

TELECOM

Organ of National Federation of Telecom Employees (BSNL)
(Regd. No. 4906 dated : 17.9.2001)

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EDITORIAL

Conventions

The unions and associations in BSNL under the banner of "Forum" organised a very impressive and purposeful convention on 3rd August at Mavlankar Hall, New Delhi. The representatives of unions from different parts of the country participated. The main plank of the convention had been the revival of BSNL which is in loss for last four years. Presently it is facing enormous financial crunch in procurement of equipment and materials for development of the services and to improve the quality of service. A declaration containing demands and suggestions on behalf of Forum was also placed before the convention for adoption and careful consideration of the Govt. The convention was very timely as Group of Ministers are already entrusted with the responsibility to suggest ways and means to lift the company from the present condition. The convention had demanded that there should be no retrenchment of employees through VRS and appealed to govt to refrain from disinvestment/privatisation. It is heartening that many leading leaders and stalwarts of central Trade unions addressed the convention and assured for their cooperation and help in the revival of BSNL.

The Central Trade unions (BMS, INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, UTUC, LPF) held another convention on 6th August which was attended by some BSNL unions and other friendly organisations. The NFTE participated in the convention. The convention voiced their serious concerns about price rise, anti labour policies of Govt. and demanded that the *profit making PSUs should not be disinvested*. The Convention has adopted programme of action also to expose the indifferent attitude of Govt.

Unlike others the BSNL is service provider and biggest PSU in the country. It is serving the people spread in the entire nook and corner of the country. Unfortunately it is running in loss for more than 4 years. It is primarily due to Govt's hostile policies. *The NFTE from very beginning is against retrenchment of staff through the process of VRS. It is opposed to disinvestment also even though it is in loss. The stand is not without valid reasons. The Govt. has done disinvestment and VRS both in the MTNL but today the PSU is in the worst condition. The VRS and disinvestment can never prove to be the panacea of the present ills of BSNL as remedies are elsewhere. The fact is that BSNL requires resources from Govt. specially when private COS will be enjoying the fruits of 100% FDI. This aspect should receive serious consideration at the hands of Govt. and DOT. If Govt. can bail out "Maharaja, Air India, why not BSNL?"* The Govt. should honour the Commitments made at the time of corporatisation. Provide the BSNL resources to procure materials and equipment and enable it to face competition with courage and wisdom.

BSNL unions/Associations are determined to stand up as "one piece" on the issue of revival of BSNL in the interest of people and nation. Once we stand up and act firmly the others will come forward to help us. NFTE will play positive role in the struggle to make BSNL financially viable as it is most important issue at present. ***It will be detrimental to the cause of unity if some union in Forum makes claim that it alone can save the company and interest of the employees. Then where is the necessity of Forum of unions. Restraints are necessary for unity.***

NATIONAL CONVENTION OF BSNL EMPLOYEES “ON REVIVAL OF BSNL” 3RD AUGUST 2013 MAVLANKAR HALL, NEW DELHI. DECLARATION (In Brief)

This National Convention of BSNL Employees held on 3rd August 2013 at Mavlankar Hall, New Delhi, participated by BSNL employees from all over India, representing the 2.5 lakh employees expresses its deep concern and anxiety about the continued loss of BSNL for the last four financial years and the reduction in its market share. The slow growth rate is mainly due to lack of expansion and developmental activities, non-procurement of required equipment etc. which continue despite the continued and sustained demands raised by the employees and their unions for improvement of the services.

Bharat Sanchar Nigam Limited (BSNL) was formed as a Public Sector Unit (PSU) on 1st October 2000 from the Department of Telecom, ignoring the protest of the employees and their unions. The Overseas Communications and the telecom services in Delhi & Mumbai were corporatized earlier as Videsh Sanchar Nigam Limited (VSNL) and Mahanagar Telephones Nigam Limited (MTNL) respectively. The entire service sector of the department, which has been serving the nation in a very efficient way for more than one century, was converted in to three Public Sector Units. All the executive and non-executive employees were compelled to option for the PSUs, while the top management, ITS officers, were given 5 years on deputation to submit their option.

Government goes back from its financial commitments

At the time of corporatisation to BSNL, the government had assured it's financial viability through Reimbursement of Licence Fee, Payment of Access Deficit Charge (ADC) collected from the private telecom companies and grant from Universal Service Obligation Fund (USOF) for providing services in remote and local areas which are loss-making, but are part of the social commitment of the government for providing universal communi-

cation services and where the private companies seldom operate.

While the government implemented the above decisions for a few years, it has gone back from its commitments and discontinued all these financial assistance to BSNL without any justification. The reimbursement of licence fee and ADC has been stopped completely and the assistance from USO Fund reduced.

Unfair and Discriminatory Treatment to BSNL

From the time the private companies were granted licences to provide telecom services, they were favoured by the government and the DOT / MTNL /BSNL discriminated. The licences to provide mobile services were granted to private companies in 1995, while DOT (BSNL was formed later) and MTNL was denied the same till 2002, only 6-7 years after, giving undue advantage to the former. The fixed amount for licence to private telcos

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which could have fetched around 1.25 lakh crore to the government was changed in to revenue sharing by which the government lost a very huge amount. The CAG has calculated the loss to the government at Rs. 1.76 lakh crore in the 2G spectrum auction, the beneficiaries of which were the various private companies. BSNL was compelled to pay Rs. 18,500 crore towards 3G and BWA Spectrum for all over India without allowing it to participate in the bids. But the private companies managed to provide pan India services by paying about one third of the sum paid by BSNL, by illegally sharing the spectrum between them, while each bid only for a few circles. BSNL had to pay more, but was allotted spectrum which could not meet the future requirements for new technology, and private companies paid less and got spectrum suited to next generations.

In short, on each and every occasion private companies were favoured and its own company discriminated by government. The interests of the private telcos became more important to the government.

Procurement of Equipment

Despite the fact that mobile licence was granted to BSNL after 6-7 years after it was granted to private companies, BSNL was gaining in the number of connections and was almost going to reach the first position by 2006-2007. A tender for 45.5 million mobile lines were floated and was going to be finalised when the government compelled BSNL Board to cancel the same. Another tender for 93 million lines were cancelled in the same way two years later. Had these tenders were finalised and equipment purchased, BSNL would have forged ahead in the mobile sector. BSNL is even now leading in both landlines and Broad Band connections. It was only through the one day successful strike of the employees that at least half of the first tender i.e. 22.5 million lines were purchased which saved the situation to a certain extent.

There is acute shortage of equipment like mobile lines, phone instruments, cables, drop-wire, Broad Band Modem, Jointing kits etc. which are hampering the services and fault repair. Though some purchases have been made in the last year, they are too insufficient to meet the requirement.

Killing the goose which lays golden eggs

BSNL was having an average revenue of Rs.

35,000 – 40,000 crore till 2007-2008 and a profit of about Rs. 5,000- 10,000 crore per year. Due to government decision to go back from its earlier financial assistance, lack of equipment and also cut-throat competition, the revenue came down to Rs. 30,000–27,000 crores and also started posting loss for the last 4 financial years. The loss in 2011 – 12 was Rs. 8,851 crores and in 2012-13, it may almost be the same. BSNL was having a cash balance of about Rs. 40,000 crore, all of which was taken back by the government through charges towards spectrum, an imaginary loan of Rs. 7,500 crore and its interest calculated at a high rate of 14.5% coming to about Rs. 12,000 crore, taxes, dividend etc.

The Inefficient Management

BSNL Management is also fully responsible for the present unfavourable and unenviable position of BSNL. The fact that most of the top management officers do not belong to BSNL, but are on deputation from government and do not have much stake in the company, has played a negative role in the growth and expansion of the company.

The role of the employees and unions

The employees and their unions/associations had continuously raised issues concerning the development and expansion of the services. Much more is to be done to improve the services. The mind-set of the employees needs to be further improved to face the present challenges and for ensuring a better service to the customers. They should remember always that they are stakeholders of the company and at the service of the nation and its people.

The Forum of BSNL Unions / Associations has been mobilising the workers, approaching the BSNL Management and the government for necessary actions and decisions so that the BSNL, the telecom PSU, is strengthened and expanded and a better service is provided to the nation. It is the second line of defence and concerns of national security have also to be considered.

GoM for Revival of BSNL and MTNL

A Group of Ministers (GoM) for revival of BSNL and MTNL has now been formed by the Government with Shri P. Chidambaram, Finance Minister as Chairman. The Forum of BSNL Unions/ Associations has submitted a detailed memorandum to the Chairman, GoM with positive suggestions for the

improvement and strengthening of BSNL with a request for personal hearing. These suggestions, if accepted, will certainly make BSNL financially viable and improve the services.

This National Convention of BSNL Employees organised under the banner of the Forum of BSNL Unions and Associations which represents the more than 2.5 lakh employees places the following demands / suggestions before the government and the BSNL Management for Revival of BSNL and for a Better Service to the Nation:

1. **The Government should honour and implement the assurances given at the time of formation of BSNL for financial viability like Reimbursement of Licence Fee, Payment of ADC to BSNL and Liberal subsidy from the USO Fund for compensating for the losses for providing services in villages, remote / rural / naxal affected areas etc.**
2. **The Spectrum should be allotted free to BSNL, which is the incumbent and Government Company, including the additional spectrum with BSNL.**
3. **The Rs. 18,500 crore charges for BWA and 3G Spectrum from BSNL should be refunded.**
4. **Orders should be issued making it mandatory for all Central/State Government departments, Central/State PSUs to take telecom services from BSNL/MTNL as have been issued for air-travel by another central PSU, Air India. This will help in dealing with security concerns also.**
5. **Refund BSNL the huge interest of about Rs. 12,000 crore recovered from BSNL @ 14.5% for the Notional loan of Rs. 7,500 crore.**
6. **Transfer the assets and land to BSNL from the government for which BSNL is paying the taxes and other charges.**
7. **An effective and quick mechanism and immediate procurement of equipment like Mobile lines, Broadband Modem, Cables, Drop Wires, Optical Fibre etc. so that expansion and Development could be implemented quickly.**
8. **The Pension Contribution to be remitted to the government should be on the basis of actual pay and not on the basis of the maximum of the payscale, by which the company is losing huge money.**
9. **BSNL should be exempted from payment to**

USO Fund, considering the fact that the financial condition of the BSNL is weak.

10. **The Management of the company should belong to the company and not to deputed officers.**
11. **Telecom Factories to be modernised. In addition to towers, other equipment required for telecom services should be manufactured. It should be made mandatory for the field offices to purchase the equipment from telecom factories.**
12. **Effective functioning of the Works Committees at the SSA level so that discussion could take place between the unions/associations and management for expanding and improving the services.**
13. **No VRS /Retrenchment in BSNL, which will have negative impact on the services as has already been the experience wherever it has been implemented.**
14. **No Disinvestment / Privatisation of BSNL**
15. **Abolition of the Telecom Advisory Committees, which have been formed when only DOT was providing services, and which has got no relevance now except unnecessary expenditure.**
16. **Active and committed participation of the employees in marketing and other developmental activities.**

Organise Circle, SSA Conventions

This National Convention of BSNL employees calls upon the BSNL unions/associations to organise similar conventions at Circle and SSA levels to give wide propaganda to our demands, to educate the employees, to seek the support of the people for strengthening BSNL and enabling it provide a better service.

This National Convention feels that maximum efforts should be made to understand the requirement of the customers and provide them the same efficiently and effectively keeping very good cordial relationship.

The Forum of BSNL Unions/Associations assure the employees that it will make out all efforts to fight against the anti-BSNL policies and action of the government and also for a better future of the employees through saving and strengthening BSNL and its services.

