

TELECOM

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

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

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OCTOBER, 2011

Editor - General Secretary

Vol. LVI No. 10

NEC at COIMBATORE (T.N.) **OCT. 15, 16, 17**

- ❖ To oppose and defeat the voluntary retirement scheme proposed by the BSNL management to retrench nearly one lakh employees who have attained the age of 45.
- ❖ To demand withdrawal of 5.9.2011 order cancelling the quarterly medical allowance (without voucher), 10 days earned leave encashment during L.T.C. tour and postponement of LTC facility for two years.
- ❖ To secure recognition to NFTE-BSNL and change the out-dated 'Code of Discipline'.
- ❖ To safeguard the Financial viability of BSNL and enhance its profitability and efficiency.

Oct.
15

National Seminar : Inauguration by :
Shri R.K. Upadhyay, CMD, BSNL

Open Session : Inauguration by :
Com. G.L. Dhar, Secretary, AITUC

Magarajothi Mahal
(Sree Ayyappan Pooja Sangam), Sathyamoorthy Road
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TELECOM

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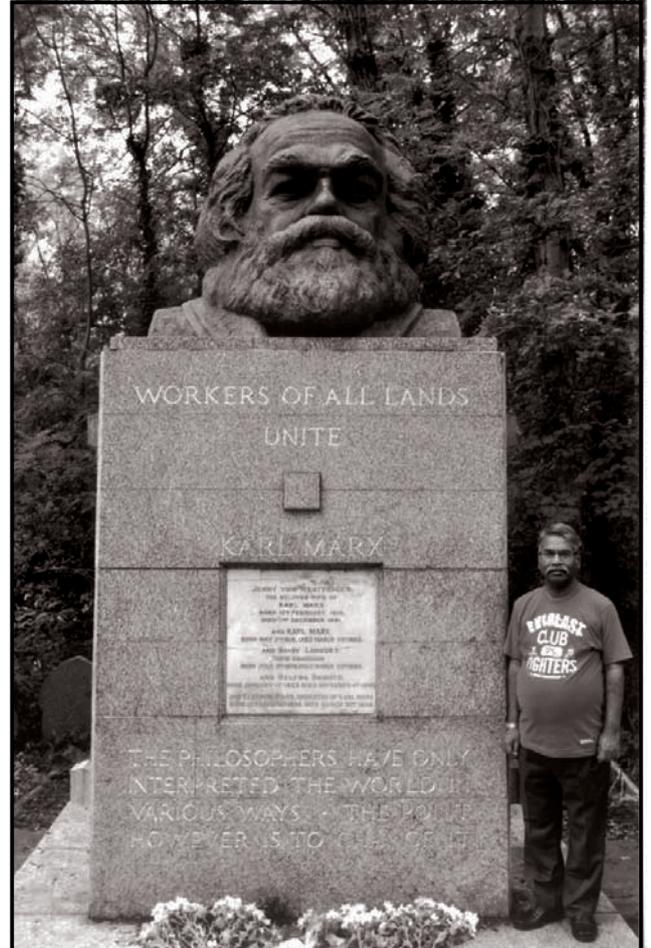
UP (West)

The District Conference of NFTE BSNL of Agra was held on 21st September, 2011. The open session / seminar was attended by Sr GM, Dy GMT (Admn), Dy GMT (F) and other officers. Addl GM, Shri Shyam presided the meeting.

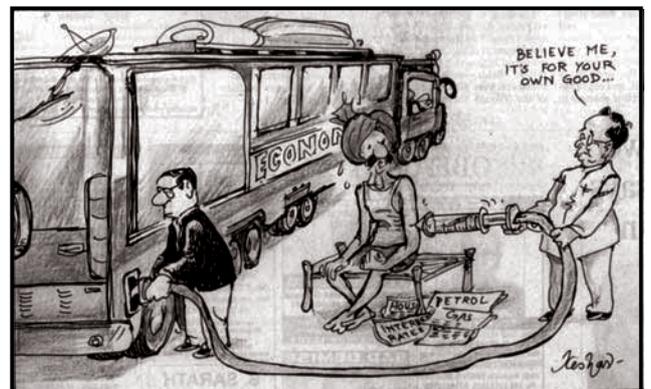
President, General Secretary and circle Secretary, Com Saini addressed the very large gathering. Hundreds of workers assembled to listen the central leaders. The Sr GM, Shri H.S Sharma felt through joint efforts BSNL could be lifted to progress. He maintained that there should not be any communications gap between workers and management. President and General Secretary addressed the house in detail about the condition of BSNL and VRS. The leaders of AIOA, SNEA etc. also addressed the conference.

