवाही करें जिससे कि बोनस का भुगतान हो।

### आफिसियेटिंग जेटीओज का वेतन निर्धारण-केरल सर्किल

**टीएफ-24/2 (बी) दिनांक 28.9.2012 निदेशक (कार्मिक) को**

आफिसियेटिंग जेटीओज से एफआर 22(1) a(i) लाभ को वापस करना उचित नहीं है। कंपनी अर्नाकुलम कैट तथा हाईकोर्ट में दोनों में ही मुकदमा हार चुकी है। बीएसएनएल हेडक्वार्टर ने कैट के प्रिंसिपल बेंच तथा दिल्ली हाईकोर्ट में भी याचिकाएं दाखिल की थीं वे भी अस्वीकृत हो गई हैं एसएलपी में भी प्रबंधन को "स्टे" नहीं मिला है। ऐसी दशा में एफआर 22(1) a(i) लाभ की वापसी तर्कसंगत नहीं है। यह न्यायोचित होगा कि इस लाभ को संपूर्ण आफिसियेटिंग जेटीओज को प्रदान हो।

### 9 संघों का सामूहिक पत्र

**टीएफ-1/1 (h) दिनांक 16.10.2012 पीजीएम (एसआर) बीएसएनएल को**

### मान्यता नियम

दिनांक 16.10.2012 को बैठक के समय नव संघों (एनएफटीई, एनयूबीएसएनएल (एफएनटीओ), बीटीईयू बी एस एन एल, बी एस एन एल डब्ल्यू आर यू, ए आई बी सी टी ई एस, बीएसएनएल एटीएम, बीएसएनएलईएस, बी एस एन एल एन टी एस यू, बी एस एन एल ईसी) ने सामूहिक रूप से पत्र दिया कि बीएसएनएल संघों के मान्यता के अपने नियम समानुपातिक प्रतिनिधित्व के आधार पर बनाए। मान्यता की 15 प्रतिशत मत की शर्त को 5 प्रतिशत किया जाय। चुनाव की कोई भी प्रक्रिया स्वीकार है। सभी ऐप्लीकेंट संघों को ट्रेड यूनियन सुविधाएं दी जायं। सर्किल में मान्यता 10 प्रतिशत मत हो।

### मान्यता के नियम

**टीएफ-1/1 (h) दिनांक 19.10.2012 सीएमडी बीएसएनएल को**

दिनांक 16.10.2012 की बैठक में बीएसएनएलईयू पृथक से तथा नव अन्य संघों ने सामूहिक रूप से मांग किया कि बीएसएनएल मान्यता के अपने नियम समानुपातिक प्रतिनिधित्व के आधार पर बनाए। अन्य संघ भी इस मत के हैं। बीएसएनएल मजदूर संघ तथा टीपू दो संघों ने विरोध किया जिनका दोनों का मिलाकर कर्मचारियों में केवल 0.7 प्रतिशत आधार है। 15 प्रतिशत की शर्त की शिथिलता प्रबंधन की इच्छा पर है। औद्योगिक शान्ति हेतु एनएफटीई ने इसका प्रस्ताव किया है। इस प्रकार 92 प्रतिशत से अधिक कर्मचारियों का प्रतिनिधित्व करने वाले संघ इस मत के हैं कि बीएसएनएल मान्यता के अपने नियम बनाए।

### सूचनाएं – खबरें

#### संघों के मान्यता के नियम

दिनांक 16 अक्टूबर को प्रबंधन तथा संघों के मध्य द्विपक्षीय औपचारिक बैठक हुई। संघों ने जो कि 92 प्रतिशत से भी अधिक कर्मचारियों का प्रतिनिधित्व करते हैं उन्होंने मान्यता नियम बनाने का समर्थन किया। मान्यता नियम का आधार कौंसिलों में समानुपातिक प्रतिनिधित्व तथा एक से

अधिक संघों की मान्यता हो।

बीएसएनएल मजदूर संघ तथा टेपू ने इसका विरोध किया। ये दोनों संघ एक प्रतिशत से भी कम कर्मचारियों का प्रतिनिधित्व करते हैं।