NATIONAL CONVENTION OF WORKERS

Mavlankar Hall, New Delhi: 6th August 2013

Declaration

March to Parliament on 12th Dec 2013

The National Convention of Workers being held at Mavalankar Hall, New Delhi expresses serious concern and anguish over continuing indifference and inaction by the Govt of India towards vital livelihood related demands presented before the Govt by the all-in-united-platform of trade unions and pursued through numerous agitations/programmes including strikes during last three years.

The Convention once again congratulates the workers for the unprecedented historic success of the two-day strike of 20-21 February'13. These strikes and struggles during last three years have strengthened and widened the unity of the Indian working class. The Convention also conveys its extreme anger and anxiety at the utter lack of concern demonstrated by the Government towards the crores of workers and the mass of the people.

In the wake of the resounding success of the two-day strike, the Prime Minister constituted a Group of Ministers (GoM) to discuss and settle the Ten-Point Charter of Demands (CoD) jointly formulated by all the Central Trade Unions in the country. The first meeting between CTUOs and the GoM was held on 22nd May 2013. The CTUOs had demanded to the GoM concrete response to the following burning issues on which the workers conducted strike struggle:(1) Minimum Wage not less than of Rs10,000, (2) Universal Social Security Cover for all workers,(3) Assured Pension for the entire working population,(4) Same wage and

benefits for contract workers as regular workers for same and similar work, (5) Strict implementation of Labour Laws, (6) Concrete measures to contain price rise, (7) Concrete measures for employment generation, (8) stoppage of disinvestment in Central and State PSUs / Undertakings, (9) Remove all ceilings on payment and eligibility of Bonus, Provident Fund; Increase the quantum of gratuity and (10) Compulsory registration of trade unions within a period of 45 days and immediate ratification of the ILO Convention Nos. 87 and 98. Despite categorical announcement by the Prime Minister in the 45th Indian Labour Conference about the justness of the demands and that many of them are under advanced stage of consideration, the GoM, instead of making any concrete response told the CTUOs that the Government need more time to study the CoD and thus the meeting ended without any concrete result.

Conveying their concern on the most unfortunate outcome of the meeting the CTUOs in their joint letter to the Prime Minister on 23rd May 2013, noted, "the meeting remained disappointing as nothing concrete has emerged in the response of the Government on the 10 point demands raised by the Central Trade Unions." The CTUOs had urged upon the Prime Minister to ensure that the long pending demands are sorted out through dialogue between the Government and the CTUOs within one month.

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National Convention of Forum on revival of BSNL on 03-08-2013

At Mavlankar Hall in New Delhi the National convention called by the Forum of BSNL unions/Associations was held under the Chairmanship of Com. Chandeshwar Singh. Nearly 1000 delegates took part in it from all over the Country. NFTE BSNL mobilized morethan 200 Comrades mainly from adjacent circles. Com. VAN. Namboodri, the convener introduced the declaration for the approval of the convention. Com. Gurudas Das Gupta, Com. Swadesh Roy, Com. B.N. Rai and Com. Thomas Jhon spoke respectively on behalf of AITUC, CITU, BMS and INTUC, Com. Uditraj, SC/ST leader also addressed the convention. All the General Secretaries of Union/Association in the forum spoke at the convention highlighting the issues for the survival of BSNL. Com. C.K. Mathivanan, Dy. G/Secy addressed the convention on behalf of NFTE-BSNL. In the end the convention approved the declaration unanimously. Now it is the duty of our circle/District secretaries to conduct the convention at their level on the revival of BSNL unitedly.

NEWS - VIEWS

Pension revision of pre/post retired employees of 2007

The BSNL management signed an agreement on 12th June 2012 with the Unions / Associations for pension revision after extension of 78.2% IDA fixation benefit to the serving employees. But the corporate office vide letter No. 1-19/2012-PAT (BSNL) dated 8th August 2013 has written to DoT just to scuttle the pension revision. BSNL management should be honest to the agreement and should not indulge in hide and seek game.

International Action Day

The World Federation of Trade Unions(WFTU) has called upon the working class world over to observe 3rd October, 2013 International Action Day on the basic demands of the people, Food , Water, Medicine, Education and Housing.

Observe International Action Day on 3-10-2013 by holding Dharna, Demonstration, Rallies, Wearing badge etc at state capitals and Industrial Centers collectively or alone.

Representation in sports and Welfare Board

BSNLEU has demanded that the representations in the sports and Welfare Board should be in the ratio of 9:5 akin to councils. It is not acceptable to NFTE as both the recognised unions are at par for all purposes.

A baseless allegation

The 1st signatory of 1st wage revision agreement effective from 1-10-2000 was the General Secy. of BSNLEU. The second wage revision agreement with 68.8% IDA fixation benefit instead of 78.2% and Promotion Scheme, NEPP, was also signed by the then General Secy of BSNLEU.

The RMs, Group 'D' staff are stagnating due to span of scale, NEPP and they could not get 78.2% IDA benefit. The BSNLEU is now transferring its mistakes on NFTE. The allegation is not only baseless but ludicrous. The employees cannot be fooled as they are well aware of the realities.

Report of Circle Convention, Trichur

The Kerala circle convention of forum of unions and associations in BSNL held at Trichur on 13.08.2013. All unions and association representatives participated in the convention The convention made reporting of the Delhi convention of 3rd and 6' August 2013 and discussed the need, solutions and strategies of reviving BSNL and restoring the lost glory. The convention was presided by Corn. George Varghees, SNEA. The introductory speech was made by the Corn. V.A.N. Namboodiri, President, BSNLEU. Central office bearers, circle secretaries and circle presidents of all unions were present. On behalf of NFTE Corn. Dharmadas C/S, Com. Radhakrishnan C/P and Michael PM (CHQ) participated.

President accompanied with the Circle Secretary, NFTE Telecom Factory Jabalpur (Corn. Rajak) and Com. Soni (Bhilai TF) met the Sr. G.M. (Est.) on 16th August 2013. The discussions focused on the issues of stagnation of RMS in NEPP which is now more due to 78.2% IDA merger as well as how to bring factory workers into the main stream.

Com. P.K. Kalita, Branch Secy. NFTE Telephone Exchange



Dispur, Gauhati is very energetic and dynamic. He has enrolled 126 employees as NFTE members out of 155 employees.

BSNLEU's Claim

Read and conclude

"....only BSNL employees union can save the company and safeguard the interest of the workers".

Then why Forum of unions & associations?

What happened in 8 years?

LETTER FROM BSNL MANAGEMENT

Non-rotation of officers working in Sensitive Posts- Compliance thereof
No.400-25/2012-Pers.I Dated: July 26, 2013 to All Heads of Telecom Circles & Administrative Units of BSNL

This is with reference to this office letter of even number dated 02.02.2012 followed by reminders dated 20.03.2012, 23.07.2012 and 03.09.2012 (available on BSNL Intranet site) on the subject, seeking compliance report in respect of rotational transfer of officials posted on sensitive posts in BSNL, for onward submission to the Central Vigilance Commission.

2. In this regard, Central Vigilance Commission has taken a serious view and asked to submit the compliance report regarding rotation of officers on sensitive posts. A certificate that no official is overstayed in a sensitive post as per CVC guidelines is required to be submitted for onward submission to DoT /CVC.

In view of the above, all Heads of Circles are enjoined upon to submit compliance report to this effect positively by 31.07.13 on FAX NO. 011-23734153/011-23734254 and/or e-mailed to adgpl@bsnl.co.in to enable to make compliance to the DoT /CVC. Circles which have sent their report earlier, need to send it afresh.

Limited Internal Competitive Examination (LICE) for promotion to the Grade of Rajbhasha Adhikari 2013.
No.60-1/2013-DE Dated: -16th July, 2013 to All Heads of Telecom Circles, BSNL, Heads of

Telephones Distt., BSNL, Chennai/Kolkata,
 Chief General Manager, Maintenance, NTR,
 BSNL. New Delhi.

I am directed to state that it has been decided to hold the LICE for promotion to the post of Rajbhasha Adhikari on 20-10-2013(Sunday) as per the pattern, scheme and syllabus circulated vide letter No. 27-2/2005-Pers-II dated 16.8.2005 and modifications issued vide BSNL CO letter No. 20- OS/2009-Pers.-11 dated 24-11-2011 & 29-11-2011. LICE shall be conducted taking into account accumulated vacancies which have occurred due to retirement, promotion, death or otherwise in the grade of Rajbhasha Adhikari upto 31-3-2013 including unfilled/carry forward vacancies of previous years. LICE may not be held in the Circles where there is a stay granted by the Hon'ble Court. The eligibility, service conditions and other details for appearing in the said examination will be as prescribed in Recruitment Rules of. Rajbhasha Adhikari circulated vide letter No. 22-35/2001-Pers-II dated 5th August, 2005. The test will be held at the Headquarters of the territorial Circles and such other centers as may be fixed by CGMs.

2. The detailed time-table of the examination is given below:-

3 Eligibility to appear in the above examination shall be strictly in accordance with the Pers-II Branch circulars stated in Para 1 above. In case of any doubt regarding eligibility for admission to the examination, it may kindly be addressed to AGM (Pers-II), BSNL Corporate Office, 4th Floor, Bharat Sanchar Shawano Janpath, New Delhi-110001.

Paper	Subject	Marks	Day & Date of Exam.	Duration	Timings
Paper-I (Multiple Choice)	i) General Hindi	75	20-10-2013 (Sunday)	2 hours	10:30 AM to 12:30 PM
	ii) General English	75			
		i) Translation - Four passages (150 words)	100		
Paper-II (Conventional)	each) (2 each from Hindi to English and vice versa		20-10-2013 Sunday	3 hours	02:00 PM to 05:00 PM
	ii) Official Language Policy	50			

4. The question papers for Paper-I & II would be arranged centrally by Recruitment Cell, BSNL Corporate Office. Answer sheets for Paper-I & paper-II (conventional type) shall be arranged by Circles itself. All post examination work such as nomination of examiners, evaluation of answer books by such examiners, preparation and declaration of result etc. will be undertaken by the respective Telecom Circles as being done in a decentralized examination. Officers not below the level of JAG from outside the Circle be appointed as examiners for evaluation of the answer books. Procedure as detailed in Circulars No. 7- 3/2005-DE dated 08-08-2005 and 60-1/2005-DE dated 15-12-2005 may be followed for appointment of examiners.

5. All arrangements for conducting the examination will be made by the Circles strictly in accordance with the rules laid down in Appendix No. 37 of P&T Manual Vol.- IV (5th Edition) and instructions issued in this regard from time to time. The Heads of Telecom Circles will be responsible for actual conduct of the examination in respect of the candidates permitted to appear by the Heads of other Administrative offices situated within their territorial jurisdiction. For the candidates of Chennai Telephones & Kolkata Telephones, the examination will be conducted by the concerned Telephone District. In Delhi, Chief General Manager, Maintenance, NTR, New Delhi will conduct the examination including for the candidates of BSNL Corporate Office.

6. Examination (Paper -I) will be OMR (Optical Mark Reader) answer sheet based. Each question will have four options for answer. Only one answer which is the most appropriate has to be selected by the candidate. Candidate is required to darken the relevant bubble by a black ball point pen only in the OMR answer sheet accordingly. In case of wrong answer, 25% marks of that question would be deducted for each incorrect answer and as such the candidates are advised not to resort to arbitrary selection of answer.

7. The minimum qualifying marks will be as per modified Note (ii) below A of letter No.27 -2/2005-Pers.II dated 16.8.2005 issued vide BSNL CO. letter No. 20-05/2009-Pers.II dated 24-11-2011, which is reproduced below: -

For General Candidates For SC/ST Candidates

30% in Paper-I, 37% in Paper-II and 37% in aggregate 23% in Paper-I. 30% in Paper-II and 30% in aggregate

In case of any doubt in this regard, it may kindly be addressed to AGM (Pers-II), BSNL Corporate Office.

