

TELECOM

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

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Editor - Chandeswar Singh

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EDITORIAL

WHERE THERE IS WILL THERE IS WAY

All the non-executive unions barring few in BSNL had been demanding time to time that the PSU should frame its own rules for recognition to ensure adequate and proper representation of workers in the councils for redressal of their grievances and sufferings. In the present procedure more than fifty percent employees are not within the fold of the negotiating machineries. The issue got momentum sequel to Ernakulam High Court directive to the Chief Labour Commissioner who held a meeting with the unions on 27th August and advised the BSNL HQR to frame its own rules of recognition. Accordingly 1st meeting took place on 16th October and the representatives of unions present in the meeting demanded that the management may bring and place concrete proposals enabling them to express their views freely and frankly. *While consultation is necessary with the unions but none is expected to apply veto in the exercise being done by the administration.*

We record appreciation that the management moved swiftly and placed the BSNL's rules proposals on 19th November meeting but were surprised to note that some unions including the present rec-

ognised union pleaded that the delay has taken place as such 6th verification should be declared and held as per old code of Discipline obviously forgetting their own stand of 16th October. ***The NFTE is not at all afraid to face and take the verdict of the workers but stood firm with other nine unions for BSNL's rules for recognition.*** We are unable to understand what prompted them to come with such untenable plea of delay as the 1st recognised union came into existence in BSNL only after two years. Therefore, delay of few months is immaterial provided there is will to carry all the non-executive staff together. There is always way provided there is will and genuine concerns for achieving unity particularly when BSNL is in deep crisis. One may accept or reject but the facts will remain that the group 'C' and 'D' employees got raw treatment in NEPP, wage revision, Allowances, etc. due to lack of unity. The present crisis in BSNL and inevitable sufferings to staff can be overcome only through the unity of non-executive unions. ***Why the unity of all the unions are required only at the time of crisis. Is it desirable and must be realized that it cannot go unabated.***

Parliament March organised on 22nd November 2012

The BSNL/MTNL Unions/Associations organised Parliament march demanding the repatriation of ITS officers from two PSUs to DOT. The NFTE BSNL Hqr participated in the rally. Comrades Malhan Singh Mahender Singh (VP CHQ), H.K. Goel (C/S Haryana, Rajpal (C/S NTR and Secy), Naresh Kumar (CHQ) alongwith their Comrades participated in the rally. More than 50 Comrades from Punjab led by Com. M.L. Sharma (C/S) participated in the march. S/S Bagri (BJP MP from Bikaner) and Basudev Acharya (CPM MP) addressed the March and assured for help and cooperation. Com Islam, President in his address stressed that the present stalemate in the BSNL management is not desirable and uncertainty must go. The BSNL is in downward trend due to uncertainty also. He requested that instead of raising the slogan of "ITS go back" we should demand that the Govt. should take them back as per their option.

Proposed Criteria for Recognition of Unions in BSNL and representation in the Councils

1. A union which secures more than 50% of total votes in the membership verification will be eligible for recognition as the sole recognised representative union of non-executive employees in BSNL.

2. In case none of the union is in a position to secure a minimum of 50% votes, in that event a union which secures maximum votes subject to a minimum of 35% of total votes in the membership verification shall be eligible for recognition as the main recognised representative union of non-executives in BSNL. With a view to ensure majority representation of the non-executive employees, a union securing second-highest votes subject to a minimum of 15% votes of total votes in the membership verification will be known as the second recognised representative union of non-executive employees in BSNL.

3. In case none of the union is in a position to secure a minimum of 35% votes of total votes in the membership verification, in that event two unions securing highest number of votes will be eligible for grant of recognition as the recognised representative unions and shall stand at equal footing.

4. Further, any union which secures a minimum of 7% of total votes in the membership verification will be extended limited trade union facilities, as indicated under item 'B' of Annexure-I. In the subsequent paragraphs, it is suggested that proportionate representation shall be given to the recognised representative unions and also to the union which secures 7% or more votes at All India level, in the Councils. Since there are 14 members in a Council, allocation of atleast one seat requires a minimum of 7% votes.

5. Furthermore, in case, a union, other than recognised representative unions and also a union which secures 7% or more votes at All India level, as discussed above, secures more than 50% votes in a Circle, the incumbent union will have the right to deal with matters of purely local interest of its own members in that Circle. This would be in addition to the Circle level organisation of the recognised representative unions. The Circle units of the

representative unions would be the main union in all the Circles. This union will be extended limited trade union facilities, as indicated under item 'C' of Annexure-I.

6. All unions participating in the membership verification will be known as the applicant unions and will be extended facilities during the process of membership verification only [Refer item 'D' of Annexure-I.

7. The facilities to be extended to all types of the unions as discussed above, are mentioned in the attached sheet, Annexure-I.

8. Unions which acquire the status of recognised representative union in the membership verification at all India level; and also the union which secures 7% or more votes, shall get proportionate representation in the Councils, viz. National Council /Circle Councils and Local Councils, in the ratio of all-India votes secured by them in the membership verification, details of which are discussed in the enclosed Annexure-II.

9. In the Councils, the Secretary, Staff Side may be from the union getting highest number of votes while the Leader, Staff Side may be from

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the second largest union. [Alternatively, the representative Unions may suggest their own mechanism.] However, the agenda for the respective Council meetings will be submitted only by the Secretary, Staff Side.

10. With a view to ensure uniform representation in all the Councils, the number of Staff side members in the National Council be brought to its original number, i.e. 14, instead of 15.

11. Presently, the recognised representative union nominates members of its alliance unions, in addition to its own members, as Staff side members in the Councils. It is suggested that the Staff side members should be nominated from the recognised representative union itself.

12. Similarly, majority of the Staff side members in the Councils should preferably be serving BSNL non-executive employees.

13. With a view to reduce financial burden of the company keeping in mind the current financial position and also enhancing productivity of the Company, it is suggested that -

- a) The periodicity of recognition period should be increased to three years from two years.
- b) 6th membership verification may take place by way of secret ballot, but the subsequent membership verifications, the mode of membership verification may be changed from secret ballot to check-off system, of course in consultation with the Unions.
- c) down-sizing composition of the All India body, Circle-level body and SSA-level body of all the unions from 25, 21 & 15 to 15, 12 & 9 respectively.

Annexure -I

Facilities to be extended to the Unions

A. RECOGNISED REPRESENTATIVE Unions

- > Space for Notice Board;
- > Telephone facilities as per existing procedure;
- > Immunity from transfer as per existing ruling;
- > Nomination of Staff side members (proportionate representation) to the National Council, Circle Councils and Local Councils at BSNL HQrs., Circles and SSAs level respectively as per the existing guidelines and also grant of formal meetings in the form of Council

cil meetings;

- > Facility of Special Casual Leave as per the existing procedure;
- > Deduction of union subscription from the salary of its members; and
- > Marking of copies of circulars / orders related to staff matters, such as general letters, orders, circulars, circle gradation list, etc., which are not marked as 'Top Secret', 'Secret', 'Confidential' or 'For Official Use only'.

B. Union securing 7% or more votes at All India basis

- > Telephone facilities as per existing procedure;
- > Nomination of Staff side members (proportionate representation) to the National Council, Circle Councils and Local Councils at BSNL HQrs., Circles and SSAs level respectively as per the existing guidelines and also grant of formal meetings in the form of Council meetings;
- > Facility of Special Casual Leave subject to a maximum of 5 in a year;
- > Deduction of union subscription from the salary of its members; and

C. Unions securing 50% or more votes in a Circle

- > Space for Notice Board;
- > Telephone facilities as per existing procedure;
- > Grant of informal meetings by the Management;
- > Deduction of union subscription from the salary of its members; and
- > Facility of Special Casual Leave subject to a maximum of 5 in a year.

D. APPLICANT Unions (facilities during membership verification period only)

- > Space for Notice Board
- > Telephone facilities as per the existing procedure
- > Immunity from transfer as per existing rules
- > Special Casual leave as per the existing procedure on proportionate time basis; and
- > Grant of meetings at all India / Circle / Branch levels with the officers concerned with the membership verification process on issues

purely related to membership verification process.

Annexure - II

Representation of recognised representative unions in the Councils and also of the Union which secures 7% or more votes at all India level

➤ Recognised representative unions and also the

Union which secures 7% or more votes at all India level shall be given proportionate representation in the Councils, viz. National Council, Circle Councils and Local Councils in the ratio of votes secured by them in the membership verification,

➤ 7% of votes secured in the membership verification at all India basis will qualify for minimum one seat each in all the Councils.