## 78.2 प्रतिशत आई डी ए मरजर

बीएसएनएल हेडक्वार्टर डी ओ टी के प्रश्नों का उत्तर अभी तक नहीं भेजा है।

## आई टी एस अधिकारियों का ऐबजार्पशन/वापसी

प्रबंधन/सरकार अदालत से समय मांगने की तैयारी में है।

## संगठनात्मक गतिविधियां

### यूपी (पूर्व) बलिया

### एनएफटीई कर्मियों की बैठक सम्पन्न

बलिया एसएसए में आतंक का वातावरण है। एनएफटीई से सम्बंधित कर्मचारियों को प्रताड़ित तथा तंग किया जा रहा है। एसीआर में "औसत" प्रविष्टि के कारण उन्हें एनईपीपी अपग्रेडेशन से वंचित किया गया है जबकि अन्यो का सीआर बदल करके अपग्रेड किया गया है। तमाम बाधाओं के बावजूद कर्मचारियों की सभा दिनांक 9 अक्टूबर को साथी के.के.



बैठक को संबोधित करते नेशनल फेडरेशन ऑफ टेलीकाम के राष्ट्रीय अध्यक्ष कामरेड इस्लाम अहमद

(समाचार पत्र में प्रकाशित)

पान्डे की अध्यक्षता में हुई। सभा में कर्मियों की उपस्थिति अभूतपूर्व थी। इस सभा को साथी एस एन राय, रामनाथ पान्डे, गुलाब राय (राष्ट्रीय यूनियन) तथा इस्लाम ने सम्बोधित किया। बलिया जनपद में केबिल्स नहीं है जिसके कारण ब्राडबैंड आदि सेवाओं का विस्तार ठप्प है। साथी रामजी यादव ने सभा का संचालन किया। इसके पूर्व साथी इस्लाम एस एस ए हेड से भेंट करके सौहार्दपूर्ण वातावरण स्थापित करने का अनुरोध किया।

## वाराणसी

दिनांक 10 अक्टूबर को कर्मचारियों की एक सभा तारघर परिसर के साथी छोटे लाल की अध्यक्षता में आयोजित हुई। इस सभा को साथी इस्लाम के अतिरिक्त साथी एस.एन. राय (सचिव हेडक्वार्टर) रमेश यादव (स्नाटा), आर के यादाव (बी एस एल एल मजदूर संघ), एम.पी.सिंह (जिला मंत्री, एन आई बीएसएलईए याद अली (सर्किल ए आई बीएसएनएलईए), शिवमंगल सिंह, ए जी एस (बीएसएनएल एम एस) तथा साथी राय, सहायक जिला मंत्री (राष्ट्रीय संघ) ने सम्बोधित किया।

अपने सम्बोधनों में साथी इस्लाम ने बताया कि बीएसएनएल की प्रगति-विकास तथा उपक्रम अस्तित्व की सुरक्षा एनएफटीई की प्राथमिकता है। सरकार उपक्रम को सहायता नहीं दे रही है। उन्होंने 78.2 प्रतिशत आईडीए, एनईपीपी, वेतन में कमी, जेटीओ, टीटीए वर्गों में विभागीय परीक्षाएं पेंशन बीएसएनएल भर्ती कर्मचारियों की पेंशन स्कीम, मान्यता नियम आदि की विस्तृत जानकारी दी तथा एनएफटीई को सृष्टि करने की अपील की।

## गाजीपुर एसएसए

जिला मंत्री अन्यो के साथ सभाओं में मौजूद थे। उन्होंने बताया कि 15 सदस्य अन्य संघों को छोड़कर एनएफटीई में सम्मिलित हुए हैं।

## लखनऊ

दिनांक 11 अक्टूबर को लखनऊ एसएसए से सम्बन्धित शाखा सचिवों, सर्किल पदाधिकारियों तथा अन्य सक्रिय

सदस्यों की एक बैठक श्रीमती प्रमिला वाजपेयी की अध्यक्षता में हुई। इसमें प्रान्तीय मंत्री तथा साथी राजीव वर्मा (सर्किल अध्यक्ष) मौजूद थे।