8. The eligible candidates may be advised to submit their application to the Head of Telecom Circle under whose jurisdiction they are working. The last date of submission of application may be fixed as 20.08.2013. Application received after the last date i.e. 20.08.2013 should not be entertained.

9. There are some circles where the exam will not be conducted due to either non availability of vacancies or candidates or both. This fact may also be reported to the Recruitment Cell by 21-09-2013.

10. The Heads of Circles are requested to intimate to the AGM (DE-I), BSNL, Room No. 222, Eastern Court, Janpath, New Delhi- 110001 the following information positively by 21.09.2013 in each centre.

a. Name of Centre.

b. Name, designation & complete Postal Address/Fax/Telephone Number/ Mobile Number of Exam. Coordinators and Supervising Officers.

c. Number of candidates taking the examination.

11. This letter may please be given wide publicity and receipt of this letter may please be acknowledged.

12. Hindi version will follow.

Modified Policy for allotment of vacant qtrs to Retired employees of BSNL/ DoT.

No.482-16/2007-BG Dated: 10.07.2013

The policy for allotment of vacant quarters in BSNL to retired BSNL/DOT Employees for their use was issued vide dated 30.12.2011. Initially this policy was issued for one year. Later on as per approval of the competent authority the policy was extended for three months vide letter dated: 18.02.2013.

Now Management Committee has approved a modified policy for allotment of staff quarters to re-

tired employee of BSNL/DoT (this policy is not applicable to family pensioners of retired employees). This replaces the existing policy for utilization of vacant staff quarters in BSNL issued vide No. 482-16/2007-BG (Staff Qrs.) dated 30 .12.2011. CGMs are allowed to allot the vacant staff quarters to the retired BSNL/DoT employees with following conditions:

i) CGMs are empowered to allot the vacant quarters to the retired employee of BSNL/DOT, if there is no immediate (say for six months) need of the quarters for BSNL employee or quarters are lying vacant for the last six months.

ii) The retired employee of BSNL/DOT concerned shall be responsible for all the acts and/or omissions of his family members residing in such allotted quarter.

iii) The allotment of accommodation should be done on the application submitted by the concerned retired employee of BSNL/DOT to concerned CGM along with attested copy of PPO.

iv) The applicant has to give guarantee of one serving BSNL/DOT employee who is not due for retirement up to six months beyond the allotment period. The guarantor shall give undertaking that in case of default in payment of rent by the applicant he shall pay the due amount or the due amount may be recovered from his salary.

OR

The vacant quarters can be leased out to retired employee of BSNL/DOT for a period of 11 months subject to the condition that the lease deed is registered at the cost of the lessee and lessee pays four month's rent advance as security deposit. This will be an additional option for retired employee of BSNL/DOT in addition to existing conditions of allotment.

v) The quarters can be allotted for 2 years at a time in cases when the allottee provides guarantee. However, in this case CGMs can also increase this period depending upon local trend with the exit clause for early vacation of the quarters by either of the parties by giving three months notice provided the condition of guarantor is fulfilled.

vi) The allotment of these accommodations should be for the use of the retired employee only and his/her immediate family members will be al-

lowed to stay with him/her i.e. wife/husband, children & their spouses and parents only.

vii) Vacant quarters of any type limiting to the entitlement of the retired employee at the time of retirement can be allotted and no sharing or sub-letting will be allowed. All the rules, conditions in FR SR Part I on this subject are applicable for such allotments also.

viii) In case retired employee wants higher category of quarter then only one step above the entitled type of quarter can be allotted but the rent of allotted type [i.e. higher type] of quarter shall be payable by the allottee and other charges also shall be payable as per that type of quarter.

ix) The allottee has to apply afresh for re-allotment, if he proposes to occupy the same after expiry of initial allotment along with fresh guarantee, if policy permits.

x) Rent for the quarters so allotted will be same as already approved by BSNL in amendment to the policy for allotment of quarters to family members of BSNL employee vide letter No. 482- 16/2007 -BG dt 01/09/2011. All income tax liabilities, other taxes, if any, applicable will be borne by the retired employee concerned only (CODY of rent details enclosed).

xi) In case accommodation is required for allotment for any serving BSNL employee, the allottee has to vacate the quarters on 2 months' notice. No appeal against such notice will be entertained. If the quarter is not vacated by that time, the retired employee will be liable to pay twice the actual market rent of such quarter without prejudice to legal action. A clear undertaking may be taken from the applicant that, "He/She will vacate the quarter within 2 months on receipt of notice for vacation of the quarter."

xii) The allottee will be bound by all the rules and regulations which are applicable for allotment of BSNL accommodation in the normal course regarding conduct, sharing, payment of water and electricity charges etc.

xiii) Only minimum maintenance for providing labour connected with water supply, sanitation etc will be done by BSNL and any material replacement has to be borne by the allottee himself/herself. However, no addition/alteration/damages etc. will be allowed to the existing structure by allottee. The

major repair, if required, shall be done by BSNL. Allottee shall handover quarter in the same condition as it was handed over to him/her and if any damage is found, the same shall be rectified at his/her cost.

xiv) An amount equal to 3 months rent has to be taken as Security Deposit which is refundable on vacation after deducting the charges/losses, if any, payable by the retired employee.

xv) The allottee shall pay rent of each month in advance by 5th of each month and if it is not paid by that date, one month notice shall be issued to the allottee for vacation of the quarter. If the quarter is not vacated within one month after the notice, necessary action for eviction will be initiated by BSNL.

xvi) The amount due, if any, will be recovered from the security deposit of the employee and notice of recovery, if recovery exceeds security deposit, shall be sent to the allottee, guarantor and DDO of guarantor. If the due amount is not paid by allottee or guarantor, within notice period, the DDO of guarantor shall be asked to recover due amount from the guarantor.

xvii) CGMs are empowered to incur expenditure on minimum maintenance/repairs necessitated before allotment to make the quarter livable. The expenditure which can be incurred on such works shall be limited to 3 months rental amount received as security deposit.

xviii) This type of allotment shall be allowed to the retired employee of BSNL/DOT only and in case of death of the retired employee, as the case may be, such allotted quarter shall be vacated within 2 months after the death of the allottee.

xix) CGM shall appoint a Nodal officer for main-

taining the record of vacant quarters, receipt and disposal of applications from retired employee for allotment of quarters, timely collection of rent and other charges etc. A monthly report on revenue collected on account of the renting out vacant quarters should be sent to BW Cell of BSNL Corporate Office for compilation and furnishing report on revenue generation.

xx) The necessary safeguards be provided in the allotment letter to prevent unlawful use of such allotted quarters and non-payment of statutory dues like electricity, water bill and rental, maintenance etc.

xxi) Rent will be increased minimum 5% per annum. However, CGMs can decide more increment depending upon local trend in market.

xxii) Service charges for Civil & Electrical maintenance shall also be chargeable under this policy.

This policy is not applicable to family pensioners of retired employees,

ANNEXURE-'A'

Details of Amount to be recovered for various types of Quarters from BSNL Employees/Officers working in out station

Notes: 1. In addition to the above License Fee, water charges, electricity charges and service tax as applicable will also be paid by the allottee. 2. In the place of E1A, E2A scales, the maximum pay of E2 is taken for calculation. 3. For Type VIA, E.9 scale is taken. 4. For Type VIB, BSNL Board Director's scale is taken.

BSNL vide letter No. BSNL/7-9/SR/2013 date: 5.8.2013 has banned holding of demonstration etc. within office premises.

S. No.	Type of Quarter	Entitled Types of quarters on IDA Pay Scale	Minimum pay on IDA Scale Rs.	Maximum pay on IDA Scale Rs.	Average pay on IDA Scale Rs.	Rent For Class 'C' Cities Rs. Per month	Rent For Class 'B& A' Cities Rs. Per months	Rent For Class 'A1' Cities Rs. per month	Remarks
1	I	NE-1to NE-4	7760	15340	11550	1155	2310	3465	
2.	II	NE-5 to NE-9	8700	25420	17060	1706	3412	5118	
3.	III	NE-10, NE-11, E-1A& E2A	14900	46500	30700	3070	6140	9210	
4.	IV	E-3, E-4, E-5	24900	58000	41450	4145	8290	12435	
5.	V-A & V-B	E-6 & E-7	36600	66000	51300	5130	1026	15390	
6.	VI-A	E-9 & Above	62000	80000	71000	7100	14200	21300	
7.	VII-B	E-9 & Above	75000	100000	87500	8750	17500	26250	

The orders will not help in maintaining Industrial peace in the PSU. NFTE to protest

Constitution of Councils, viz. National Council, Circle Councils and Local Councils -thereof

No. BSNL/5-1/SR/2012/Vol.II Dated the, 14th August, 2013 to All CGMs, BSNL, Sr. GM (Admn.), BSNL C.O.

Reference this office letter of even number dated 21st May, 2013 regarding constitution of Councils, viz. National Council, Circle Councils and Local Councils followed by letter No. BSNL/ 39-8/SR/2013 dated 29th May, 2013 in this regard.

2. It has come to notice that the said Councils are yet to be formed in most of the Circles and the SSAs. Considering the fact that when this institutional mechanism of resolution of non-executive employees' issues is available, there is hardly any justification for taking up their issues in a piecemeal manner.

3. With a view to ensure that the issues and grievances of non-executives are deliberated upon and resolved at the prescribed platform, it is requested that the said Councils may please be got formed at the earliest.

Holding of any agitational programme in the BSNL premises, viz. dharna, demonstration etc. - guidelines regarding

No. BSNL/7-9/SR/2013 Dated, the 5th August, 2013 to All Chief Managers/Heads of Administrative Units, Sr. GM (Pers.)/(Admn.), BSNL

In order to protect the interest of BSNL/ its corporate image and without any prejudice to the rights of the employees for espousing their grievances/issues with the management, within the overall statutory provisions/government instructions/departmental guidelines, it has been decided that any BSNL premises which houses any operational or administrative set ups of BSNL operations, will henceforth be out-of-bound for any gathering/assembly of staff employees, tantamounting to any form of agitation, viz. demonstration/dharna/strike/protest any level.

2. Local administration of BSNL at various levels will endeavour to earmark some suitable sepa-

rate space within their administrative control or in association with other BSNL units for allowing display/expression of grievances/issues by staff/employees, if any, which may arise in order to draw the attention of the management.

Benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10-6-2013

DoT No. 40-13/2013-Pen(T) dt. 28-6-2013 to The Chairman-cum-Managing Director, BSNL Corp. BSNL

Kindly refer to the BSNL letter Nos. (i) 1-50/2008- PAT (BSNL) and (ii) 1-16/2010 PAT (BSNL) and (ii) 1-16/2010 PAT (BSNL) dated 10-6-2013 on the above subject.

2. In this connection, it is requested to furnish the following information urgently.

(i) To indicate the manner in which the orders dated 10-6-2013 have been implemented, by citing actual examples of different varieties of situations encountered while extending the benefit of merger of 50% DA effectively amounting to 78.2% as on 1-1-2007.

ii) To indicate whether the pay of the BSNL absorbees who retired from 1.1.2007 to 9-6-2013 will be affected by these orders. If so, to what extent it will be affected? Will the pay of these absorbees be revised notionally w.e.f. 1.1.2007 onwards?

3. Above inputs are required for examining the matter related to impact on combined service pension absorbees who have already retired prior to 10th June 2013.