Illustration -1

Name of the union	Union 'X'	Union 'Y'	Union 'Z'
% age of votes secured in the membership verification	46.57%	34.96%	7.38%
Inter-se ratio of votes	52.37%	39.32	8.30%
No. of clear seats	7	5	1
Balance % age of votes	3.37%	4.32%	1.30%
Total Seats in the Councils	7	6	1

Illustration -2

Name of the union	Union 'X'	Union 'Y'	Union 'Z'
% age of votes secured in the membership verification	43.3%	40.9%	13.1%
Inter-se ratio of votes	44.50%	42.03%	13.46%
No. of clear seats	6	6	1
Balance % age of votes	2.50%	0.03%	6.46%
Total Seats in the Councils	6	6	2

Meeting between unions and the BSNL Management on 19th November on rules of recognition

On 16th October meeting the unions demanded that the management should prepare its proposals for consideration. Accordingly the management side placed its proposals in the meeting. BSNL EU demanded that the 6th verification be held as per old code of Discipline as enough time will be consumed in framing the rules and there will be no recognised union after 13th February, 2013. Teppu and BSNL MS unions were on the same wave length. NFTE, FNTTO and others maintained that the meeting of 19-11-2012 is to express views on the proposals of management. NFTE also pointed out that there was no recognised union in BSNL from 01-10-2000 to 04-10-2002 as such delay of 2/3 months in verification is immaterial. Ten unions including NFTE/FNTTO maintained that 6th verification should take place only as per BSNL's own rules. The Chairman, PGM (SR), ruled that unions should submit their views on the proposals within ten days i.e. by 29-11-2012 for consideration of the Management. After meeting the ten unions again met and conferred to submit the joint views. Accordingly ten unions (Pewa, NTSU BSNL, FNTTO, BSNL ES, ATM, WRU, NFTE BSNL, AIBCTES BSNL, BTEU, BSNL EC) met again on 20-11-2012 at 1100 hours in NFTE Office and had finalised the views. NFTE was represented by President and General Secy. in the meetings of 19th and 20th November.

Framing of BSNL's own rules for recognition of unions of non-executive staff – Joint views and suggestions of ten unions

We are extremely thankful that the BSNL Management has placed its proposals and criteria for recognition and representations in the councils in pursuance of the meeting held on 16-10-2012 between administration and the unions. It may be recorded that on 16th October meeting the unions demanded that the corporate office should place its proposals so that the unions may submit their views for finalization.

Accordingly, the union (NFTE BSNL, NUBSNLW (FNTO), BSNLWRU, ATM BSNLES, BSNLEC, PEWA BSNL, AIBCTES BSNL, NTSU BSNL, BTEU BSNL) conferred amongst themselves and decided to forward the following views/suggestions for consideration and finalization of the rule.

- 1) The BSNL should frame and finalise its own rules for recognition of unions very expeditiously to ensure redressal of grievances and sufferings of the employees who are scattered and spread in the nook and corner of the county. The BSNL is service provider to the people and not a production and manufacturing unit as such industrial peace is absolute necessity. The code of Discipline' which is only for the central Trade unions and not for BSNL Union. This has not helped at all to alleviate the sufferings and grievances of staff causing present crisis in BSNL. The work culture and discipline is lacking very much.
2. All the union securing more than 5% polled votes in the membership verification be recognised and be proportionately represented the councils at different levels **mostly by serving employees**. There will be no Industrial peace in the PSU if union having 51% votes is recognised and remaining unrecognized and unrepresented in the Negotiating Machineries.
3. The ensuing membership verification must be conducted under the new recognition rules only. Under no circumstance we will agree to conduct the membership verification as per the out-dated code of conduct. If necessary

the membership verification may be postponed till April 2013.

4. Some 2 of 3 unions have raised the point that there is delay and there will be no recognised union after 13.02.2012. It may be noted that the 1st verification took place after two years of formation of BSNL. In this situation if there is delay of 2 or 3 months same is immaterial. Even in MTNL verification took place after the gap of one year to elect the new recognised union. We have no objection if the life of the present recognised union is extended for 2 or 3 months or some alternative device is adopted.
5. Minimum trade union facilities shall be extended to all existing applicant unions, who had participated at least in last two membership verifications.
6. Deduction of monthly subscription from the salary of the members and protecting the important office bearers by extending immunity from transfer to all categories of unions are unavoidable. Without these facilities no union will sustain in the competitive atmosphere.
7. The various categories of unions mentioned according to the votes secured (i.e. 51%, 35%, 15%, 7%) are unwarranted and in the public/private sector unions such categorizations do not exist. As the trade union act does not support such provisions, this will not sustain in the legal scrutiny. Hence we reiterate our suggestion that all unions securing more than 5% shall be recognized.
8. The facilities to all recognized unions should be same. However the council seats shall be increased according to the votes secured.
9. Number of seats in the council shall be increased to 24 from the present 15 seats. Allotting 15 seats in the present one union set-up and reducing the seats in future multi unions' set-up is illogical. Hence to ensure maximum representations of the various cadres and workers, which will be interest of the

Contd. on page12

LETTERS FROM BSNL MANAGEMENT/ ADMINISTRATION

Limited Departmental Competitive Examination for promotion to the grade of JTO (T) under 35% and 15% quota for vacancies up-to 31.3.2012.

BSNL No.5-11/2009-Pers-IV Dated 20.11. 2012 to The GM (Rectt.) BSNL Corporate office, New Delhi- 110001.

In compliance of orders of the Hon'ble High Court of Kerala at Krnakulam dated 14th September, 2012 in OP (CAT) No. 3714/2011(z), and in suppression of this office UO note of even No. dated 18.12.2009, Limited Departmental Competitive Examination for promotion to the grade of JTO (T) under 35% and 15% quota for vacancies arisen up-to 31.3.2012 may be conducted as per following details.

- a) The LDCE will be held as per the scheme and syllabus circulated vide this office letter of even No. dated 20.10.2009 and modified vide letter of even No. dated 1.11.2011
- b) All the recruiting circles may be directed to calculate the year-wise vacancies (OC/SC/ST) under 35% & 15% quota according to the instructions of DoP&T OM. No. AB 14017/2/1997-Estt. (RR)- Pt. dated 19-1-2007, endorsed vide BSNL CO Memo. No 250-4/2007-Pers III dated 7.8.2007. The unfilled vacancies in any vacancy year will be carried forward to the subsequent year as per extant rules.
- c) The eligibility for appearing in the JTO(T) LDCE shall be as per JTO RRs of 2001 as amended vide Memo.No5-28/2009-Pers IV dated 12.10.2009.
- d) Crucial date for determining the qualifying service (i.e 7 years) will be 1st July of the respective vacancy year against which the candidature of the official is being considered.
- e) Cut off date for reckoning age for 35% quota candidates will be the date on which the examination will be conducted as per JTO RRs of 2001 and the year for this purpose will be the vacancy year for which the official's candidature is being considered.
- f) Single examination will be conducted for 35% & 15% quota for all the vacancy years i.e. from the year 2000 to 2012. However, eligibility will be determined as on 1st July of the

respective vacancy year and result will be declared accordingly year-wise for each quota separately.

Recruitment Cell may kindly expedite conducting of the Limited Departmental Competitive Examination.

This issues with the approval of the competent authority.

Holding of Limited Departmental Competitive Examination (LDCE) for promotion to the cadre of Telecom Mechanic for the Recruitment year 2012-- - Approval thereof.

BSNL No.250-8/2009-Pers-III dated: 20.11.2012, All Heads of the Telecom Circles, Bharat Sanchar Nigam Limited

Approval of the Competent Authority is hereby conveyed for holding of LDCE for Telecom Mechanic for the Recruitment year 2012 in accordance with the provisions laid in the Column-12 of the Recruitment Rules of Telecom Mechanic-2012 issued vide letter No.250-3/2012-Pers-III dated 19-9-2012. The said LDCE for Telecom Mechanic shall be conducted in accordance with the Scheme and Syllabus prescribed vide this office letter No. 250-74/2001-Pers-III (Part) dated 18-10-2011.

2. All Heads of the Telecom Recruiting Circles are requested to initiate the process of holding LDCE for TM immediately. The total vacancies in the grade of TM as on 31.3.2012 may be calculated and then 50% of the vacancies may be earmarked for the LDCE, 2012. The Crucial date for reckoning the eligibility of a candidate shall be 1-7-2012. It may be noted that the LDCE of TM may be held in those SSAs (i) where there is clear vacancy and no qualified and trained official is waiting for his/her absorption in TM cadre for want of vacancies and also (ii) there is no court case pending in connecting with the LDCE for TM. The vacancies of the non-recruiting Circles may also be taken into account while notifying the vacancies of the particular SSA/Circle. Further instructions with regard to holding of LDCE shall be issued by the Rectt. Branch of BSNL CO separately.

Revision of time period for permanent closure of telephone connection after

disconnection due to non payment- regarding

**No.2-2/2011-BSNL/TR/(Pt.) Dated: 6th November 2012 to All Heads of Telecom Circles/
Metro Telephone Districts BSNL**

**Ref : Corporate office letter No.:-2-2/2011-BSNL/
TR (Pt.) dated 9th Dec. 11**

Kind reference is invited to this office letter of even No. dated 09-12-2011 referred to above prescribing instructions regarding extension of time limit for permanent closure of telephones disconnected due to non-payment for 90 days to 180 days.

In this regard, most of the Circles on the basis of certain valuable input have requested for reversal of the said instructions. Accordingly, the matter has been re-examined and based on the feedback/suggestion received from Circles, it has been decided to reduce the time period for closure of telephones, disconnected due to non-payment of dues to 90 days. The resources like cable pairs, ports and numbers getting spared through permanent closure of such telephones can be allotted to the new customers.

The above instructions will be applicable to those fixed line connections whose outgoing calls are barred w.e.f 1st November 2012. As regards all other customers whose outgoing calls are barred prior to this date (i.e. upto 31.10.2012), the period for permanent closure will remain 180 days after date of disconnection due to non-payment.

All out efforts should, however, be made by the units to persuade the customers during the period of 90 days from DNP date, to not only make the payment of outstanding dues but also to rejoin BSNL and start reusing the service. In this connection, instructions regarding holding of exit interviews of subscriber leaving landline and broadband service of BSNL, issue vide this office letter No. 43-3/2011/NWO-I-CFA dated 17th August, 2012 may also be followed meticulously.