CHQ leaders declared that NFTE is not averse to unity and joint struggle but the respectability of NFTE and its membership could not be ignored and sacrificed. Com. Y.K. Sharma and Com. Charan Singh have been elected as District President and District Secy. ■

Homage to leader of the World Working Class



Com. C.K. Mathivanan, Dy. General Secretary paid floral tributes at Comrade Karl Marx Memorial in London on 11.9.2011 during his recent U.K. trip



The Hindu, 22-9-2011

EDITORIAL

Country is rich but people are poor

Recently the planning Commission had submitted an affidavit in the Supreme Court defining 'Poverty line' which had created a controversy in our country. As per the bench mark fixed by the Planning Commission a man residing in urban areas if earn Rs. 32/- per day he will be considered to be alone the poverty line and did not entitle for food grains under subsidised rate at ration shops. For the rural areas this was fixed as Rs. 26/-. Accordingly if an Indian earns Rs. 32/Rs. 26 as the case may be he may not be considered as a "Poor". This is astonishing and shocking. When successive governments in India introduced economic reforms as per the guidelines of World Bank, IMF and WTO they promised abolition of poverty with in 5 years. But even after 20 years of Globalisation and Liberalisation of economy now the poverty is not abolished but increased many fold.

During the period of economic reforms in our country more than 1,50,000 farmers and poor people in Maharashtra, Andra and Karnataka have committed suicide due to debt and financial difficulties.

Very recently the Prime Minister office officially announced the assets of the central ministers through website. Among the Cabinet Minister the richest is Sri. Praful Patel with Rs. 122 crores and

in the lowest place Sri A.K. Antony is placed with only few lakhs. Interestingly Sri. Praful Patel nearly doubled his assets from Rs. 70 crores with in a short period of 28 months. During the same period the 'Air India' under his civil aviation ministry fallen in debt trap and incurred huge loss due to mismanagement. Only through 2G Spectrum allocation few people loot this country Rs. 1,76,000 crores as per the CAG's report. Now India replaced Japanese and Chinese to top place among the millionaires in Asia. Sri Mukesh Ambani is the 4th richestman in the world. Sometimes back he presented his wife as a birthday gift an aeroplane worth Rs. 362 crores. It was well known that he has built a very big bungalow in Mumbai city worth several thousands crores of rupees. His house was considered to be the constliest bungalow owned by a person in the whole world. The richest person is also in India. The poorest person is also in India. Two decades of Economic reforms actually pauperised the poor and lower middle class people but helped the rich people to amase wealth.

The economic liberalisation process began by P.V. Narashima Rao and persued by A.B. Vajpayee and Dr. Manmohan Singh during the last 20 years has failed to eradicate poverty from our country. ■

Scam.... Scam..... Scam... After 2G Now 3G?

The Delhi High Court sent notice on 28.9.2011 to the government of India, TRAI etc. to explain the allegations that due to their carelessness Rs. 20,000 crores was lost to the government on account of violation of license conditions for 3G Spectrum by certain Private telecom operators.

A petition was field in the Delhi High Court alleging that few private telecom companies although do not have licence for 3G Spectrum in some telecom circles they provide 3G service to their customers utilising the others', 3G Spectrum illegally. This is a 'back door' method to use 3G Spectrum in Circles where the companies do not have proper licence for 3G spectrum. It is strange that these violations were continued with the full knowledge of DoT and TRAI.

Already BSNL was 'looted' Rs. 18000 crores on account of 3G licence for "Pan India" eventhough the Public Sector Company was not permitted to participate in the auction for 3G alongwith other private operators which would have given opportunity to BSNL to select needed circles only. But the then telecom minister A. Raja forced BSNL to get Pan India 3G licence ofcourse without participating in open auction. This way BSNL lost few thousand crores.