Benefit of merger of 50% DA effectively amounting to 78.2% for the purpose of fitment w.e.f. 10.6.2013

BSNL No. 1-19/23012-PAT (BSNL) dated 8.8.2013 to Sh. K.S. Dahiya Under Secretary to GOI, Dept. of Telecommunications, Pension Section, Sanchar Bhawan

I am directed to refer to your letter No. 40-/13/2013-Pen(T) dated 28.6.2013 on the above mentioned subject and to send herewith the point-wise information as under:-

(i) In pursuance of Presidential Directives issued vide DOT letter dated 27.2.2009 issued in terms of OPE OM dated 26.11.2008 IDA pay of

Pre-revised IDA Pay Scale	Pre-revised Pay as on 1.1.2007	Revised IDA Pay Scale	Revised Pay as on 1.1.2007
Rs. 7100-200-10100/-	7900/-	Rs. 13600-25420/-	= (7900 + DA@68.8%) * 1.3 = (7900 + 5435) * 1.3 = 17340/- (rounded to next '10)
13000-350-18250/-	14400	Rs. 24900-50500/-	= (14400+ DA@68.8%) *1.3 = (14400+ 9907) *1.3 = 31600/- (rounded to next '10)

the Executives & Non-executives was revised vide BSNL CO Order dated 5.3.2009 (Annexure-I) and 7.5.2010 (Annexure-II) respectively. Therein, a uniform fitment benefit @ 30% on basic pay + DA @68.8% as on 01.01.2007 was allowed to all employees. A sample pay fixation is illustrated below:

In terms of DPE vide OM dated 2.4.2009, allowing benefit of merger of 50% DA with Ba.sic Pay w.e.f. 01.01.2007, effectively amounting to 78.2%, for, the purpose of fitment, a proposal, with the approval of BSNL Board, wherein, it was proposed to extend the said benefit to the BSNL employees w.e.f. the date of approval of the competent authority and the payment of arrears to be considered after the Company's operation become profitable,

2.4.2009 will be paid with prospective effect only.

Accordingly, BSNL has issued orders for extending the benefit of merger of 50% DA w.e.f. 1.1.2007 effectively amounting to 78.2% for the purpose of fitment in respect of Board level and below Board level Executives and Non-executives of BSNL with effect from the date of issue of Presidential Directives i.e. 10.6.2013 (Annexure-III). Accordingly, the pay fixation with Fitment benefit @ 30% on Basic + DA @ 68.8% has been changed to Fitment benefit @ 30% on Basic pay + DA @ 78.2% as on 01.01.2007 with prospective effect from 10.06.2013. The sample pay fixation as illustrated under para 2(i) shall be revised as below:

Pre-revised IDA Pay Scale	Pre-revised Pay as on 1.1.2007	Revised IDA Pay Scale	Revised Pay as on 1.1.2007
Rs. 7100-200-10100/-	7900/-	Rs. 13600-25420/-	= (7900 + DA@78.2%) * 1.3 = (7900 + 6178) * 1.3 = 18310/- (rounded to next '10)
Rs. 13000-350-18250/-	14400	Rs. 24900-50500/-	= (14400+ DA@78.2%) *1.3 = (14400+ 11261) *1.3 = 33360/- (rounded to next '10)

was sent to DOT vide BSNL letter dated 10.9.2012.

DOT vide letter dated 10.6.2013 approved the proposal of BSNL and in partial modification of its earlier letter dated 27.02.2009, the benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 for the purpose of fitment in respect of the Board level executives and Non-unionized supervisors and Non-executives of BSNL has been allowed w.e.f. the date of issue of DOT letter dated 10.06.2013. However, it is mentioned in DoT letter dated 10.06.2013 that no arrears will be paid and the revised fitment on the basis of DPE OM dated

***All the allowances like HRA, compensatory allowances, other BSNL specific allowances, etc. are continued to be paid on the revised basic pay fixed by applying fitment benefit @ 30% on basic pay + DA @68.8% w.e.f. 27.02.2009.**

(ii) The referred orders have been implemented in reference of absorbed BSNL employees as on 10.06.2013 only. **Since the orders are effective only from this date, the issue of pay revision, notional or otherwise, of those employees who retired between 01.01.2007 and 09.06.2013 does not arise.**

Contd. on page 17

LETTER TO BSNL MANAGEMENT

Bonus to BSNL staff – Request for serious consideration.

TF-7 Dated:-04-08-2013 to The Chairman Cum Managing Director BSNL

We are seeking your very urgent and kind attention on the issue so that it can be resolved well within the time.

It is stated that the Bonus has not been paid to the employees for last three consecutive years on the plea that the PSU is in loss. The plea is not tenable due to many valid reasons as basically the bonus is deferred wage.

Apart from this the entity is service provider and facing cut throat competition with the private operators. Moreover, the company is discharging social obligations also of the Govt. of India. ***In this situation the payment of Bonus should not be linked with the profitability of the PSU.***

Under the circumstances we solicit you to kindly look into the matter so that dialogue starts with the unions for the negotiated settlement of the issue.

Modification in Promotion Policy – Request for consideration.

TF-26/6 Dated:-06-08-2013 to Director (HR) BSNL, New Delhi.

We write to you on the subject as staff are facing hardships and sufferings in NEPP. The following modifications are submitted for consideration.

- (1) The promotion scheme, NEPP, should be akin to promotion policy of executive staff in respect of number of promotions and periodicity.
- (2) The SC/ST staff be extended reservation benefits-concessional qualifying years of service.
- (3) The RMs in NEPP are reaching to stagnation after every upgradation. Therefore, mechanism be evolved to save the staff from stagnation.
- (4) Sizeable number of staff have been denied upgradations due to average entries in ACRC. These average entries were never either communicated to the employees or considered as stigma in promotion.
- (5) The upgradation in Pay scale of TTAs w.e.f. 01-10-2000 should not be considered as first upgradation in NEPP.

We request you to please hold dialogue with the union for modifications in the NEPP

Revision of Pension of Pre and Post-2007 absorbed BSNL retired employees – Request for settlement

TF-11/3(b) Dated:-06-08-2013 to Chairman, Telecom Commission Sanchar Bhavan New Delhi.

The National Federation of Telecom Employees BSNL is the recognised non-executive union in the PSU and represent more than 62,000 employees. There is deep anguish amongst the retired personnel as such under very compelling situation we are seeking your kind attention on the subject.

We may state that the employees of BSNL have been extended the benefit of 78.2% IDA fixation benefit in accordance with the DOT letter No.-61-01/2012-SU, dt-10-06-2013 with effect from 1st January, 2007. However, the said benefit has not been granted to the pre and post 2007 retired personnel against the established convention and practice that the pension revision should follow pay fixation (settlement).

It is pertinent to mention that after wage revision with 68.8% IDA merger fixation benefit w.e.f. 01-01-2007 the pension of pre 2007 retirees was revised vide DOT Memo No.-40-17/2008-Pen(T)-Vol-III, dt-15-03-2011. You will appreciate, Sir, the benefit of 78.2% IDA merger cannot reasonably be denied to the retired personnel which is duly approved by the Cabinet.

We, therefore, entreat upon you to kindly get the matter considered dispassionately so that the pension of the pre 2007 and post 2007 retirees is revised expeditiously.

Provisions of Superannuation benefits to directly recruited employees in BSNL – Comments of NFTE relating to the proposal.

TF-11/10(b) Dated:-13-08-2013 to Sr. GM (Est) BSNL

Kindly refer to corporate office letters No.-1-23/2012-PAT(BSNL), dt-12-07-2013 and 6-8-2013 proposing 2% contributions of Basic Pay+DA from PSU for payment of pensionary and terminal ben-

efits to D/R staff. The proposed contribution is too meager and inadequate for a PSU like BSNL which is largest and biggest in the country. This should be adequately enhanced in accordance with the DPE guidelines and the same should be atleast at par with the Bhel, Neveli etc corporations.

We request you to please get the views dispassionately considered and hold meeting to resolves the issue as this was in the strike agreement of 12th June, 2012.

Implementation of order dated 08.02.2013 of the Hon'ble Supreme Court of India in SLP© CC20410-20411/2012 (From the judgement and order dated 23-06-2011 in WA No. 354/2007, dated 28.02.2012 in RP No. 165896/2012 bearing Case No. MC No. 3272/2011 in WA No.354/2007 connected vide order dated 21.03.2012 of the High Court of Assam)-Case of Shankar Das & Ors – reg.

TF-14/2 (b) Date: 16.8.2013 to Director (HR) BSNL, New Delhi.

Kindly refer to BSNL HQR letter No. 63-24/2011-DE dt. 10-4-2013 and 17-4-2013 regarding implementation of Supreme Court's Judgement for extension of relaxation in 15% quota examination of 1999 and 2000. The Assam Circle granted relaxation erroneously for 2001 examination at the cost of entitled candidates of 1999/2000

We request you to please get the judgement honored and implemented to avoid further implication.

LICE for promotion to JTO cadre-case of Karnataka Circle

TF-14/2 (b) Date : 16.8.2013 to Director (HR) BSNL, New Delhi.

Kindly refer to our earlier letter on the subject.

It is stated that the LICE for promotion to JTO cadre in 35% and 15% quota was not held in Karnataka circle due to "Stay" orders of Hon'ble High Court of Karnataka. The Writ Petition has now been dismissed but the circle has not taken steps to hold the examination we had earlier met the Sr. GM (Estt) who in turn contacted the PGM (Adm.) and told in clear terms to go ahead in conducting the examination.

We are, however, surprised to note that the circle office vide letters dt. 7.8.2013 and 22.7.2013 (copies enclosed) has sought guidelines for the examination we very strongly feel that such unwarranted method is being adopted in postponing and delaying the examination.

Kindly therefore, intervene into the matter so that the guidelines are issued to circle office for holding the examination.

An early action is urged for.

LICE for promotion to TM Cadre -Case of NE-II Circle.

TF-14/2(d) Dated:-14-08-2013 to Sr. GM (Est) BSNL, New Delhi.

It is reported that the Govt. has upgraded two years Industrial Training Institutes (ITI) and three years Diploma Courses at par with the 10th and 10+2 qualifications respectively. There are employees in Nagaland who after VIIIth standard have undergone ITI courses of 2 years but are being denied to appear in TM examination.

We request you to please get the matter resolved so that such Category of staff is allowed to appear in the LICE of Telecom Mechanic.

Pension revision of Pre/Post 2007 retirees – consideration regarding

TF-11/3(b) Dated:-22-08-2013 to Secretary Depart of Telecommunication

Kindly refer to our letters No.-TF-11/3(b), dt-06-08-2013 and 13-08-2013 (copies enclosed) regarding pension revision of Pre/Post 2007 absorbed BSNL retirees.

The BSNL in response to DOT letter No.-40-13/2013-Pen(T), dt-28-06-2013 on the issue of pension revision has written as below.

(II) "The referred orders have been implemented in reference of absorbed BSNL employees as on 10-06-2013 only. Since the orders are effective only from this date, the issue of pay revision, notional or otherwise, of those employees who retired between 01-01-2007 and 09-06-2013 does not arise" we are surprised over the above stand of BSNL which has agreed on 12-06-2012 with the unions for extension of the benefit to the retirees also.

We may mention that in service BSNL em-

ployees have been extended the 50% IDA merger amounting to 78.2% wef 01-01-2007 the benefit on same pattern be extended to the retirees.

We, therefore, request you to please look into the matter so that injustice is not done to the retirees.

Revision of pension of Pre and Post 2007 absorbed BSNL retired employees
TF-11/3(b) Dated:-13-08-2013 to Chairman Cum Managing Director BSNL

Vide our letter No.-TF-11/3(b), dt:-06-08-2013 (copy enclosed) has requested the Chairman, Telecom commission for revision of pension of pre and post 2007 retirees sequel to extension of 78.2% IDA merger fixation benefit to serving employees. The NFTE HQR has received numerous representations from the retired personnel for the revision of pension. Your will agree pay hike or revision benefit should go to the retirees also.

We request you to please take appropriate action so that the grievance of the retirees is redressed.

Relaxation in JAO Part-II Examination held from 17th to 19th December, 2012.
TF-14/2(c) Dated:-25-07-2013 to Director Director (HR) (F) BSNL BSNL New Delhi. New Delhi

Kindly refer to our discussions of 24th instant on the subject. We have mentioned to you that the sizeable number of employees who appeared in the said examination have failed either in aggregate or in one paper with very marginal marks. Sufficient number of departmental vacancies are still unfilled.