Apart from action points mentioned above, following action may also be taken.

1. Efforts should be made to collect the mobile number and email address of landline customers. A drive should be carried out in all SSAs within one month to call/visit the customer premises to get the required data. After collection of the said data, SMS and Email reminder should be sent to customers who do not make

payment of bill within 3 days of the due date for payment of the bill.

2. Besides reminders through Automatic Payment Reminder System (APRS) as per prescribed procedure, manual telephonic reminder may be given by BSNL staff under AO (TR) to all the customer who have not deposited outstanding dues within 10 days after due date of payment. For this purpose 2 to 4 Sr. TOAs need to be posted under AO (TR).
3. If the outstanding dues are not paid even after giving telephonic reminder, one staff member/TRI from TR section along with line man of the concerned section should visit the customer premises jointly and pursue the customer for making payment of outstanding dues.
4. In case the outstanding dues are not recovered or subscriber is not cooperating, poster of non payment giving details of the dues may be considered to be posted in front of the House of the customer.
5. All these steps shall be completed during the period from the due date of payment of bill upto 90 days from the date of disconnection of telephone due to non-payment. Thereafter, in case of non-receipt of payment, the telephone be closed permanently.
6. After this, the defaulting customer may be served legal notice and necessary action prescribed under the existing guidelines may be taken to recover the dues.

HRMS Pay Scale details updation.

**No.3-20/2007 Pers V/BSNL Dated: 12 November, 2012 to Heads of Circles/Metro District/
Administrative units/Telecom Factories
Bharat Sanchar Nigam Limited.**

This is regarding updation/on line processing of HR activities in HRMS. As on 31.02.2012, there are 2065 employees being shown in the pre revised IDA pay scales and 127 employees in pre-revised CDA pay scales. After pay revision of CDA and IDA, BSNL employees, all need to draw pay in revised IDA and CDA pay scales.

2. It is relevant to mention that corporate office provides data on staff information to other Government department. In such a situation if some employees are shown drawing on pre revised pay scale, then the entire process gets disturbed.

3. Further, pay scale of some of the employees whose IDA pay scale has been upgraded due to time bound promotion is not updated in HRMS.

4. As such, you are requested to get the process of pay details updation completed by 30 November 2012 without fail. A certificate for completing this process by the concerned circle office IFA/GM (F) may also be sent by first week of December 2012 as per enclosed certificate.

Change in the Code of discipline/framing BSNL's own Recognition Rules for electing majority union(s) of non-executive employees in BSNL-regarding No.BSNL/5-2/SR/2012 Dated 12.11.2012

This is further to this office letter of even number dated 8th October, 2012 on the subject mentioned above.

2. With a view to further discuss and finalise the issue of framing BSNL's own Recognitions Rules for electing majority union(s) of non-executive employees in BSNL and grant of facilities of the unions, it has been decided to convene another meeting on Monday, the 19th November, 2012 at 1500 hrs. in the 9th floor Conference Hall, Bharat Sanchar Bhavan, New Delhi.

3. You are requested to make it convenient to attend the same and ensure that not more than two representatives of your union participate in the meeting.

Furnishing of Audited Account for the year 2011-12 to release 50% adhoc Welfare grant for the year 2012-13

BSNL No.13-1/2012-BSNL(WL) Dated: 31.10.2012 to All Presidents BSNL Circle Staff Welfare Boards 0/0 Chief General Managers Telecommunications, B.S.N.L

The adhoc grant to the Circle Staff Welfare Boards for the year 2012-13 have been finalised in the recent meeting of Staff Welfare Committee held on 22.10.2012. It is, however, prerequisite to furnish Audited Accounts by the Circle Staff Welfare Board before the grant from the Welfare fund for the year 2012-13 is released.

Though a period of more than 7 months of the current financial year has passed, it is a matter of concern that till date less than 50% of the Circles have furnished their audited accounts which should have been received by 30th Sept. 2012. The com-

petent authority has therefore, taken a decision to release the amount of ad hoc welfare grant for the year 2012-13 only to those Circles whose Audited accounts for the year 2011-12 have been received in this office. You are therefore, once again requested to furnish audited accounts for the year 2011-12 immediately.

Filling up of the vacant posts of Personal Assistants of BSNL field units on the basis of LICE/Separate LICE as per Recruitment Rules-2004

No. 25-01/2011-Pers.II Dated:- 1st November, 2012 to All Heads of Telecom Circles/ Metro Districts, Maintenance Regions/Project Circles etc. Bharat Sanchar Nigam Limited

It has been decided by the Competent Authority to hold a Limited Competitive Examination(LICE) / Separate LICE to fill up the vacant posts of Personal Assistants of BSNL field units. Accordingly, approval of the Competent Authority is hereby conveyed for the following:-

(i) To hold LICE for promotion to the vacant posts of Personal Assistant of BSNL field units as per Recruitment Rules 2004 issued vide Letter No. 20-8/2002-Pers.II dated February, 2004 and clarified vide letter No.20-8/2002-Pers.II dated 06.06.2004 & 10.11.2004. Scheme & Syllabus already stands issued vide letter No.25-16/2005-Pers.II dated 21.02.2007 and Clarification issued vide Letter No.25-16/2007-Pers.II dated 6.10.2009 and modified vide letter No.20-05/2009-Pers.II dated 24.11.2011, 29.11.2011 & 11.09.2012.

(ii) To ensure a uniform standard in all the circles with regard to the eligibility for Separate LICE in accordance with RRs, it is hereby clarified that the candidature of only those candidates who have completed the computer course having the course content prescribed for '0' level by DOEACC or its equivalent course from only such Institute/Institutes which has/have been recognized/accredited/affiliated by Central Govt./State Govt./State Educational Society/Central Educational Society/Council may be taken into cognizance. The circle must ascertain that the computer course undergone by the candidates are equivalent to '0' level standard prescribed by DOEACC. If required, the Circles must also get the Computer Certificates verified by the DOEACC Society/concerned University for its equivalency to

'0' level standard of DOEACC and also its recognition/accreditation/affiliation etc. Due care accordingly needs to be taken to ensure that certificates issued by the fake Institutes conducting various computer courses claiming to be recognized by Central/State Govts/DOEACC etc. are not accepted. All the responsibilities in this regard shall lie with the Circles.

(iii) To conduct LICE taking into account accumulated vacancies which have occurred due to retirement, promotion, death or otherwise in the grade of Personal Assistant of BSNL field units upto 31.03.2012 including unfilled/carry forward vacancies of previous years.

(iv) Stenos of the respective field cadre with 5 years of regular service in the grade as on 01.01.2012 may be permitted to appear in the LICE. Adhoc/officiating service, if any, need not be counted towards the eligibility.

(v) LICE/Separate LICE may not be held in the Circles where judgement from CAT/High Court has come directing BSNL to hold the promotion process as per old Recruitment Rules/DOT Recruitment Rules in respect of vacancy accrued prior to 1.4.2004, and as per new RRs dated February, 2004 i.r.o. vacancy accrued w.e.f. 1.4.2004 onwards and which has been subsequently contested by BSNL in Higher Court i.e., High Court/Supreme Court. Latest Court order/judgment alongwith legal opinion may be forwarded to this office for further course of action.

(vi) In Circles where there are litigation in respect of eligibility conditions w.r.t. Para 38/Rule 8 and there is no stay i.r.o holding of LICE/Separate LICE despite moving to higher court challenging the decision of lower court, the matter may be reviewed and legal opinion may be obtained in this respect and the same may be sent to this office for further consideration.

(vii) All the Recruiting Circles may send their category-wise vacancy position of Personal Assistants for LICE and Separate LICE as on 31.3.2012 separately to DE Section of BSNL C.O. and a copy of the same may be endorsed to AGM(Pers-II), BSNL C.O. at the earliest.

(viii) Also roster in the grade be updated before initiating action of recruitment as elaborated above.

All the Recruiting Circles are requested to take necessary action for filling up the posts of Personal Assistants of BSNL field units in their Circles as per

the guidelines given above. The exact date and timings of the examination alongwith the relevant procedures to be followed shall be co-ordinated by DE Branch of BSNL C.O. separately. The instructions in regard to reservations, maintenance of post based reservation rosters etc. may be followed.

Change over to BSNLMRS facility from CGHS- case of employees of Nagpur SSA

BSNL No. BSNL/Admn.1/15-7/12(pt.) Dated: November 5, 2012 To The Chief General Manager Bharat Sanchar Nigam Limited Maharashtra Telecom Circle Mumbai.

Please refer to your letter No. A/Admn.II/Medical Facility/NP/2012-13/23 dated 6th October 2012, wherein it was informed that CGHS authorities have stopped extension of medical facility to BSNL employees and BSNL employees intend to change over to BSNLMRS facility. As CGHS authorities have stopped extending medical facility to BSNL employees at Nagpur, Competent Authority has approved for change over from CGHS to BSNLMRS in respect of these employees in the middle of the year. However, the outdoor ceiling be restricted to pro-rata basis for the part of the financial year.

Appointment of three (3) widows by offering compassionate ground appointment -matter informed by NFTE union of BSNL Employees-reg.

BSNL File No: 273-18/2005-12/LE Date: 20-11-2012 Chief General manager Telecom MP Telecom Circle Bhopal.

Kindly find enclosed herewith the copy of letter No.TF-16/5 Dated 10-11-2012 from General Secretary NFTE BSNL New Delhi-1, on above noted subject in this regard, I have been directed to request you to please send the detail report on the matter to enable us to apprise Director (HR) on the matter as desired by him.