2G (or) 3G the loss is only for the Government of India (or) Public Sector company. In 2G the loss was Rs. 1,76,000 crores. In 3G the estimated loss is Rs. 20,000 crores. ■

The relevance of Madras High Court judgment on Trade Union recognition

On 21-9-2011 in a land mark judgment the madras High court ruled that in the absence of any law of the land for recognising trade unions in a industry no union can claim the position of sole bargaining agent even if it was a recognised one. Further the management/government can discuss with any union eventhough it was an unrecognised one. No recognised union can arrogate itself of all powers to negotiate with the management on behalf of the entire workforce. These observations are actually vindicate the position of NFTE-BSNL for the last five years. The outdated 'Code of Discipline' has no legal basis and hence enjoy no statutory status. NFTE-BSNL will once again approach the management in the light of the recent Madras High Court ruling to demand recognition to NFTE-BSNL immediatly which has fulfilled the condition of 15% vote share in all the membership verifications conducted in BSNL so far. NFTE-BSNL also welcomes the decision of Jaipur CWC meeting of BSNLEU to demand proportionate representation in National/Circle/Local Councils. Now the management has no valid reason to avoid granting recognition to NFTE-BSNL.

C K M

HC jolt to DMK labour wing's supremacy claim

Chennai: Four months after the DMK was dethroned in Tamil Nadu, its transport labour wing – Labour Progressive Federation – has lost its status of being the sole bargaining agent representing all employees with all transport corporations.

The Madras High Court has rejected its claim to retain its status as sole bargaining agent, saying its membership has got reduced to half its size – from 77,548 members in March to just 34,944 in July.

Dismissing the DMK union's writ petition seeking to represent all transport workers in all transport corporations for all talks, including wage negotiations, Justice K Chandru said that in the absence of a law to recognise unions, the DMK's labour wing cannot claim recognition

through court order.

In the transport polls held on October 8, 2010, the DMK-affiliated union got 73,450 of the 1.28 lakh votes, representing 57.31% of total votes. Backed by a court order and a subsequent government order, it sought to represent all unions for all purposes, including wage talks with the managements. When the matter came up for hearing now, its counsel complained that after the AIADMK assumed power members of the DMK-affiliated union were being victimized and transferred. He said a single union representing all workers would be the ideal arrangement for all welfare negotiations.

Rejecting the submissions, Justice Chandru said Tamil Nadu was yet to have any law for recognition of trade union.

(Times of India, 22-9-2011)

DMK union's move to monopolise talks fails

Special Correspondent

CHENNAI: The Madras High Court on Wednesday dismissed a petition by the DMK-affiliated Labour Progressive Federation (LPPF) seeking a direction to State Transport Corporations not to entertain any trade union, except the federation, for talks on workers' grievances.

In his petition, Shanmugam, the federation's general

secretary, stated that the LPPF was the only union with the largest membership of transport workers. As per a High Court direction, an election was held in 2010. The federation emerged victorious securing the highest number of votes. By a G.O. of December last year, recognition was accorded to it to take part in negotiations for all purposes.

After the AIADMK assumed office in the State in

May this year, transport corporations indulged in unfair labour practice and effected mass transfers. Members of the federation were victimised. The action of the authorities in calling all trade unions for a meeting in August this year was illegal.

Justice K. Chandru said that the petitioner union having enjoyed patronage earlier would also be at the receiving end when its party lost power.

The only way to remove such vagaries and stop political patronage was to make institutional reforms in industrial relations, "instead of enjoying such privileges while in power and lamenting later when such political power is lost." The petitioner's prayer to declare it as the sole bargaining agent just because it got elected through a secret ballot could not be countenanced in the absence of law.

LETTERS FROM BSNL MANAGEMENT/ ADMINISTRATION

OFFICE MEMORANDUM

Working pattern in BSNL- Consolidated orders on ...

No. 14-1/2011-TE Dtd.13.09.2011

The undersigned is directed to say that instructions have been issued by DOT/ BSNL after its formation on 1.10.2000 from time to time regarding five days/ six days working pattern and duty hours for employees. For working pattern, the contents of important orders on the subject have been consolidated as a compilation "Instructions and Guidelines on working pattern". The number and date of original instructions have been referred in the relevant instructions for easy reference to the context.

Enclosure of letter No. 14-1/2011-TE dated 13.9.2011

Regarding working pattern in operative offices, field Units.

A) Instructions contained in this office letter No.24-8/85-TE-II/Vol.-IV dated 27/05/2004.

Introduction of Six day working pattern:

a) All offices of BSNL presently observing five-day week working pattern will observe six-day week working pattern with second Saturday as closed holiday w.e.f 1.6.2004. The working hours will be from 10:00 A.M. to 5:30 P.M. with half an hour lunch break from 1:30 P.M. to 2:00 P.M.

b) The existing six days working pattern in operative offices/field units/ Telecom factories including the shift working shall continue.