In course of discussions it was also stated that the above was the last examination as such some relaxation or grace marks be extended to the candidates.

We, therefore, request you to please consider the request dispassionately so that relaxation is granted to the candidates.

Regularization of eight TSM officials & Re- instatement of 28 Casual Mazdoors as per the High Court Directions-Reg.
TF-31/1 Dated:-13-08-2013 to Director (HR) BSNL New Delhi.

Kind reference is invited on the subject. The following 8TSMs (5 from Chennai Telephones and 3 from the erstwhile Chenglepet SSA) had already completed 10years of continuous service. But so far they have not been regularized despite several representations by the employees. As per the scheme approved by the DOT w.e.f. 01-10-89, any TSM who completes 10 years of continuous service has to be regularized. But the following TSMs have not been regularised.

Sl. No.	S/Sh	SSA
1	J. Suresh	Chennai
2	M.Sendhil Raj	Chennai
3	K. Kuppu	Chennai
4	K. Gowri	Chennai
5	S. Karpagam	Chennai
6	V. Saraswathi	KCM
7	K.Thilagavathi	TVR
8	S.Gowri	CPT

28 Casual Labourers who were working continuously for more than 10 years were suddenly retrenched by the management for no fault of their. They went to the CAT, Chennai and obtained an order for reinstatement on 10-11-2010. But the management went on appeal against the orders of Chennai CAT in the Hon'ble High Court of Madras and obtained a stay order on the implementation of Chennai CAT direction to reinstate all the 28 Casual Mazdoors. However, the High Court of Madras passed a final order on 12-04-2013 dismissing the case of the management and agreeing with the original order of the Chennai CAT for reinstating all the 28 Casual Mazdoors. The Hon'ble High Court also fixed a time of 8 weeks for implementation of its final order. However, the management has not reinstated the said 28 casual mazdoors as per the judgment of the Madras High Court even after 8 weeks.

We would like to draw your kind attention towards the very pathetic living conditions of all these 28 persons who are practically on the streets without any job for a very long time.

We request you to consider above case sympathetically and reinstate them to avoid further litigation on the subject.

JTO LICE held on 02-06-2013 in Punjab circle – Denial of opportunity to appear in the examination

**TF-14/2(b) Dated:-24-08-2012 to Shri A.N. Rai
Director (HR) BSNL, New Delhi.**

It is stated that the following employees were not permitted to sit in the examination hall on 02-06-2013 in Punjab on the plea that they do not possess "I Card" although they were having admit Cards and HR numbers. This high handedness action has spoiled the future prospect of the candidates.

1. Shri Amrinder Singh, TTA Patiala.
2. Shri Satinder Pal Kaur, TTA, Patiala.
3. Smt. Ruby Gupta, TTA Hoshiarpur.
4. Shri Ramesh Yadav, Ludhiana.
5. Shri Gurdeep Kaur, TTA Sangrur.
6. Shri Ramandeep Singh, TTA, Patiala.

The LICE for JTO is being held on 1st September, 2013 in Haryana circle.

We request you to consider to allowing the above candidates to appear in LICE in Haryana circle. The CGMs Punjab and Haryana be advised accordingly. The circle union has approached to CGM twice and in turn he has spoken to CGM, Haryana.

Holding of agitational programme in the BSNL premises viz Dharna, Demonstration etc – stoppage thereof.

**TF-1/1(f) Dated:-24-08-2013 to Shri A.N. Rai,
Director BSNL New Delhi.**

In corporate office letter No.-BSNL/7-9/SR/2013, dt-05-08-2013 orders have been issued that the BSNL premises housing operational or administration set ups will be out of bound for any gathering/assembly of staff for any agitational programme. We are deeply shocked with the decision as unions atleast NFTE BSNL has not been consulted in any way in the matter. You will agree that such *arbitrary decisions do create complications and affect the staff and management relation.* Therefore, at the outset we convey our anguish and protest on the decision of dt.- 5th August, 2013.

We wish to draw your kind attention on the factual position as staff grievances are not being redressed at different levels. The union has cited number of instances as how the *management at*

circle/SSA levels are not only callous and indifferent but partisan also to the problems of the employees. The voice of the employees sufferings due to injustices and callousness cannot be suppressed by banning the meetings within office premises we strongly feel the necessity for appropriate guidelines so that the authorities are impartial and alive to the grievances of the workers. The union firmly believes that the suppression do not last long.

Under the circumstances we request you to get the matter reviewed in the interest of harmonious relation in the PSU.

Regularization of officiating JTOs -Request for consideration.

**TF-24/2(g) Dated:-24-08-2013 to Chairman Cum
Managing Director BSNL, New Delhi.**

There are about 2,000 qualified and officiating JTOs standing qualified from the period of DOT who are awaiting their regularization due to some court litigation. Such employees are officiating in the post of JTOs after necessary training for the last 8 years.

It is stated that presently there is no litigation for regularization and as such time has come so that their regularization should be considered in real perspective as per the undertaking that have made on the subject at the time of BSNL formation, A mechanism be evolved for their regularization without affecting 35% and 15% quota promotions to JTO Cadre.

We are suggesting as below for consideration.

(1) The officiating JTOs be upgraded along with their present posts. Alternatively the R/R be suitably modified to facilitate their incorporation.

(2) Supernumerary posts be created for their adjustment of post.

It will not be out of context to state that there is enormous frustration amongst such category of officials as they are standing qualified in DOT and are still awaiting regularization. You will appreciate, sir, such prolonged frustrations will not be in the interest of the PSU.

Therefore, we request you to please get the matter considered on priority basis.

Notice

TF-4/1 Dated: -14-08-2013

It is hereby notified that the National Execu-

tive meeting of NFTE BSNL will be held at "Juna-gadh" (Gujrat) on 24th and 25th September, 2013 to transact the following items

Agenda:-

(1) Review of organizational position Vis-a-vis 6th verification result.

(2) Revival of BSNL.

(3) Problem of staff and resolutions thereon.

(i) Bonus (ii) Stagnation (iii) NEPP deviations including (SC/ST reservation) (iv) wage erosion of post 2007 employees.

(4) Participation in Forum/joint Forum etc. – consideration thereof.

(5) Works committee functioning.

(6) Change in R/Rs of JTO/JAO, TTA, TM Cad-res-Consideration thereon.

(7) HQR functioning.

(8) Functioning of councils.

(9) Proposal for amendments in the constitution.

(10) Any other item with the permission of chair.

Forwarded to:- (1) Sr. GM(SR), BSNL New Delhi for information and grant of special casual leave for the dates mentioned including to and fro journey period. (2) All members of National Executive/special invitees.

Contd. from page 12: Letter from BSNL

Constitution of Council, viz National Council, Circle Council and Local Council- there of

No.BSNL/5-1/SR/2012/Vol.II to the General Secretary, NFTE BSNL, New Delhi

Reference this office letter of even number dated 2151 May, 2013 regarding constitution of council, viz . National Council Circle Council and local Council followed by letter No.BSNL/39-3/SR/2013 dated 29th May, 2013 in this regard.

2. The nomination of staff side members from NFTE BSNL are still awaited despite issue of orders of orders dated 21st May, 2013. It is requested that the requisite nominations may please be made immediately within a week's time so that the Council is constituted and its proceedings take place.

Contd. from page 5

The National Convention of Workers expresses anguish over the indifference of the Govt towards the long pending burning issues concerning livelihood of the working people in the country who keep the national economy running and create wealth for the economy, revenues for the public exchequer and also profit for the employers while bearing the unbearable burden of all round exploitation through denial of their basic and minimum rights. The soaring price rise, increasing joblessness, opening up almost all sectors to FDI and further disinvestment of PSUs to cover budget deficit has pushed to country to economic crisis. The Convention calls upon the working people to raise their voice against such indifference and injustice and prepare for intensifying the countrywide united struggle in the days to come.

Accordingly, in the present phase, the following joint programme of agitation is unanimously adopted in the Convention:

- 1) **Demonstration/Rallies/Satyagraha at all State Capitals with respective statewide mobilization on 25th September 2013**
- 2) **Massive Demonstration before Parliament [with main mobilization from neighbouring states] on 12th December, 2013**
- 3) **On the same day of Demonstration before Parliament (12th December 2013); District-level Demonstrations at all District Headquarters all over the country.**
- 4) **Sectoral programme of joint actions for effectively opposing Restructuring, Outsourcing etc and on sector-specific issues/demands and against Divestment of Shares in Public Sector Enterprises**
- 5) **Exclusive joint Action Programmes on the demand of Minimum Wage and Contract Workers related other demands**

The Convention appeals to the entire working class of the country to demonstrate the power of all-in-unity of the trade union movement and take part in the programmes at the respective levels thundering the message unity of workers and their strong determination at each and every workplace throughout the country.

BMS, INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, UTUC, LPF And Independent Workers / Employees Federation

सम्मेलनों का आयोजन

बीएसएनएल के संघों एवं एसोशियेशनों ने 'फोरम' के तत्वाधान में 3 अगस्त को "बीएसएनएल के पुर्नर्त्थान" हेतु मावलंकर हॉल, नई दिल्ली में प्रभावी तथा आवश्यकता को ध्यान में रखकर एक सम्मेलन आयोजित की। इस सम्मेलन में प्रदेशों के संघों के प्रतिनिधियों ने अदम्य उत्साह के साथ भाग लिया। सम्मेलन का मुख्य उद्देश्य तथा लक्ष्य बीएसएनएल का पुर्नर्त्थान था क्योंकि उपक्रम चार वर्षों से लगातार आर्थिक हानि से गुजर रहा है तथा धनाभाव के कारण विकास-विस्तार हेतु उपकरणों तथा सामग्रियों को उपलब्ध कराने में असमर्थ हैं। सम्मेलन के पटल पर सरकार के विचार हेतु एक घोषणा/सुझाव पत्र भी रखा गया। सम्मेलन का आयोजन समय के अनुसार था क्योंकि "मंत्रियों की समिति" को सरकार ने जिम्मेदारी दी है कि वह सुझाव तथा अनुशंसा दें कि किस प्रकार कम्पनी को वर्तमान परिस्थिति से उबारा जाय। **सम्मेलन ने वी आर एस** द्वारा कर्मचारियों की छंटनी का विरोध किया है तथा सरकार से अनुरोध किया है कि वह पूंजी विनिवेश तथा निजीकरण से बाज आए। केंद्रीय ट्रेड यूनियनों के नेता तथा जगमगाते सितारों ने सम्मेलन को सम्बोधित किया तथा सहयोग का वादा किया।

केंद्रीय ट्रेड यूनियन संगठनों (बीएमएस, इंटक, एआईटीयूसी, एचएमएस, सीटू, एआईयूटीयूसी, टीयूसीसी, सेवा, एआईसीसीटीयू, यूटीयूसी, एलपीएफ) ने 6 अगस्त को मावलंकर हाल में ही सम्मेलन संगठित किया तथा कमरतोड़ महंगाई एवम् सरकार की श्रमिक विरोधी नीतियों के विरुद्ध पुनः आवाज बुलन्द की। इस सम्मेलन में एनएफटीई सहित बीएसएनएल के कुछ संघों ने भी भाग लिया। सम्मेलन ने मांग किया कि लाभ अर्जित करनी वाली, कम्पनियों में पूंजी विनिवेश नहीं हो। सरकार की उदासीन रवैये के विरुद्ध आंदोलन के प्रोग्राम की भी घोषणा की गई।

बीएसएनएल सेवा प्रदानकर्ता है तथा सबसे विशाल उपक्रम है। देश के कोने-कोने में बसे हुए लोगों को सेवा देता है। अभाग्यवश यह चार वर्षों से आर्थिक हानि में चल रहा है। प्रमुखतः यह सरकार की नीतियों के कारण है। एनएफटीई दृढ़ता