As such it is once again requested to take further action at your end early.

Empanelment of Hospitals for indoor treatment in respect of Telecom Stores Circle, Kolkata.

BSNL No. BSNL/Admn.I/15-11/11 Dated : 30-

Contd. on page 19

LETTERS TO ADMINISTRATION

Wage revision resulting to wage erosion of non-executive D/R staff.

TF-9/9 Dated: 07-11-2012 to Chairman Cum Managing Director BSNL New Delhi.

Kindly refer to our representations TF-9/9, dt: 05-07-2012, 12-07-2012 and 01-09-2012 on the above subject. Earlier we have met you also and solicited your intervention for settlement of the issues. Till date there is no settlement of the matter.

It is submitted there are Direct Recruits staff Viz TTAs, Sr. TOAs, TMS etc who are undergoing financial loss sequel to introduction of revised IDA pay scales effective from 1st January, 2007. The D/R TTAs and others who are performing commendable Job are very much frustrated.

We, therefore, once again request your to intervene and get the matter settled.

Modification in R/R to fill up 40% Departmental quota of vacancies in TTA Cadre-Discrimination regarding.

TF 14/2(a) Dated :- 08-11-2012 To Director (HR) BSNL, New Delhi.

Please refer to our Letter No.-TF - 14 /2(a), dt. 11-09-2012 (Copy enclosed).

Your will please recall that in the meeting, held at Chennai, we mentioned that the earlier qualified RMs in screening Test are not being made eligible to appear in the examination for promotion to TTA Cadre. The modified R/R will come in to force from year 2013. Contrary to this the staff qualified in earlier screening Test are eligible to appear in the JAO (Part II) examination. You will appreciate this is discrimination.

We, therefore, request you to please take steps so that earlier qualified RMs are eligible to appear in the LDCE for promotion to TTA cadre.

Finalisation of Disciplinary cases of chhapra TD in Bihar circle.

TF-13/6 Dated: 08-11-2012, Chief Vigilance officer BSNL, New Delhi

It has been represented to the union HQR that the Disciplinary cases of the following staff are pending at BSNL Corporated HQR

- 1) Shri Lallan Singh, RM

- 2) Shri Shivendra Kumar Singh, Tech.

- 3) Shri Ram Ashray Manjhi, RM.

- 4) Shri Mahendra Pal, RM.

According to information the case of above staff have been forwarded to the corporate office vide Bihar circle office letter No.-CBI/CHP/2003, dt-7-12-2011. Almost a year has elapsed but the cases have not been finalized. The official at serial (1) has retired but due to pendency of the case pension and terminal benefits of the exmployee has not been finalized.

Kindly, therefore, get the cases finalized.

Revenue generation by utilisation of Parks in BSNL Colonies-case of NTR circle.

TF-27/1(e) Dated: 09-11-2012, Shri R.K. Upadhyay Jee CMD BSNL, New Delhi

There are parks in almost all P&T Colonies which can be utilized for the marriage ceremonies to generate revenue. In this connection we are referring the case of Park situated in the P&T colony Devnagar which in control of NTR. Very recently the Park has been renovated from the fund of the area MLA. There is suggestion that the park can be utilized for the marriage functions by departmental employees as well as outsiders and rents can be collected from them. Similar steps can be taken in respect of other parks also.

We, therefore, request you to please get the matter considered and appropriate action taken.

Induction of TOA(G) into the restructured Cadre of Sr. TOA(G)-Case of Rajasthan Telecom Circle.

TF-14/2(e) Dated: 10-11-2012, Sr. GM (Est) BSNL, New Delhi

In BSNL HQR Letter No.-252-10/2007-Pers-III, dt-25-5-2007 the methodology for induction to the Cadre of Sr. TOA(G) is prescribed. Prior to this the R/R as circulated vide Letter No. 21-1/2001-SNG, dt- 23-01-2001 was in force for promotion to this Sr. TOA(G) Cadre.

It is stated that the employees belonging to walk-in-group were not sent for training in time placing the staff in disadvantageous position on permanent basis. Such staff are getting less pay in comparison with their juniors.

Kindly consider to extend officiating promotion to such staff as vacancies were available at that time.

Non-availability of Materials at MP, Chennai and Rajasthan Telecom Circles.

TF-19/3 Dated: 10-11-2012, Chairman Cum Managing Director BSNL, New Delhi

Very recently we had been in Mp, Chennai and Rajasthanf circles to attend the conferences. We were extremely surprised to know that the materials viz cables, Drop wires, Telephone sets are not available in the filed causing avoidable harm to the services.

We are glad to go through the message issued by you on the eve of 12th anninversary of BSNI as Public Sector. You will agree, Sir, that the good business opportunity to BSNL cannot be availed in the absence of materials, Simultaneously, there will be irritations and angers also amongst the customers due to non-rectification of faults.

It is strange to mention that while corporate HQR maintains that materials have been supplied but the field officers are taking different postion.

We once again request you please get the postion reconciled so that field donot starve of due to shortage of materials.

Settlement of Medical OP claim for Acupuncture Treatment - case of Tamilnadu Circle

TF-32/6 Dated: 10-11-2012, Sr. GM (Admn) BSNL

It is stated that the OP Medical clamis of staff in respect of Acupuncture Treatment are not being settled and the case has been referred to BSNL HQR vide Tamilnadu circle office Letter No.- BSNL/MRS-Rulings/2011-12/dt-28-09-2012 (copy enclosed.)

We request you to please get the matter clarified so that the claims of staff are resolved.

Bifurcation of civil wing units under Kolkata Telephones District between Territorial circle and Kolkata Telephones District

TF-18/6 Dated: 12-11-2012, Chairman Cum Managing Director BSNL, New Delhi

It is stated that the major work force of civil wing units are placed under Kolkata Telephones District. There is necessity for the bifurcation of Civil wing units between Kolkata TD and Territorial Circle.

We request you to please get the matter considered for gainful utilisation.

OTBP to RMs instead of Temporary Placement in the scale of lineman in lieu of promotion to the Telecom Mechanic Cadre- Case of Hyderabad TD in Andhra circle.

TF 26/1 Dated :- 12-11-2012 To Sr. GM (Est), BSNL, New Delhi.

Vide DOT Letter No. - 1-36/97-MPP dt. 28-09-2000 the pay scale of Lineman were revised and placed at par with postman as below:-

Level	Existing	Revised
Entry	2750-4400	3050-4590
OTBP	3050-4590	3200-4900

The BCR scale remain unchanged.

The qualified and trained employees for appointment as Telecom Mechanics who remain unabsorbed were temporary placed in the lineman scale. This has placed some staff ie RMs at disadvantageous positions. Such staff would have been in advantageous position if allowed to avail OTBP upgradation. In this connection we are enclosing applications of affected staff for your consideration. We hold the view that in such situation officials should be allowed to exercise option.

Kindly look into the matter so that the hardships of the staff is removed.

Arbitrary & irregular allotment of Qrts. at Sawai-Madhopur in Rajasthan

TF-27/1(e) Dated: 17-11-2012, to GM (SR) BSNL, New Delhi

The position of staff quarters are as below at Sawai Madhopur SSA. 1) Type I – Nil, (2) Type II – 4, (3) Type III – 2

There are entitled applicants (Shri Praveen Meena etc) for Type II quarters but the local management is avoiding to allot due to vested interest. These Type II quarter have been allotted to those who are not entitled. Surprisingly the untitled employees have been allotted Type II quarters despite availability of Type I causing loss to the company. The unentitled occupants have not vacated the quarters despite notice.

The matter has been taken up with the CGMT, Rajasthan but the issue has not been resolved.

Kindly, therefore, intervene into the matter so

that entitled employees get Type-II quarters at Sawai-Modhopur.

Request for Notification of Departmental Examination for promotion to the Cadre of Telecom Mechanic.

TF 14/2(d) Dated :- 19-11-2012 To Sr. GM (Estt), BSNL, New Delhi.

It is stated that the examination for promotion to the Cadre of TTA has been held in all the circles. Till date examination for TM Cadre has not been notified. In Course of discussions we were told that the notification will be after LDCE of TTA.

Kindly, therefore, consider to notify the examination for promotion to the Cadre of Telecom Mechanic.

An early action is urged for.

Closure of Telegraph offices -case in Telecom District, Allahabad.

TF-18/2 Dated: 26.10.2012 to Shri N.K. Gupta, Director (CFA) BSNL New Delhi

Some time back the BSNL Hqr issued orders that such Telegraph offices be closed where 'A' and 'C' ie Booked and received telegrams are not even 10 per day. But the orders are not being implemented due to obvious reasons. We are referring the case of Naini departmental telegraph office at Allahabad where not even 10 telegrams are received per day but the management is reportedly allowing the functioning instead of closing the same. The action is to please some people having vested interest at the cost of PSU. You will agree avoidable expenditures are being incurred in running the departmental telegraph office besides wastage of manpower. Are circles and SSAS above the BSNL

Hqr? We are of firm opinion that the officers who are allowing the functioning of DTO ignoring orders of corporate office be held responsible and expenditures incurred be recovered from them.

We urge upon you to please get the matter investigated and officers by passing the orders of BSNL Hqr. Be made accountable.

Appointment of Shri Chandankumar Paswan S/o Late Shri Rajdeo Paswan, Ex RM in GM, TD, Bhagalpur at Bihar circle - Review regarding.