साथी इस्लाम तथा उपर्युक्त प्रान्तीय नेताओं ने संगठन को चुस्त-दुरुस्त करने की अपील किया। साथी इस्लाम वर्तमान मुद्दों की विस्तृत जानकारी भी दी। इसके पूर्व अध्यक्ष प्रान्तीय नेताओं सहित सीजीएम से भेंट करके समस्याओं के समाधान का अनुरोध किया।

### आंध्र सर्किल

दिनांक 13 अक्टूबर को चार जिलो कुरनूल, अनन्तपुर, महबूब नगर तथा कड़ापा के शाखा सचिवों की बैठक महानन्दी (कुरनूल) में हुई। साथी रामदास ने सभा की अध्यक्षता की। साथी सत्यानारायना के नेतृत्व में शानदार बैठक आयोजित हुई। इस अवसर पर एक गोष्ठी "वर्तमान परिपेक्ष्य में ग्राहकों की प्रसन्नता की आवश्यकता" पर आयोजित हुई। श्री वी. श्रीनिवासन, सीजीएम, तथा वी राघव कुमार ने भाग लिया। गोष्ठी की अध्यक्षता, प्रान्तीय अध्यक्ष ने की। साथी के सेशाद्री (सचिव, एनएफटीई), अन्जय्या (प्रान्तीय सचिव) जनार्दन राव

आदि ने सम्बोधित किया।

शाखा सचिवों का सम्मेलन 13 अक्टूबर को सायंकाल 3 बजे प्रारम्भ हुआ जिसे साथी सेशाद्री ने सम्बोधित किया तथा विभिन्न मुद्दों पर प्रकाश डाला।

### केरल-त्रिशूर जिला सम्मेलन सम्पन्न

दिनांक 18 अक्टूबर को साथी राधाकृष्ण प्रान्तीय अध्यक्ष की अध्यक्षता के जिला सम्मेलन सम्पन्न हुआ। साथी धर्मदास, प्रान्तीय मंत्री ने उद्घाटन किया। साथी मायकल पी एम, हेडक्वार्टर के प्रतिनिधि ने सम्बोधित किया।

### कोलकाता

सिविल एवं इलेक्ट्रिकल विंग के जिला सम्मेलन के अवसर पर खुले अधिवेशन का. जी सी भावल एवं का. रणजीत मुखर्जी के संयुक्त अध्यक्षता में दिनांक 11.10.2012 को साल्ट लेक सभा गृह में आयोजित हुई। का. के सिंह मुख्यालय सचिव, का. पुलक गांगुली राष्ट्रीय उपाध्यक्ष, का. श्यामल घोष राष्ट्रीय महामंत्री, का. चित्राबसु राष्ट्रीय उपाध्यक्ष एवं का. चंदेश्वर सिंह महामंत्री ने सभा को संबोधित किया।

### Contd. from page 7: ORGANISATIONAL NEWS

#### Kolkatta

On the occasion of 6th District conference of civil and electrical wing Kolkatta an open session was organised at Salt Lake Auditorium. The session was presided over by Com. G.C. Bhawal president WBT and Com. Ranjeet Mukherjee. Com. K.K. Singh Secretary Chq, Com. Pulak Ganguli Vice president CHQ, Com. Shyamal Ghosh, Circle Secreary, Com. Chitra Basu C.S. WBT and VP Chq and C.Singh General Secretary attended and addressed the meeting G.S. explained all the current issues related to staff as well regarding viability of BSNL. He added how the U.S.O. fund is not released by the DoT and money deposited for BW spectrum is also not returned by the govt. Com. Singh appealed to the workers to workhard to face the challenges and over come the present crisis.

On 12-10-12 in delegate session a team of office bearers were elected unanimously headed by Com. Ranjeet Mukherjee and Com. Tapan Bishwas as president and Secretary respectively.

अपने संबोधन में महामंत्री ने कर्मचारियों के मौलिक सदस्यों एवं बीएसएनएल की आर्थिक जीवंतता पर प्रकाश डाला। श्री सिंह ने बताया कि किस प्रकार डीओटी से यूएसओ फंड तथा बेतार ब्राडबैंड के लिए जमा रकम वापस नहीं किये जा रहे हैं। उन्होंने कर्मचारियों से पूरे लगन से कार्य करते हुए समस्या का सामना करने की अपील की जिससे निगम कठिनाईयों से उबर सके।

### मुखमरी