के साथ वीआरएस के विरुद्ध है। एनएफटीई पूंजी विनिवेश का भी पक्षधर नहीं है। विरोध केवल विरोध के लिए नहीं अपितु तर्कों पर आधारित है। सरकार ने एमटीएनएल में पूंजी विनिवेश तक वीआरएस दोनों लागू किया। परन्तु यह उपक्रम आज विषम परिस्थिति में है। पूंजी विनिवेश एवं वीआरएस बीएसएनएल की वर्तमान बीमारियों का इलाज कदापि नहीं कर सकता है। वास्तविकता तो यह है कि उपक्रम को सरकार से धन चाहिए। विशेषकर उस समय जब कि 100 प्रतिशत एफडीआई के कारण निजी कंपनियों की बल्ले-बल्ले है। सरकार तथा डीओटी को इस पर गम्भीरता से विचार करना होगा। यदि सरकार "महाराजा एयर इंडिया" को आर्थिक पैकेज दी सकती है तो बीएसएनएल को क्यों नहीं? सरकार उपकरणों तथा सामग्रियों की खरीदारी हेतु बीएसएनएल के धन दें जिससे कि यह साहस तथा बुद्धिमता के साथ प्रतिस्पर्द्धा का मुकाबला कर सके। एनएफटीई का दोषारोपण में बिल्कुल विश्वास नहीं है। हम सभी के साथ मिलकर संकट का सामना करना है।

बीएसएनएल के संघ तथा एसोशिएशन दृढ़तापूर्वक देश तथा जनता हित में एक साथ खड़े होकर "बीएसएनएल के पुर्नर्त्थान" हेतु कार्य करना चाहते हैं। एनएफटीई इसमें सदैव की भांति अग्रणी तथा सकारात्मक भूमिका का निर्वाह करेगा। अन्यो का सहयोग तथा सहायता तभी प्राप्त होगा जब हम स्वयं संघर्ष हेतु दृढ़ प्रतिज्ञा रहेंगे।

फोरम में सम्मिलित किसी भी संघ का बड़बोलापन कि वही अकेला संघ कंपनी तथा कर्मचारियों के हितों की सुरक्षा कर सकता है एकता के लिए घातक होगा। एकता बरकरार रखने के लिए बड़बोलापन से बाज आना होगा।

राष्ट्रीय सम्मेलन

दिनांक 3 अगस्त, 2013 को बीएसएनएल कर्मचारियों का राष्ट्रीय सम्मेलन मावलंकर हॉल, नई दिल्ली में साथी चन्देश्वर सिंह, महामंत्री की अध्यक्षता में "बीएसएनएल के पुर्नर्त्थान" में सम्पन्न हुआ। इस सम्मेलन में भारत के विभिन्न क्षेत्रों से आये हुए कर्मचारियों ने भाग लिया। कर्मचारियों ने

बीएसएनएल के लगातार हानि में रहने के प्रति चिंता व्यक्त की। मार्केट शेयर में गिरावट पर भी चिंता की गयी। मन्द वृद्धि का मुख्य कारण विकास-विस्तार की गतिविधियों में कमी, उपकरणों की उपलब्धि नहीं करना है यद्यपि कि संघों ने इनकी निरंतर मांग प्रस्तुत की है।

साथी नम्बूदरी, अध्यक्ष बीएसएनएलईयू तथा संयोजक, फोरम ने निम्न मांगें/ सुझाव प्रस्तुत किए जिसे कर्मचारियों ने पारित किया।

1. निगमीकरण के समय के वादों तथा आश्वासनों का सरकार आदर करें तथा लाईसेंस फीस एडीसी का बीएसएनएल को भुगतान, युएस के फंड से बीएसएनएल को सब्सिडी दी जाय जिससे ग्रामीण दूर-दराज, नक्सल प्रभावित क्षेत्रों में सेवा देने से हानि की भरपाई हो।
2. स्पेक्ट्रम, अतिरिक्त स्पेक्ट्रम सहित मुफ्त दी जाय।
3. बीएसएनएल से बीडब्लू तथा 3 जी स्पेक्ट्रम का लिया गया मूल्य 18500 करोड़ रुपया की वापसी की जाय।
4. सरकार आदेश जारी करे कि सभी केन्द्रीय/प्रान्तीय सरकारों के विभाग बीएसएनएल/ एमटीएनएल की दूरसंचार सेवाओं का ही उपयोग करें जैसा कि हवाई यात्रा के लिए एयर इंडिया को अधिकृत किया गया है। इससे देश की सुरक्षा का भी खतरा नहीं होगा।
5. सरकार ने रूपया 7500/- करोड़ रूपये के काल्पनिक ऋण पर 14.5 प्रतिशत की दर से रूपया 12,000 करोड़ की वसूली बीएसएनएल से की है। इसको सरकार वापस करे।
6. सभी संपदा तथा जमीन को बीएसएनएल ट्रांसफर करे क्योंकि बीएसएनएल ने टैक्सों का भुगतान किया है।
7. मोबाइल लाइंस, ब्राडबैंड मॉडम, केबिल्स, ड्रापवायर्स, ऑप्टिकल फायबर, टेलीफोन इंस्ट्रुमेंट आदि उपकरण प्रभावी ढंग से उपलब्ध कराये जायं।
8. पेंशन योगदान का भुगतान वास्तविक वेतन पर हो अधिकतम पर नहीं।
9. बीएसएनएल की आर्थिक दशा ठीक नहीं है। अतः यूएसओ फंड को भुगतान करने से इसे छूट दी जाय।
10. प्रबंधन कंपनी का हो डिपुटेशन का नहीं।
11. टेलीकाम फैक्टरीज का आधुनिकीकरण हो तथा टावर्स

के अतिरिक्त अन्य उपकरणों का उत्पादन कंपनी में हो। फील्ड के अधिकारी फैक्टरी के ही उपकरणों को प्रयोग करें।

12. सेवा के विकास-विस्तार के लिए वर्कर्स कमेटी एसएसएज स्तरों पर प्रभावी ढंग से कार्यवाही करें। वर्कर्स कमेटी का गठन सर्किल एवं ऑल इंडिया स्तरों पर भी हो।
13. वीआरएस/छंटनी नहीं।
14. पूंजी विनिवेश नहीं/निजीकरण नहीं।
15. टेलीकाम सेक्टर में एफडीआई की वृद्धि नहीं हो। एफडीआई वृद्धि से बीएसएनएल अत्यधिक प्रभावित होगा क्योंकि निजी कंपनियों के पास धन अधिक है।
16. टीएसी खत्म करो।
17. मार्केटिंग तथा सेवा के विकास-विस्तार में कर्मचारियों की सक्रिय तथा प्रभावी भागीदारी।

प्रोग्राम

राष्ट्रीय सम्मेलन आह्वान करता है कि सर्किल/एसएसए स्तरों पर सम्मेलन आयोजित किया जाय जिससे कि जनता का सहयोग प्राप्त हो तथा कर्मचारियों को जागरूक किया जा सके। ग्राहकों की आवश्यकताओं को ध्यान में रखकर कार्यवाही हो तथा ग्राहकों से मधुर संबंध बनायें।

बीएसएनएल संघों/एसोसिएशनों के फोरम कर्मचारियों को आश्वस्त करता है कि वह सरकार की बीएसएनएल के विरुद्ध नीतियों तथा कार्यवाहियों के विरुद्ध संघर्ष करें तथा उपक्रम को सुदृढ़ करेगा।

मजदूरों का राष्ट्रीय कन्वेंशन

6 अगस्त 2013, मावलंकर हाल, नई दिल्ली

घोषणापत्र

मजदूरों का यह राष्ट्रीय कन्वेंशन मावलंकर हॉल नई दिल्ली में हो रहा है। यह कन्वेंशन मेहनतकश लोगों की आजीविका से जुड़ी मांगों पर भारत सरकार की निष्क्रियता और अनदेखी पर गहरी चिंता प्रकट करता है। गौरतलब है कि पिछले तीन साल के दौरान सभी ट्रेड यूनियनों ने एक मंच पर आकर कई अवसरों पर हड़ताल और जनसंघर्ष के अन्य माध्यमों के जरिये सरकार के समक्ष इन मांगों को रखा है।

कन्वेंशन 20-21 फरवरी 2013 को आयोजित दो दिवसीय हड़ताल की अप्रत्याशित और ऐतिहासिक सफलता पर सभी श्रमिकों को बधाई देता है। पिछले तीन सालों के दौरान आयोजित हड़तालों और संघर्षों से भारतीय मेहनतकशों की एकता और मजबूत हुई है। यह कन्वेंशन करोड़ों मजदूरों और आम लोगों की मांगों और समस्याओं के प्रति सरकारों की उदासीनता को लेकर आम लोगों में व्याप्त जबरदस्त गुस्से और निराशा को जाहिर करता है। सरकार करोड़ों मजदूरों के प्रति अपना सरोकार जताने से भी पीछे हटती रही है।

दो दिवसीय हड़ताल की ऐतिहासिक सफलता को देखते हुए प्रधानमंत्री ने देशभर के सेंट्रल ट्रेड यूनियनों द्वारा तैयार दस सूत्री मांगों पर बातचीत करने के लिए एक मंत्री समूह (जीओएम) गठित किया था। इस संबंध में सेंट्रल ट्रेड यूनियनों और जीओएम के बीच 22 मई 2013 को पहली मीटिंग हुई। सेंट्रल ट्रेड यूनियनों ने जीओएम से इन ज्वलंत मुद्दों पर ठोस समाधान की मांग की थी। यह मुद्दे थे : (1) न्यूनतम वेतन 10,000 रुपये से कम नहीं हो, (2) सभी वर्कर्स के लिए यूनिवर्सल सोशल सिक्योरिटी कवर (3) सभी कामकाजी आबादी के लिए पेंशन, (4) कान्ट्रैक्ट वर्कर्स को एक ही तरह के काम के लिए नियमित वर्कर्स की तरह समान वेतन-भत्ते और लाभ सुनिश्चित करना, (5) श्रम कानूनों को सख्ती से लागू करना (6) बढ़ती कीमतों को रोकने के लिए ठोस कदम, (7) रोजगार सृजन के लिए ठोस कदम, (8) केंद्रीय और राज्यों के सार्वजनिक उद्यमों के विनिमेश पर रोक (9) बोनस कानून में पात्रता और भुगतान, भविष्यनिधि की सीलिंग्स को हटाने के साथ ग्रेच्युटी राशि को बढ़ाना और (10) ट्रेड यूनियनों का पंजीकरण 45 दिन में और आईएलओ की कन्वेंशन 87 और 98 का अनुमोदन शामिल था। प्रधानमंत्री ने 46वें भारतीय श्रम सम्मेलन में ट्रेड यूनियनों की मांगों को पूरा करने को लेकर स्पष्ट तौर पर घोषणा की थी। उनके अनुसार इनमें से कई मांगों पर अंतिम चरण में विचार चल रहा है। इसके बावजूद जीओएम ने कोई पुख्ता फैसला करने की जगह सेंट्रल ट्रेड यूनियनों से कहा कि सरकार को चार्टर ऑफ डिमांड्स का अध्ययन करने के लिए और समय की जरूरत है। इस तरह से ट्रेड यूनियनों और जीओएम के साथ हुई पहली बैठक बिना किसी नतीजे के खत्म हो गई। सेंट्रल ट्रेड यूनियनों ने 23 मई