TF-16/5 Dated:- 05-09-2012 Shri R.K. Upadhyay Chairman Cum Managing Director BSNL New Delhi.

We are extremely sorry to seek to your kind intervention in the matter as injustice has been done against the family of deceased employee who expired at the age of only 39 years leaving behind two daughters and a son. The widow is keeping ill health as such she sponsored her son for appointment on compassionate grounds. Surprisingly the HPC has rejected the case on the basis that the family of deceased employee is living in their own house but fact has been otherwise. The family of deceased employee is living in rented house and their miseries are in abundance. The departmental authority has confirmed the same after enquiry. The widow has to perform social obligation of her two grown up daughters. HPC at BSNL HQR has rejected the case on ground that the family has their own house.

We, therefore, entreat upon you to please get the matter reviewed as a very special case so that the family of the deceased employees may live with dignity and honour. Necessary enclosures are attached herewith.

Contd. from page 5

- BSNL Company, the seat shall be increased to 24. Minimum three seats shall be allotted to all recognized unions and remaining seats shall be allotted on the basis of proportional representations. The leader/Secretary of the council will be elected by the council members.
10. Restrictions laid down on number of office bearers of the unions be withdrawn **However we accept that majority of the office bearers shall be working members.**
 11. The unions securing majority of votes in a par-

ticular circle shall be recognized in that circle and will be accommodated in the circle/local councils, by providing minimum seats.

12. The nominations to the council shall be made by the recognized unions according of the seats allotted to them.
13. The criteria of rule be evolved on the basis of votes polled in place of total votes.

In view of the suggestions made on the preceding pages, we request you to kindly modify the draft criteria for recognition of unions in BSNL and representation in the negotiating councils at the earliest.

जहां चाह वहां राह

कुछ संघों को छोड़कर अन्य सभी प्रबंधन से बारम्बार मांग कर रहे थे कि कंपनी मान्यता के अपने नियम बनाये जिससे कि कौंसिलों में कर्मचारियों का समुचित प्रतिनिधित्व हो तथा उनकी समस्याओं तथा कष्टों का समाधान हो। वर्तमान समय में पचास प्रतिशत से अधिक कर्मचारी निगोशिएटिंग मशीनरी की परिधि में नहीं है। इस मुद्दे पर अर्नाकुलम हाई कोर्ट के निर्णय से गतिशीलता मिली तथा चीफ लेबर कमिश्नर 27 अगस्त को संघों के साथ बैठक आयोजित की तथा मान्यता नियम बनाने हेतु द्विपक्षीय वार्ता का निर्णय दिया जिसके परिणामतः प्रशासन ने 16 अक्टूबर को संघ के प्रतिनिधियों के साथ बैठक की। संघों ने मांग किया कि प्रबंधन पुनः बैठक करें तथा अपना प्रस्ताव प्रस्तुत करें। विचार-विमर्श आवश्यक है परंतु किसी संघ को "वीटो" करने का अधिकार नहीं है।

प्रबंधन द्रुत गति से कार्य करके 19 नवंबर की बैठक में मान्यता संबंधी प्रस्ताव प्रस्तुत किया। यह आश्चर्यजनक था कि कुछ संघ, मान्यता प्राप्त संघ सहित ने दलील प्रस्तुत किया कि प्रक्रिया में विलंब हुआ है अतः छठवां वेरीफिकेशन "कोड ऑफ डिस्सिपलिन" के अनुसार तत्काल किया जाय। वे 16 अक्टूबर की चर्चाओं को भूल गए। **एनएफटीई चुनाव/वेरीफिकेशन से तनिक भी भयभीत नहीं है तथा कर्मचारियों के विश्वास प्राप्त करने हेतु तैयार है। परंतु एनएफटीई अन्य नव संघों के साथ दृढ़ था कि बीएसएनएल मान्यता के अपने नियम बनाये।** विलंब की दलील समझ से परे था क्योंकि कार्पोरेशन बनने के दो वर्षों के पश्चात् ही मान्यता प्राप्त संघ अस्तित्व में आया। अतः दो माह का विलंब महत्व नहीं रखता यदि सभी संघों को साथ लेकर चलना है। आज बीएसएनएल संकट में है। एकता आवश्यक है। यदि एकता की चाह है तो रास्ता अवश्य निकलेगा। कोई माने या नहीं माने परंतु सी तथा डी कर्मचारियों को एकता के अभाव में एनईपीपी, वेतन संशोधन, भत्ते संशोधन में भारी हानि हुई है। बीएसएनएल में वर्तमान संकट तथा कर्मियों को अवश्यांभावी कष्टों से बचाना

एकता द्वारा ही संभव है। *आखिर संकट के समय ही एकता की गुहार क्यों लगती है। क्या यह उचित है? हमें समझना चाहिए इस प्रकार का रवैया सदैव नहीं चल सकता है। स्थायी एकता द्वारा ही कंपनी तथा कार्यरत कर्मचारियों की सुरक्षा संभव है।*

संघों की मान्यता हेतु प्रबंधन की प्रस्तावित नियम तथा पद्धति

1) वेरीफिकेशन में यदि कोई संघ सम्पूर्ण मत का 50 प्रतिशत से अधिक मत प्राप्त करता है तो वह अकेला मान्यता प्राप्त प्रतिनिधि संघ होगा।

2) यदि किसी भी संघ को वेरीफिकेशन में 50 प्रतिशत से अधिक मत प्राप्त नहीं होते हैं तो वह संघ जिसे सम्पूर्ण मत का अधिकतम मत मिलता है परन्तु 35 प्रतिशत से कम नहीं तो उसे मुख्य मान्यता प्राप्त प्रतिनिधि संघ माना जाएगा। कर्मचारियों की अत्यधिक प्रतिनिधित्व हेतु दूसरे संघ को मान्यता प्राप्त प्रतिनिधि संघ माना जाएगा। परन्तु उसका 15 प्रतिशत से कम वोट नहीं होना चाहिए।

3) यदि किसी भी संघ को 35 प्रतिशत मत नहीं मिलते तो दो बहुमत मत करने वाले संघ को मान्यता प्राप्त संघ के रूप में माना जाएगा तथा वे समकक्ष माने जाएंगे।

4) 7 प्रतिशत मत प्राप्त करने वाले संघ को न्यूनतम ट्रेड यूनियन सुविधाएं उपलब्ध होगी। यह संलग्नक - I के अनुसार मिलेगी। समानुपातिक आधार पर मान्यता प्राप्त प्रतिनिधि संघों को कौंसिलों में सीट मिलेगी। 7 प्रतिशत वाले संघ को ऑल इंडिया स्तर पर भी कौंसिल में स्थान मिलेगा। अतः सीट 14 होगी क्योंकि 7 प्रतिशत पर एक स्थान का औचित्य है।

5) यदि किसी संघ को 50 प्रतिशत से अधिक मत किसी सर्किल में मिलते हैं तो उसे सीमित ट्रेड यूनियन सुविधाएं संलग्नक-I 'सी' के अनुसार मिलेगी एवं उसे अपने

सदस्यों के स्थानीय मुद्दों को लेने का अधिकार होगा। परन्तु मान्यता प्राप्त प्रतिनिधि संघ मुख्य होंगे।

6) वेरीफिकेशन में भाग लेने वाले संघों को ऐप्लीकैन्ट माना जाएगा तथा चुनाव के समय संलग्नक I के 'डी' अनुसार सुविधाएं दी जाएगी।

7) सभी प्रकार की संघों की सुविधाएं संलग्नक I में अंकित है।

8) वेरीफिकेशन में प्राप्त प्रतिनिधि संघ का दर्जा पाने वाले तथा 7 प्रतिशत मत प्राप्त करने वाले संघों को समानुपातिक आधार पर कौंसिलों में प्रतिनिधित्व मिलेगा। यह संलग्नक II में दर्शित है।

9) अत्यधिक मत प्राप्त करने वाले संघ के पक्ष से कौंसिल में कर्मचारी पक्ष का सचिव होगा तथा दूसरे संघ का लीडर अथवा प्रतिनिधि संघ अन्य पद्धति का सुझाव दें। परन्तु कर्मचारी पक्ष का सचिव ही एजेन्डा भेजेगा।

10) समानता हेतु नेशनल कौंसिल में 15 के स्थान पर 14 सदस्य होंगे।

11) प्रतिनिधि संघ सदस्यों को नामित करेगा।

12) कौंसिलों में कार्यरत कर्मचारियों की विशेषकर बहुमत होगी।

13) वित्तीय भार के दृष्टिकोण से निम्न सुझाव है।

a) मान्यता का कार्यकाल 3 वर्षों का होगा।

b) छठवां वेरीफिकेशन सेक्रेट बैलेट से होगा तथा तत्पश्चात संघों से विचार-विमर्श करे चेक ऑफ सिस्टम द्वारा।

c) राष्ट्रीय प्रान्तीय तथा एसएसए स्तरों पर पदाधिकारियों की संख्या 25, 21 तथा 15 के स्थान पर 15, 12 तथा 9 हो।

संलग्नक I

संघों को प्रस्तावित सुविधाएं

A मान्यता प्राप्त प्रतिनिधि संघों को

★ नोटिस बोर्ड हेतु स्थान

★ वर्तमान पद्धति के अनुसार टेलीफोन सुविधाएं

★ वर्तमान नियमों के अनुसार ट्रान्सफर की छूट

★ समानुपातिक प्रतिनिधित्व के अनुसार नेशनल कौंसिल, सर्किल कौंसिल तथा नेशनल कौंसिल्स में नामिनेशन तथा कौंसिल के रूप में औपचारिक बैठक

★ वर्तमान नियमों के अनुसार स्पेशल कैजुअल लीव की सुविधा

★ सदस्यों के वेतन से चन्दे की कटौती

★ सर्कुलर/आदेशों की प्रतिलिपियों की उपलब्धता/ परन्तु इसमें सेक्रेट, गोपनीय, सरकारी उपयोग हेतु शामिल नहीं होंगे।

B. ऑल इन्डिया स्तर पर 7 प्रतिशत अथवा अधिक मत करने वाले संघ

★ वर्तमान पद्धति के अनुसार टेलीफोन्स की सुविधा

★ समानुपातिक प्रतिनिधित्व के आधार पर निर्देशों के आधार पर कौंसिल में नामांकन तथा कौंसिलों की औपचारिक बैठक

★ 5 दिनों की स्पेशल कैजुअल लीव

★ सदस्यों के वेतन से चन्दे की कटौती

C. सर्किल में 50 प्रतिशत अथवा इससे अधिक मत प्राप्त करने वाले संघ

★ नोटिस बोर्ड का स्थान

★ वर्तमान पद्धति के अनुसार टेलीफोन्स की सुविधा

★ वर्तमान पद्धति के अनुसार अनौपचारिक बैठक

★ सदस्यों के वेतन से चन्दे की कटौती

★ वर्ष में 5 दिनों का स्पेशल कैजुअल लीव

D. ऐप्लीकैन्ट युनियन्स केवल वेरीफिकेशन के समय की सुविधा।

★ नोटिस बोर्ड की जगह

★ वर्तमान पद्धति के अनुसार टेलीफोन्स की सुविधा

★ वर्तमान नियमों के अनुसार ट्रान्सफर्स में छूट

- ★ अवधि के अनुसार समानुपातिक स्पेशल कैजुअल लीव
- ★ वेरीफिकेशन सम्बंधित ऑल इन्डिया/सर्किल/शाखा स्तरों पर बैठक

संलग्नक II

- ★ मान्यता प्राप्त प्रतिनिधि संघ तथा 7 प्रतिशत अथवा

इससे अधिक मत प्राप्त करने वाले संघों को वेरीफिकेशन में प्राप्त मतों के आधार पर कौंसिलों में समानुपातिक प्रतिनिधित्व दिया जाएगा।

- ★ 7 प्रतिशत मत प्राप्त करने वाले संघों को कौंसिलों में एक सीट की पात्रता होगी।

उदाहरण – I

संघ का नाम	यूनियन 'X'	यूनियन 'Y'	यूनियन 'Z'
प्रतिशत मत	46.57 प्रतिशत	34.96 प्रतिशत	7.38 प्रतिशत
मतों से अनुपात	52.37 प्रतिशत	39.32 प्रतिशत	8.30 प्रतिशत
सीटों की संख्या स्पष्ट	7	5	1
शेष प्रतिशत मत	3.37 प्रतिशत	4.32 प्रतिशत	1.30 प्रतिशत
कौंसिल में कुल सीट	7	6	1

उदाहरण .2

संघ का नाम	यूनियन 'X'	यूनियन 'Y'	यूनियन 'Z'
प्रतिशत मत	43.3 प्रतिशत	40.9 प्रतिशत	13.1 प्रतिशत
मतों से अनुपात	44.50 प्रतिशत	42.03 प्रतिशत	13.46 प्रतिशत
सीटों की संख्या स्पष्ट	6	6	1
शेष प्रतिशत मत	2.50 प्रतिशत	0.03 प्रतिशत	6.46 प्रतिशत
कौंसिल में कुल सीट	6	6	2

मान्यता नियम बनने हेतु 19 नवम्बर को बैठक

दिनांक 19 नवम्बर को संघों तथा बीएसएनएल प्रबंधन के मध्य बैठक हुई। एनएफटीई के पक्ष में अध्यक्ष तथा महामंत्री बैठक में सम्मिलित थे।

दिनांक 16 अक्टूबर की बैठक में संघों की मांग के अनुसार प्रबंधन ने मान्यता के प्रस्तावित पद्धति प्रस्तुत किया। परन्तु आश्चर्य की बात थी कि पूर्व बैठक के ठीक विपरीत तीन संघ, मान्यता प्राप्त सहित, ने मांग किया कि नियम बनने में समय लगेगा। अतः छोटे वेरीफिकेशन का नोटिफिकेशन जारी किया जाय तथा यह पूर्व के कोड ऑफ डिस्सिपलिन के अनुसार हो। उनका कथन था कि

13.3.2013 के उपरान्त कोई भी मान्यता प्राप्त संघ नहीं रहेगी। एनएफटीई तथा एफएनटीओ सहित दस संघों ने कहा कि यह बैठक प्रस्ताव पर विचार हेतु बुलाई गई है। छठवां वेरीफिकेशन बीएसएनएल के नियमानुसार होगा। एनएफटीई ने स्पष्ट किया कि 1.10.2000 से 4.10.2002 तक कोई भी संघ बीएसएनएल में मान्यता प्राप्त नहीं था। अतः यदि बीएसएनएल नियम बनने के कारण वेरीफिकेशन में 2 अथवा 3 माह का विलम्ब होता है तो इसका कोई महत्व नहीं है। आवश्यक है तो मान्यता की अवधि में वृद्धि कर दी जाय अथवा कोई अन्य वैकल्पिक व्यवस्था हो जाय।

चेयरमैन ने अन्त में कहा कि सभी संघ 29.11.2012 तक प्रस्ताव पर अपने विचार प्रस्तुत करें।

बीएसएनएल प्रशासन के प्रस्तावित मान्यता नियम पर दस संघों की प्रतिक्रियाएं

16 अक्टूबर की बैठक में संघों ने मांग की थी कि प्रबंधन मान्यता नियम का प्रस्ताव बनाए तथा अगली बैठक में विचारार्थ हेतु प्रस्तुत करें। यह प्रसन्नता की बात है कि प्रबंधन ने अल्प समय में प्रस्ताव बनाकर आज 19.11.2012, को बैठक की। दस संघ (एनएफटीई बीएसएनएल, एन यू बीएसएनएल डब्ल्यू (एफएनटीओ), बीएसएनएल डब्ल्यूआरयू, ए टी एम, बीएसएनएलईएस, बीएसएनएलईसी, पेवा बीएसएनएल, एआईबीईएस, बीएसएनएल, एनटीएसयू, बीएसएनएल, बी टी यू बीएसएनए) सामूहिक रूप से सुझाव तथा विचार भेज रहे हैं।

- 1) बीएसएनएल मान्यता के अपने नियम बनाए जिससे कर्मचारियों की समस्याओं तथा कष्टों का समाधान हो। बीएसएनएल जनता को सेवा देता है। अतः उपक्रम में औद्योगिक शांति का रहना आवश्यक है। कोड ऑफ डिस्सिपलिन बीएसएनएल संघों के लिए नहीं है। तथा इससे कर्मचारियों के कष्टों का निराकरण नहीं होता है। कार्य सभ्यता में भारी गिरावट हुई है।
- 2) वेरीफिकेशन में पूर्ण पड़े हुए मतों में 5प्रतिशत से अधिक मत प्राप्त करने वाले सभी संघों को मान्यता देने की व्यवस्था हो। **कौंसिलों में अधिकांशतः कार्यरत कर्मचारी ही हों। 51प्रतिशत मत प्राप्त करने वाले केवल एक संघ को मान्यता मिलने तथा अन्यो को नहीं मिलने पर औद्योगिक शान्ति नहीं रहेगी।**
- 3) आगामी वेरीफिकेशन बीएसएनएल के नियम के अनुसार हो। हम सभी कोर्ड आफ डिस्सिपलिन द्वारा वेरीफिकेशन कराने के विरुद्ध है। वेरीफिकेशन अप्रैल 2013 तक स्थगित रहे।
- 4) कुछ संघों 2 अथवा 3 ने यह तर्क दिया है कि 13.2.2012 के पश्चात मान्यता प्राप्त यूनियन नहीं रहेगी। हमें याद रखना होगा कि दो वर्षों 1.10.2000 से 3.10.2002 तक कर्मचारियों की

कोई मान्यता प्राप्त संघ नहीं थी। एमटीएनएल में एक वर्ष तक नई मान्यता प्राप्त संघ नहीं थी। यदि वेरीफिकेशन में 2-3 माह का विलम्ब होता है तो इसका कोई महत्व अथवा प्रभाव नहीं है। वर्तमान मान्यता प्राप्त संघ की अवधि में यदि 2-3 माह की वृद्धि होती है तो हमें कोई एतराज नहीं है। इसके अतिरिक्त अन्य उपाय भी यदि सम्भव हो तो किया जाय। इसमें आपत्ति नहीं है।