2013 को प्रधानमंत्री को अपना संयुक्त पत्र भेजकर मीटिंग में मांगों को लेकर बरती गई संवेदनहीनता और निराशा के बारे में अवगत कराया। इस पत्र में कहा गया कि मीटिंग में सेंट्रल ट्रेड यूनियनों की तरफ से पेश 10 सूत्री मांगों को लेकर एक बार फिर से निराशा हाथ लगी है। सेंट्रल ट्रेड यूनियनों ने प्रधानमंत्री से कहा कि लंबे समय से लंबित मांगों को पूरा करने के लिए सरकार और सीटीयूओ के बीच एक महीने के भीतर बातचीत हो। मजदूरों का यह कन्वेंशन में मेहनतकशों की आजीविका से जुड़े ज्वलंत मुद्दों पर सरकार की तरफ से जारी असहमति पर चिंता व्यक्त करते हुए यह कहता है कि देश के ये करोड़ों कामकाजी लोग न सिर्फ अर्थव्यवस्था को चलाते हैं, बल्कि ये अर्थव्यवस्था के लिए संपदा, सरकारी खजाने के लिए रेवेन्यू और नियोजकों के लिए प्रॉफिट पैदा करते हैं। मेहनतकश यह सब कई तरह के शोषण और न्यूनतम अधिकारों को कुचलने के लगातार हो रहे प्रयासों के रहते हुए भी इन्हें पूरा करता है। लगातार बढ़ती महंगाई और बेरोजगारी, तकरीबन सभी सेक्टरों को एफडीआई के लिए खोले जाने और बजट घाटे को पूरा करने के लिए सार्वजनिक कंपनियों को बेचने जैसे कदमों से हमारे देश की अर्थव्यवस्था गहरे आर्थिक संकट में चली गई है। यह कन्वेंशन सरकारी निर्ममता और नाइंसाफी के खिलाफ कामकाजी लोगों को अपनी आवाज बुलंद करने और आने वाले दिनों में देशभर में एक साथ संघर्ष करने की तैयारी का आवाहन करता है।

इस कन्वेंशन में संघर्ष के संयुक्त कार्यक्रमों के पहले चरण पर सहमति बनी है। इसके तहत निम्नलिखित कार्यक्रम किये जाएंगे :-

1. सभी राज्यों के मेहनतकशों का प्रदेश की राजधानी पर 25 सितंबर 2013 को धरना/ प्रदर्शन/ रैली/सत्याग्रह का आयोजन।
2. पड़ोसी राज्यों और अन्य प्रदेशों के मेहनतकशों को भारी संख्या में जुटाकर 12 दिसंबर 2013 को संसद पर व्यापक प्रदर्शन।
3. संसद पर प्रदर्शन के दिन (12 दिसंबर 2013) ही देशभर में सभी जिला मुख्यालयों पर जिला स्तरीय प्रदर्शन का आयोजन करना।

4. पब्लिक सेक्टर एंटरप्राइजेज (पीएसयू) में शोयरोँ का विनिवेश, सेक्टर से जुड़े मुद्दों/मांगों और रिस्ट्रक्चरिंग, आउटसोर्सिंग जैसे कदमों का विरोध करने के लिए सेक्टर स्तर पर ज्वाइंट एक्शन प्रोग्राम बनाना।
5. न्यूनतम वेतन और कॉन्ट्रैक्ट वर्कर्स से जुड़ी दूसरी मांगों के लिए अलग से ज्वाइंट एक्शन कार्यक्रम बनाना।

बीएमएस, इंटक, एटक, एचएमएस, सीटू, आईयूटीयूसी, टीयूसीसी, सेवा, एआईसीसीटीयू, यूटीयूसी, एलपीएफ एवं मजदूरों और कर्मचारियों के सभी स्वतंत्र फेडरेशन

बीएसएनएल प्रबंधन/प्रशासन को पत्र

बीएसएनएल कर्मचारियों को बोनस-गंभीरता से विचार हेतु अनुरोध

टीएफ-7 दिनांक 4.8.2013 सीएमडी, बीएसएनएल को संघ आपका ध्यान उर्पयुक्त मुद्दे पर आकर्षित करता है जिससे कि समय से समाधान सुनिश्चित हो सके।

पिछले तीन वर्षों से बोनस का भुगतान बीएसएनएल कर्मचारियों को नहीं हो रहा है। यह तर्कसंगत नहीं है क्योंकि **बोनस मुलतः शेष वेज का भुगतान है।**

इसके अतिरिक्त बीएसएनएल सेवा प्रदानकर्ता है तथा निजी कंपनियों से तीव्रतम प्रतिस्पर्द्धा है। उपक्रम सरकार की सामाजिक जिम्मेदारियों का भी निर्वाह करता है। **अतः बोनस के भुगतान को लाभ से जोड़ना उचित नहीं है।**

संघ का अनुरोध है कि चर्चा प्रारंभ किया जाय जिससे कि मुद्दे का समाधान हो।

प्रमोशन पॉलिसी में संशोधन- विचारार्थ अनुरोध

टीएफ-26/6 दिनांक 6.8.2013 निदेशक (कार्मिक) को

एनईपीपी में कर्मचारियों को कठिनाईयों तथा कष्टों का सामना हो रहा है। संघ निम्न संशोधन प्रस्तुत करता है:

1. एनईपीपी अधिकारियों के प्रमोशन पालिसी की भांति हो अर्थात् पांच प्रमोशन तथा कार्यकाल उसी प्रकार का हो।
2. एससी/एसटी कर्मचारियों को आरक्षण लाभ, अर्हता वर्षों में शिथिलता, उपलब्ध हो।
3. एनईपीपी में नियमित मजदूर प्रत्येक अपग्रेडेशन के उपरांत स्टैगनेशन पर पहुंच जाता है। **कर्मचारियों को स्टैगनेशन**

से बचाने के लिए उपाय किये जायें।

4. बहुत से कर्मचारियों को सी आर में "औसत प्रविष्टियों" के कारण एनईपीपी अपग्रेडेशन से वंचित किया गया है। ऐसी प्रविष्टियों से कर्मचारियों को अवगत नहीं कराया गया है। साथ ही साथ यह भी ध्यान रहे कि पूर्व में "औसत प्रविष्टियों"को प्रमोशन में बाधा (प्रतिकूल) नहीं माना जाता था।

5. टीटीएज का 1.10.2001 से वेतनमान में संशोधन को एनईपीपी में प्रथम अपग्रेडेशन नहीं माना जाय।

कृपया चर्चा सुनिश्चित करें जिससे कि एनईपीपी में संशोधन हो।

वर्ष 2007 के पूर्व तथा उपरांत सेवानिवृत्त कर्मचारियों का पेंशन संशोधन-समाधान का अनुरोध
टीएफ-11/3(बी) दिनांक 6.8.2013 चेयरमैन, टेलीकाम कमीशन को संबोधित

नेशनल फेडरेशन ऑफ टेलीकाम इम्प्लॉईज बीएसएनएल नान-एक्जीक्यूटिव कर्मचारियों का मान्यता प्राप्त संगठन है तथा 62,000 से अधिक कर्मचारियों का प्रतिनिधित्व करता है। सेवानिवृत्त कर्मचारियों में भारी असंतोष है। अतएव संघ आपका ध्यान मुद्दे पर आकर्षित करता है।

बीएसएनएल कर्मचारियों को 78.2 प्रतिशत आईडीए का 1.1.2007 से लाभ डीओटी पत्र संख्या 61-01/2012 एस यू दिनांक 10.6.2013 के अनुपालन में हुआ है।

परंतु उपर्युक्त लाभ को 2007 से पूर्व तथा उपरांत से सेवानिवृत्त कर्मचारियों को नहीं दिया गया है। यह उचित नहीं है क्योंकि पेंशन में संशोधन वेतन निर्धारण (समाधान) के उपरांत होना चाहिए।

यहां यह बताना उचित होगा कि कार्यरत कर्मचारियों को 68.8 प्रतिशत ओईडीए फिक्सेशन लाभ के पश्चात् वर्ष 2007 से पूर्व के सेवानिवृत्त कर्मचारियों को भी यह लाभ डीओटी पत्र संख्या 40-17/2008-पेन (टी) - वाल III दिनांक 15.3.2011 द्वारा दिया गया था। 78.2 प्रतिशत आईडीए कैबिनेट से अनुमोदित है। अतः इस लाभ से सेवानिवृत्त कर्मचारियों को वंचित नहीं किया जा सकता है।

कृपया हस्तक्षेप करें जिससे कि वर्ष 2007 के पूर्व तथा उसके उपरांत सेवानिवृत्त कर्मचारियों को लाभ मिले।

सीधे भर्ती कर्मचारियों को सेवानिवृत्त कर्मचारियों को लाभ का प्रस्ताव— संघ की प्रतिक्रिया

टीएफ-11/10 (बी) दिनांक 13.8.2013 सीनियर जीएम (स्थापना) बीएसएनएल को

कृपया पत्र संख्या 1-23/2012-पीएटी (बीएसएनएल) दिनांक 12.7.2013 तथा 6.8.2013 का संदर्भ लें जिसमें कंपनी ने मूल वेतन+डीए पर 2 प्रतिशत अंशदान जमा करने का प्रस्ताव किया है बीएसएनएल भारत का सबसे बड़ा तथा विशाल उपक्रम है। प्रस्तावित 2 प्रतिशत अंशदान बहुत कम है। डीपीई के दिशा-निर्देशनों के अनुसार इसमें वृद्धि हो तथा कम से कम भेल, नेवेली आदि के समकक्ष किया जाय।

कृपया सुझावों पर गंभीरता से विचार करें जिससे 12.6.2012 के हड़ताल समझौते के अनुसार समाधान हो।

टीएम वर्ग में प्रोन्नति हेतु विभागीय सीमित परीक्षा – एनई-II का मामला

टीएफ -14/2(डी) दिनांक 14.8.2013 सीनियर जीएम (स्थापना) को

ज्ञात हुआ है कि सरकार ने दो वर्षों का आईटीआई तथा 3 वर्षों का डिप्लोमा कोर्स को क्रमशः कक्षा 10 तथा 10+2 के समकक्ष माना है। नागालैंड में कुछ कर्मचारियों कक्षा 8 के उपरांत दो वर्षों का आईटीआई कोर्स किया है परंतु उन्हें टीएम की परीक्षा में शामिल नहीं किया जा रहा है।

कृपया मामले का समाधान सुनिश्चित करें।

2007 के पूर्व तथा पश्चात के बीएसएनएल सेवानिवृत्त कर्मचारियों का पेंशन संशोधन

टीएफ- 11/3(बी) दिनांक 13-8-2013 सीएमडी, बीएसएनएल को

संघ पत्र संख्या टीएफ-11 (3 बी) दिनांक 6-8-2013 (प्रतिलिपि संलग्न) के माध्यम से चेयरमैन टेलीकॉम के पेंशन संशोधन की माँग की है आईडीए 78.2% का लाभ सेवानिवृत्त कर्मचारियों को भी मिलना चाहिए।

कृपया मुद्दे के समाधान हेतु आवश्यक कार्यवाही करें।

वर्ष 2007 से पूर्व तथा पश्चात के बीएसएनएल कर्मचारियों पेंशन संशोधन

टीएफ-11/3(बी) दिनांक 22-8-2013 सचिव, डीओटी को कृपया पत्र संख्या टीएफ-11/3(बी) दिनांक 6-8-2013 तथा 13-8-2013(प्रतिलिपियाँ संलग्न) का सन्दर्भ में।

डीओटी के पत्र संख्या 40-13/2013-पेन (टी) दिनांक 28-6-2013 के सन्दर्भ में बीएसएनएल निम्न उत्तर दिया है।

“डीओटी के पत्र दिनांक 10-6-2013 के अनुपालन में बीएसएनएल में सम्मिलित कर्मचारियों को 10-6-2013 से ही लाभ दिया गया है। अतः सेवानिवृत्त कर्मचारियों (1-1-2013) से (9-6-2013) के काल्पनिक अथवा अन्य प्रकार से लाभ का प्रश्न नहीं उठता है।