- 5) दो वेरीफिकेशन में भाग लेने वाले सभी संघों को न्यूनतम ट्रेड यूनियन सुविधाएं दी जाय।
- 6) सभी संघों की मासिक चन्दे की कटौती की सुविधा हो तथा पदाधिकारियों के ट्रान्सफर्स में छूट हो।
- 7) मान्यता हेतु 51 प्रतिशत, 35 प्रतिशत, 15 प्रतिशत तथा 7 प्रतिशत का वर्गीकरण उचित नहीं है। ऐसे सभी संघों को मान्यता मिले जिन्हें वेरीफिकेशन में 5 प्रतिशत से अधिक मत मिलते हैं।
- 8) सभी मान्यता प्राप्त संघों को समान सुविधाएं दी जाय। कौंसिल की सीटों में वृद्धि की जाय।
- 9) कौंसिल की सीट 15 से 24 की जाय। सभी मान्यता प्राप्त संघ को 3 सीट दी जाय तथा शेष का समानुपातिक बंटवारा हो। कौंसिल में कर्मी पक्ष के लीडर तथा सेक्रेटरी का चुनाव सदस्य करेंगे।
- 10) **पदाधिकारियों की संख्या में कटौती नहीं हो। परन्तु अधिकांश कर्मचारी कार्यरत हो।**
- 11) सर्किल में बहुमत प्राप्त करने वाले संघ को उस सर्किल में मान्यता मिले तथा उसे सर्किल/लोकल कौंसिल में स्थान मिले।
- 12) कौंसिल के सदस्यों का नामांकन सम्बंधित मान्यता प्राप्त संघ करेगी।
- 13) मान्यता नियम पड़े हुए मतों के आधार पर होना चाहिए।

उपर्युक्त सुझावों के आधार पर मान्यता नियम तथा कौंसिलों में प्रतिनिधित्व का संशोधन करें।

प्रबंधन/प्रशासन से पत्र

जोटीओ (टी) वर्ग में प्रोन्नति हेतु 35 प्रतिशत तथा 15 प्रतिशत कोटे की विभागीय परीक्षाएं

बीएसएनएल पत्र संख्या 5-11/2009-पर्स IV दिनांक 20.11.2012

केरल हाईकोर्ट के निर्णयानुसार 31.3.2012 तक की रिक्तियों की पूर्ति हेतु निम्न निर्देशनों के अनुसार विभागीय परीक्षाएं आयोजित होंगी।

- ए) परीक्षा की पद्धति तथा पाठ्यक्रम पत्र संख्या 5-11/2009-पर्स IV दिनांक 20.10.2009 तथा संशोधित 1.11.2011 के अनुसार होगी।
- बी) 35 प्रतिशत तथा 15 प्रतिशत कोटे की रिक्तियों की गणना प्रत्येक वर्ष के अनुसार होगी।
- सी) परीक्षा की पात्रता भर्ती नियम 2001 तथा संशोधित पत्र संख्या 5-28/2009 के अनुसार होगी।
- डी) सेवाकाल की अर्हता सम्बंधित वर्ष की रिक्ति के अनुसार 1 जुलाई होगी।
- ई) 35 प्रतिशत कोटे की आयु का कट ऑफ डेट परीक्षा की तिथि से होगी।
- एफ) एक परीक्षा आयोजित होगी। प्रत्येक वर्ष हेतु परिणाम पृथक घोषित होंगे।

टेलीकाम मेकैनिक वर्ग में प्रोन्नति हेतु वर्ष 2012 की विभागीय परीक्षा

बीएसएनएल पत्र संख्या 250-8/2009-पर्स III दिनांक 20.11.2012

सक्षम अधिकारी ने टीएम वर्ग में प्रोन्नति हेतु वर्ष 2012 में विभागीय परीक्षा आयोजित करने का निर्णय लिया है। इस संदर्भ में सभी सीजीएमस को प्रक्रिया प्रारम्भ करने का अनुरोध है। सम्पूर्ण रिक्तियों की गणना 31.3.2012 तक की होंगी तथा इसका 50 प्रतिशत भाग विभागीय परीक्षा द्वारा पूर्ति होगी। अभ्यर्थियों की पात्रता तिथि 1.7.2012 होगी। परीक्षा उसी एसएसएस में होगी जहां स्पष्ट रिक्तियां हैं तथा प्रतीक्षा सूची में अर्हता प्राप्त तथा प्रशिक्षित कर्मचारी

नहीं है तथा न्यायालय में कोई मामला लम्बित नहीं है।

एसएसएस/सर्किल की रिक्तियों को सूचित करते समय नॉन-रिक्सटिंग सर्किलों की रिक्तियों को भी सम्मिलित किया जाएगा। कार्पोरेट कार्यालय का भर्ती अनुभाग इस विषय पर आदेश जारी कर सकता है।

नान-पेमेन्ट के कारण टेलीफोन के डिस्कनेक्शन के पश्चात् स्थायी रूप से बंद करने की अवधि में संशोधन

बीएसएनएल पत्र संख्या 2-2/2011- बीएसएनएल/टी आर (पार्ट) दिनांक 6.11.2012

सर्किलों की सिफारिशों तथा सुझावों के आधार पर नॉन-पेमेन्ट के कारण टेलीफोन कनेक्शन को बंद करने की अवधि अब 90 दिन की निर्धारित हुई है। रिक्त केबिल पेयर्स, पोर्ट्स तथा नम्ब को नवीन ग्राहकों को दे दिया जाय। यह आदेश उन पर लागू होगा जिनके 1.11.2012 से आउटगोइंग काल्स बंद हैं। अन्यो का जिनका कि 31.10.2012 से पूर्व आउटगोइंग काल्स बंद है उनका स्थायी बंदी 180 दिनों के बाद होगी। इस मध्य बकाया राशि की वसूली के साथ-साथ ग्राहकों को बीएसएनएल सेवाओं को पुनः लेने का भी प्रयास होना चाहिए।

इस संदर्भ में निम्न कार्यवाही होनी चाहिए।

- 1) मुबाइल नम्बर, ई-मेल पते द्वारा बिलों के भुगतान का प्रयास करना चाहिए।
- 2) मैनुअल टेलीफोनिक रिमाइन्डर द्वारा भी ग्राहकों को भुगतान करने का स्मरण 10 दिनों के भीतर कराना चाहिए। इस के लिए 2 अथवा 3 सीनियर टी ओ एज को लेखाधिकारी (टी आर) के अधीनस्थ नियुक्त किया जाय।
- 3) यदि उपर्युक्त के बाद भी भुगतान नहीं होता तो टी आर अनुभाग का एक कर्मचारी लाईनमैन के साथ ग्राहक के निवास पर जाकर बकाया राशि के भुगतान का अनुरोध करे।
- 4) यदि उपर्युक्त के पश्चात भी भुगतान नहीं किया जाता

तो ग्राहक के निवास के समक्ष बकाया का विस्तृत ब्यौरा का पोस्टर लगाने पर विचार किया जाय।

- 5) यदि इसके पश्चात् भी भुगतान नहीं होता तो कनेक्शन स्थाई रूप से बंद रह कर दिया जाय तथा लीगल नोटिस देकर कानूनी कार्यवाही की जाय।

**एच आर एम एस वेतनमान का विस्तृत अपडेशन
बीएसएनएल पत्र संख्या 3-20/2007-पर्स V/ बीएसएनएल
दिनांक 12.11.2012 सभी सीजीएमस को**

वेतन संशोधन के पश्चात सभी कर्मचारी संशोधित सीडीए तथा आईडीए वेतनमान में होंगे। पूर्व के वेतनमानों में नहीं रहेंगे। आईएफए इसका सर्टिफिकेट कार्पोरेट कार्यालय को दिसम्बर के प्रथम सप्ताह तक अवश्य भेज दें।

प्रबंधन / प्रशासन को पत्र

**वेतन संशोधन से सीधे भर्ती कर्मचारियों के
वेतन में कमी**

टीएफ-9/9 दिनांक 7.11.2012 सीएमडी, बीएसएनएल को
कृपया विषय पर संघ के पत्र संख्या टीएफ-9/9 दिनांक 5.7.2012, 12.7.2012 तथा 1.9.2012 पर ध्यान दें। आपसे भेंट के समय संघ ने हस्तक्षेप की मांग की थी। अभी तक मुद्दे का समाधान नहीं हुआ है। 1.1.2007 के पश्चात् के सीधे भर्ती कर्मचारी टीटीएज, सीनियर टीवोएज टीएमस आदि का वेतन संशोधन में हानि है।

कृपया हस्तक्षेप करें जिससे की समस्या का समाधान हो।

संशोधित टीटीए भर्ती नियम में भेदभाव

टीएफ-14/2(ए) दिनांक 8.11.2012 निदेशक (कार्मिक) को
कृपया संघ के पत्र संख्या टीएफ-14/2(a) दिनांक 11.9.2012 (प्रतिलिपि संलग्न) की ओर ध्यान दें।

चेन्नई में आपसे चर्चा हुई थी कि पूर्व के प्रवेश परीक्षा में सफल कर्मचारियों को टीटीए वर्ग में प्रोन्नति हेतु भर्ती नियम में पात्रता नहीं है। संशोधित भर्ती नियम 2013 में लागू होगा। इसके ठीक विपरीत पूर्व के स्क्रीनिंग टेस्ट से सफल कर्मचारियों को जे ए ओ पार्ट की परीक्षा में सम्मिलित होने की पात्रता दी गई है। यह भेदभाव है।

अतः अनुरोध है कि उचित कार्यवाही करें जिससे पूर्व की प्रवेश परीक्षा में सफल कर्मचारियों की टीटीए परीक्षा में सम्मिलित होने की पात्रता सुनिश्चित हो।

टीएम वर्ग में प्रोन्नति हेतु विभागीय परीक्षा

टीएफ-14/2 (डी) दिनांक 19.11.2012

सभी सर्किलों में टीटीए की विभागीय परीक्षाएं सम्पन्न हो गई हैं।

कृपया टीएम की विभागीय परीक्षा का नोटिफिकेशन जारी करें।

**लाईनमैन वेतनमान में प्लेसमेन्ट के स्थान पर अर्हता
प्राप्त तथा प्रशिक्षित आरएमस को ओटीबीपी**

**टीएफ-26/1 दिनांक 12.11.2012 सीनियर जीएम (स्थापना)
को**

डी ओ टी के पत्र संख्या 1-36/97 एम पी पी दिनांक 28.9.2000 द्वारा लाइनमैन का वेतन संशोधित करके पोस्टमैन के समकक्ष निम्नवत किया गया था।

स्तर	वर्तमान	संशोधित
प्रवेश	2750-4400	3050-4590
ओ टी बी पी	3050-4590	32000-4900

अर्हता प्राप्त तथा प्रशिक्षित नियमित मजदूरों को टीएम की रिक्तियों के अभाव में लाइनमैन वेतनमान में रखा गया। वे लाभ की स्थिति में होते यदि उन्हें ओटीबीपी का अपग्रेडेशन मिलता। संघ का मत है कि उन्हें विकल्प मिलना चाहिए।

कृपया मुद्दे का समाधान सुनिश्चित करें।

सीनियर टीओए में नियुक्ति

**टीएफ-14/2 (ई) दिनांक 10.11.2012 सीनियर जीएम
(स्थापना) को**

कार्पोरेट कार्यालय के पत्र संख्या 252-10/2007 - पर्स III दिनांक 25.5.2007 में यह निर्धारित है कि किस प्रकार से सीनियर टीओए (जी) वर्ग में प्रवेश होगा। इसके पूर्व डीओटी पत्र संख्या 21-1/2001-एसएनजी दिनांक 23.1.2001 में अंकित आदेश प्रभावी था।

वाक-इन-कर्मचारियों को प्रशिक्षण में नहीं भेजा गया

था। जिससे उन्हें सदैव की हानि हो रही है। जूनियर की तुलना में सीनियर्स को कम वेतन मिल रहा है।

कृपया ऑफिसिएटिंग प्रमोशन देने हेतु विचार करें।

एम पी, चेन्नई तथा राजस्थान सर्किलों में सामग्रियों की कमी

टीएफ-19/3 दिनांक 6.11.2012 सीएमडी, बीएसएनएल को

कुछ समय पूर्व संघ के प्रतिनिधि एमपी, चेन्नई तथा राजस्थान सर्किलों के भ्रमण में थे। उपर्युक्त सर्किलों में केबिल्स, ड्रापवायर्स, टेलीफोन सेट्स आदि की भारी कमी है। बीएसएनएल की 12वीं वार्षिक गांठ के अवसर पर आपने अपने संदेश में कहा है कि व्यापार के अवसरों को प्राप्त करना होगा। परंतु सामानों के अभाव में व्यापार के अवसरों की प्राप्ति नहीं हो सकती है। सामान के अभाव में दोषों को भी ठीक नहीं किया जा सकता है। यह आश्चर्य है कि कार्पोरेट कार्यालय का तर्क है कि फील्ड में सामान भेजा गया है। परन्तु फील्ड में ये उपलब्ध नहीं।

कृपया कार्यवाही सुनिश्चित करें जिससे कि फील्ड में सामानों का अभाव नहीं रहे।

सवाई माधोपुर में क्वार्टरों का दोषपूर्ण आवंटन
टीएफ-27/1 दिनांक 7.11.2012 पीजीएम (एस आर) को
सवाई माधोपुर में क्वार्टर्स की स्थिति इस प्रकार है:

1) टाईप I - निल, 2) टाईप II - 4, (3) टाईप III - 2

टाईप-II क्वार्टर्स के पात्र कर्मचारी (श्री प्रवीन मीना आदि) हैं। परन्तु स्थानीय अधिकारी आवंटन नहीं कर रहे हैं। अपात्र कर्मचारियों अर्थात् टाईप I के लोगों को आवंटित कर रखा है। टाईप I क्वार्टर्स खाली है। इससे कम्पनी को हानि हो रही है। मामले को राजस्थान सर्किल से लिया गया है। परन्तु समाधान नहीं हुआ है।

कृपया हस्तक्षेप करें।

सिविल विंग का कोलकता टीडी तथा पश्चिम बंगाल सर्किल में विभाजन

टीएफ18/6 दिनांक 12.11.2012 सीएमडी, बीएसएनएल को

सिविल विंग के अधिकतम कर्मचारी कोलकता टीडी के अधीनस्थ है। इनका विभाजन दोनों सर्किलों में आवश्यक है।

पार्को का उपयोग करके रेवेन्यू जनरेशन-एनटीआर का मामला

टीएफ-27/1 दिनांक 9.11.2012 श्री उपाध्याय, सीएमडी, बीएसएनएल को

लगभग सभी पी एन्ड टी कालोनियों में पार्क है जिनका उपयोग शादी में किया जा सकता है। देवनगर कालोनी के पार्क का अभी रिनोवेशन एमएलए द्वारा हुआ है। जो कि एनटीआर के अधीन है। संघ का सुझाव है कि शादी आदि में पार्क को किराए पर देकर उपयोग किया जाय। अन्य पार्को का भी इसी प्रकार उपयोग हो सकता है।

एक्यूंपंक्चर इलाज में चिकित्सा दावे का समाधान
टीएफ-32/6 दिनांक 10.11.2012 जीएम (प्रशासन) बीएसएनएल को

बिहार सर्किल में लम्बित अनुशासनात्मक मामलों का निपटारा

टीएफ - 13/6 दिनांक 8.11.2012 सीवीओ बीएसएनएल को

सर्व श्री लल्लन सिंह (आरएम), शिवेन्द्र कुमार सिंह (टेक्नीशियन), राम आसरे मांझी तथा महेन्द्रपाल (आरएम) के मामले लम्बित हैं। इनके मामले बिहार सर्किल के संख्या सीबीआई/सीएचपी/2003 दिनांक 7.12.2011 द्वारा कार्पोरेट कार्यालय को भेजा गया है। अभी तक इनका निपटारा नहीं हुआ है।

कृपया मामले का निपटारा सुनिश्चित करें।

Contd. from page 9 : Letters from BSNL ...

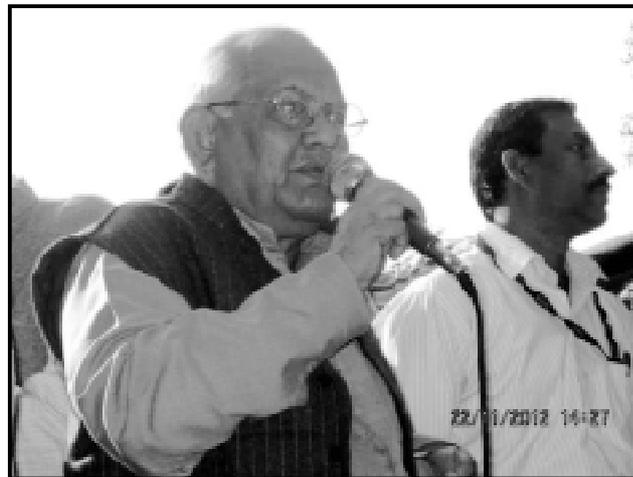
10-2012 the General Secretary National federation of Telecom Employees C-4/1, Bangla Sahib Rod (Baird Road) New Delhi 110001

Please refer to your letter No. TF-32/5 dated 6.9.2012 on the subject mentioned above. As per the policy, the heads of territorial circles are authorised to empanel hospital for all the employees of territorial and non-territorial circle working in the area. It is informed that due to on-going legal cases, on the advice of the advocate it is suggested that separate agreements shall be entered with the empanelled hospitals by the heads of the non-territorial circles. It is further informed that all the non-territorial circles have already been informed about the facts.

बीएसएनएल/एमटीएनएल कर्मचारियों का 22 नवंबर को संसद कूच

दिनांक 22 नवंबर को बीएसएनएल/एमटीएनएल संघों/एसोसिएशनों के ज्वाइंट फोरम के आह्वान पर कर्मचारियों ने संसद को कूच किया तथा मांग किया कि डीओटी आईटीएस अधिकारियों को वापस करें। एनएफटीई के अध्यक्ष (साथी इस्लाम), उपाध्यक्ष (साथी मलहान सिंह एवं महेंद्र कुमार), सचिव तथा एन टी आर के प्रांतीय मंत्री (साथी राजपाल), साथी एम एल शर्मा (पंजाब सर्किल सेक्रेटरी), साथी एच के गोयल (प्रांतीय मंत्री, हरियाणा) ने अपने साथियों के साथ भाग लिया। कर्मचारियों को सर्व श्री बागरी (सांसद बीजेपी) तथा वासुदेव आचार्य (सांसद

सीपीएम) ने सम्बोधित किया तथा सहयोग-सहायता का आश्वासन दिया। इसके पूर्व साथी इस्लाम ने अपने संबोधन में कहा कि प्रबंधन में वर्तमान व्याप्त अस्थिरता तथा असमंजस की स्थिति निगम के लिए उचित नहीं है। इसका निराकरण आवश्यक है। कंपनी की गिरावट का एक मुख्य कारण प्रबंधन में अस्थिरता है। अधिकारियों ने अपना विकल्प दे दिया है। सरकार की जिम्मेदारी है कि उनके विकल्प के अनुसार कार्यवाही करे। अतः "आईटीएस गो बैक के नारे" के स्थान पर "सरकार आईटीएस को वापस लो" का नारा उचित होगा।



कामरेड इस्लाम अहमद संसद रैली को संबोधित करते हुए