संघ उपर्युक्त उत्तर से आश्चर्यचकित हैं क्योंकि बी एस एन एल प्रबंधन 12-6-2012 को सहमत हुआ था कि सेवानिवृत्त कर्मचारियों को लाभ दिया जाएगा।

संघ बताना चाहता है कि कार्यरत कर्मचारियों को 78.2% का लाभ जिस प्रकार से दिया है उसी भाँति सेवानिवृत्त कर्मचारियों को भी उपलब्ध किया जाए।

आफिसिएटिंग जेटीओज का नियमितिकरण

टीएफ-24/2 दिनांक 24/8/2013 सीएमडी, बीएसएनएल को

डीओटी समय के अर्हता प्राप्त तथा प्रशिक्षित 2000 कर्मचारी लगभग 8 वर्षों से ऑफिसिएट कर रहे हैं। न्यायालय में अब मुकदमा नहीं है। नियमितिकरण हेतु संघ के निम्न सुझाव हैं:

1. पद सहित इनका जेटीओ वर्ग हेतु अपग्रेडेशन अथवा भर्ती नियम में उचित संशोधन

2. सुपरनुमरी पदों का सृजन हो। संघ के स्पष्ट दृष्टिकोण है कि नियमितिकरण से 35% तथा 15% कोटे का प्रमोशन कदापि प्रभावित नहीं हो।

कार्यालय परिसरों में धरना-प्रदर्शन आदि पर रोक – संघ का विरोध

टीएफ-1/1(7) दिनांक 24-8-2013 श्री राय निदेशक (कार्मिक) को

बीएसएनएल हेडक्वार्टर पत्र संख्या बीएसएनएल-9/एस आर/2013 दिनांक 5-8-2013 द्वारा कार्यालय परिसरों

में धरना, प्रदर्शन आदि आयोजित करने की रोक लगाई है। मुद्दे पर पूर्व संघ से विचार-विमर्श नहीं किया गया है। इससे प्रबंधन कर्मचारी के सम्बन्ध प्रभावित होता है। अतः संघ आदेश का विरोध करता है।

संघ आपको अवगत कराना चाहता है कि सर्किल/ एसएसए स्तरों पर कर्मचारी की समस्याओं पर उदासीनता होती है। जिस कारण कर्मचारी बाध्य होकर धरना-प्रदर्शन आयोजित करते हैं। इतना ही नहीं प्रशासन का कष्टों तथा समस्याओं पर उदासीन रवैया के साथ भेदभाव भी होता है। संघ इसकी शिकायतें दे चुका है।

ऐसी परिस्थिति में आवश्यक है कि कार्पोरेट कार्यालय आदेश जारी करे कि प्रशासन कर्मचारियों की समस्याओं के प्रति उदासीन तथा पक्षपातपूर्ण रवैया नहीं अपनाए। धरना,

राष्ट्रीय कार्यकारिणी बैठक की नोटिस

टीएफ -4/1 दिनांक 14-8-2013 सभी प्रान्तीय मंत्री, सभी केन्द्रीय पदाधिकारियों विशेष आमंत्रित तथा प्रतिलिपि जीएम, एसआर बीएसएनएल को

दिनांक 24 तथा 25 सितम्बर को बैठक जूनागढ़ (गुजरात)में होगी।

कार्यसूची

1. छठवें वेरीफिकेशन के परिणाम के परिपेक्ष्य में संगठनात्मक पुनर्वालांकन
2. बीएसएनएल का पुनर्तर्धान
3. कर्मचारियों की समस्याएं तथा प्रस्ताव
(a) बोनस (b) स्टैगनेशन (c) एनईपीपी की कमियाँ (एस सी/ एस टी कर्मचारियों के सहित) (d) 2007 के पश्चात नियुक्त कर्मचारियों के वेतन में कमी
4. फोरम/संयुक्त फोरम में भाग लेना
5. वर्कस कमिटी
6. जेटीओ/ जेएओ, टीटीए, टीयूम वर्गों के भर्ती नियम में संशोधन
7. हेडक्वार्टर फंक्शनिंग
8. कौंसिलों की फंक्शनिंग
9. संघ के संविधान में संशोधन प्रस्ताव
10. अध्यक्ष की अनुमति से अन्य मुद्दे।

प्रदर्शन पर रोक लगाने से कर्मचारियों की आवाज को नहीं दबाया जा सकता है।

कृपया उचित कार्यवाही करें।

आठ टेम्परेरी स्टेटस मजदूरों का नियमितीकरण तथा 28 दैनिक मजदूरों की बहाली-चेन्नई टीडी का मामला

टीएफ-31/1 दिनांक 13-8-2013 निदेशक (कार्मिक) को हाईकोर्ट के निदेशानुसार कर्मचारियों का नियमितीकरण तथा बहाली सुनिश्चित करें।

पंजाब के छः टीटीएज को जेटीओ परीक्षा में शामिल करने का मामला

टीएफ-14/2 दिनांक 24.8.2013 निदेशक (कार्मिक) को छः टीटीएज सर्व श्री अमरिन्दर सिंह (पटियाला), सतिन्दरपाल कौर (पटियाला), श्रीमती रुबी गुप्ता (होशियारपुर), रमेश यादव (लुधियाना), गुरदीप कौर(संगरूर) तथा मनदीप सिंह (पटियाला) के हाईकोर्ट के अभाव में परीक्षा में सम्मिलित नहीं किया गया था।

कृपया हरियाणा सर्किल में परीक्षा देने की व्यवस्था करें।

बीएसएनएल प्रबंधन/प्रशासन से पत्र

सेंसिटिव पदों पर आसीन अधिकारियों का रोटेशन बीएसएनएल-400-25/2012-पर्स I दिनांक 26.7.2013 सभी सीजीएम को

कृपया पत्र संख्या दिनांक 2.2.2012, 22.3.2012, 23.7.2012 तथा 3.9.2012 का संदर्भ लें। कार्पोरेट कार्यालय ने अनुपालन की रिपोर्ट मांगी थी कि रोटेशन हुआ अथवा नहीं। मुद्दे को सीवीसी ने गंभीरता से लिया है। अतः सर्टिफिकेट भेजें कि सेंसिटिव पदों से रोटेशन कर दिया गया है।

बी एस एन एल परिसरों में आन्दोलनात्मक प्रोग्राम (धरना, प्रदर्शन आदि)- दिशा निर्देशन

बी एस एन एल पत्र संख्या बी एस एन एल /7-9/ एस आर /2013 दिनांक 5 अगस्त, 2013 सभी सी जी एम्स को

बी एस एन एल परिसरों में किसी भी प्रकार का आन्दोलन जैसे कि प्रदर्शन, धरना, हड़ताल आदि नहीं आयोजित करना वर्जित है।

स्थानीय प्रशासन अपने अधिकार क्षेत्र में उचित स्थान धरना, प्रदर्शन आदि के लिए चिन्हित करेंगे जिससे कि कर्मचारी अपने कष्टों के प्रति प्रबंधन का ध्यान आकर्षित कर सकें।

कौंसिलों का गठन

बीएसएनएल/5-1/एसआर/2012/वाल II दिनांक 14.8.

2012 सभी सीजीएम्स को

बीएसएनएल पत्र तथा बीएसएनएल /39-8/एसआर/2013 दिनांक 29.5.2013 का संदर्भ लें। कार्पोरेट कार्यालय के संज्ञान में आया है कि अनेक स्थानों पर कौंसिलों का गठन अभी तक नहीं हुआ है। गठन नहीं होने का कोई औचित्य नहीं है क्योंकि इसी के माध्यम से समस्याओं का समाधान सुनिश्चित होगा।

अतः कौंसिलों का गठन शीघ्रता से किया जाय।

78.2% आईडीए मरजर का 10-6-2013 से लाभ

डीओटी पत्र संख्या 40-13-2013-पेन(टी) दिनांक

28-6-2013 सीएमडी, बीएसएनएल को

कृपया बीएसएनएल पत्र संख्या 1-50/200-पीएटी(बीएसएनएल) तथा 1-16/2013 की ओर ध्यान दें। इस सन्दर्भ में निम्न सूचनाएं भेजे।

1. उदाहरण सहित अवगत कराएं कि किस प्रकार 1-1-2007 से 78.2% आईडीए मरजर का लाभ कार्यरत कर्मचारियों को दिया गया है।

2. इंगित करें कि क्या 1-1-2007 से 9-6-2013 तक सेवानिवृत्त कर्मचारी प्रभावित होंगे। क्या इन कर्मचारियों का वेतन काल्पनिक रूप से संशोधित होगा।

बीएसएनएल पत्र संख्या 1-19/2012-पीएटी

(बीएसएनएल) दिनांक 8-8-2013 डीओटी को

1-1-2006 वेतन निर्धारण में फिटमेंट लाभ मूलवेतन पर 30%+ डीए@डीए 68.8% को @मूल वेतन पर 30%+ @डीए 78.2% को प्रभावी तिथि 10-6-2013 से परिवर्तित किया गया है। डीओटी के पत्र संख्या 40/13/2013 -पेन (टी) दिनांक 23-6-2013 के अनुपात में

यह 10-6-2013 से प्रभावी है। अतः 1-1-2007 से 9-6-2013 तक के सेवानिवृत्त का काल्पनिक वेतन निर्धारण का प्रश्न नहीं उठता है।

सूचनाएं आदि

स्पोर्ट्स तथा वेलफेयर बोर्ड में प्रतिनिधित्व

बीएसएनएलईयू ने माँग की है कि स्पोर्ट्स तथा वेलफेयर में संघों का प्रतिनिधित्व कौंसलो की भाँति 9:5 के अनुपात में है। एनएफटीई को यह स्वीकार नहीं है **क्योंकि दोनों मान्यता प्राप्त संघ प्रत्येक पहलू-दशा से समकक्ष है।**

आधारहीन दोषारोपण

बीएसएनएलईयू के महामंत्री प्रथम वेतन संशोधन समझौते में प्रथम हस्ताक्षरकर्ता थे। यह वेतन संशोधन 1-10-2000 से लागू हुआ था तथा सभी संघ समझौते में सम्मिलित थे।

बीएसएनएलईयू द्वितीय वेतन संशोधन समझौते पर अकेले हस्ताक्षर 68.8% आईडीए पर किया है। प्रमोशन स्कीम, एनईपीपी का भी इसी संघ ने समझौता किया है। नियमित मजदूर तथा युप "डी" स्टाफ उपर्युक्त कारणों से आज स्टैगनेशन पर है तथा वे 78.2% आईडीए लाभ से वंचित हुए हैं।

यह कितना आश्चर्यजनक तथा हास्यास्पद है कि बीएसएनएलईयू अपनी करनी का दोषारोपण अब एनएफटीई पर थोप रहा है। कर्मचारी वास्तविकताओं से अनभिज्ञ नहीं हैं। वे जानते हैं कि उनकी वर्तमान कष्टों का कौन जिम्मेदार है।

बीएसएनएलईयू का दावा

"...केवल बीएसएनएलईयू ही कंपनी तथा कर्मचारियों के हितों की सुरक्षा कर सकती है।"

फिर संघों के फोरम की क्या आवश्यकता?

विगत 8 वर्षों का क्या इतिहास है? बड़बोलापन एकता के लिए घातक होगा।

अन्तर्राष्ट्रीय कार्यवाही दिवस

वर्ल्ड फेडरेशन ऑफ ट्रेड यूनियन्स ने 3-10-2013 के मूल माँगों के समर्थन भोजन, पानी, दवा, शिक्षा तथा आवास हेतु अन्तर्राष्ट्रीय स्तर पर कार्यवाही दिवस मनाने की अपील की है। इस दिन प्रदेश की राजधानियों/औद्योगिक केन्द्रों पर धरना, प्रदर्शन, बिल्ले लगाने, रैली निकालने का अनुरोध किया है। सभी मिलकर आयोजित करें नहीं तो अकेला करें।