B) Instructions contained in this office letter No.24-8/85-TE-II/Vol.-IV dated 22/05/2000: The instructions were issued in super-cession of all earlier orders on the subject.

Five /six days week working in the field Units:

1. Territorial Circles & SSAs
 - Circle Offices 5 days/week
 - SSA
 - *TDE/TDM/GM/PGM Office (TRA, Commercial, Admn, Plg.) 5 days/week
 - * Others 6 days/week
 - Customer Service Centre

and Cash Collection Centre 6days/week

2. Non-functional Circles
T&D, Q/A, Datanet, NCES, Rly.Electrification, Mtce. Region, Project Circles, Task Force etc.

* CGM Office 5 days/week

* Field Units 6 days/week

* Training Centres 5 days/week

(All including those controlled by Circles & SSAs)

3. The category of staff or office not mentioned above will be decided by Head of Circle as per requirement in particular area/circle.

4. In Civil/Electrical Wing, all the staff engaged in maintenance work are attending office for 6 days a week While other staff are attending office on 5 days a week pattern. The present arrangement may continue.

5. Telegraph Offices headed by Superintendent in-charge Gp. 'B' Officers and above have 5 days/week while in the same office operating sections like public counters and instrument room etc. will observe 6 days/week. The present arrangement may continue. ■

Expenditure Control in BSNL

No. BSNL/Admn. 1/14-15/09 dated : 16.9.2011 to 1) All the CGMs, BSNL, 2) PS to CMD, PPS/ PS to all Directors/EDs of BSNL Board, 3) All PGMs/Sr. GMs/GMs/CS & Sr. GM (Legal), BSNL Corporate Office, 4) DG P&T Audit, 5) All recognised Associations/ Unions of BSNL

Office order

Kindly refer to the letter No. 7-8/2010/EF/Part / 1 dated 5.9.2011 of AGM (EF-1) BSNL Corporate Office on the subject mentioned above conveying the decision of the Competent Authority withdrawing the option of outdoor treatment facility "without voucher" from the BSNLMRS medical facility w.e.f. 1st October 2011. Following clarification is issued in this regard:

The claims of optees of without voucher shall be entertained only for the treatments undertaken or medicines taken after 1st October 2011, as medical expenses for treatments upto 30th September

2011 are covered from the allowances received for the said period.

The Provisions of Medical Policy are accordingly amended/revised as above. ■

**Non- Executive Promotion Policy (NEPP)
-Convening of the prescribed Screening
Committee twice in a year. -regarding.**

***File No. 27-7/2008- TE-II (Pt.) Dated: 20/09/
2011 to All Heads of Telecom Circles, Metro
Districts & Administrative Units, Bharat
Sanchar Nigam Limited.***

Kindly refer to this office letter of even no. 27-7/2008-TE-II dated 23/03/2010, vide which Non-Executive Promotion Policy (NEPP) has been circulated. While granting the financial upgradations under NEPP, the review has to be done once in a year on 1st October in respect of all non-executives, who have already completed the required number of years of qualified service as on that date. However, while doing so, some employees, who are eligible for upgradation as on 1st October of a particular year, retire before actually being upgraded to the next higher IDA pay scale, which results in re-fixation of pension of these employees on account of their financial upgradations under NEPP.

This matter has been examined in BSNL Corporate Office and with the approval of the Competent Authority, it has been decided that the prescribed Screening Committee for granting financial upgradations under NEPP should be convened twice in a year instead of only once in a year. Accordingly, the Screening Committee should follow a time-schedule and meet twice in a calendar year -preferably first week of April and first week of October of a year for advance processing of the cases maturing in the next half year.

Accordingly, the following schedule may be adhered to:-

- (a) the cases maturing during second-half (1st July-31st December) of a particular calendar year should be taken up for consideration by the prescribed Screening Committee meeting in the first week of April of that calendar year;
- (b) the prescribed Screening Committee meeting in the first week of October of any calendar year should process the cases that would be maturing during the first-half (1st January-30th June) of the next calendar year.

However, the concerned non-executives may be granted the financial upgradations under NEPP from their actual due dates of upgradation, after completion of requisite number of years of qualifying service, subject to vigilance clearance as on the date of such upgradation. ■

**Revision of flat rates of licence fee for
departmental quarters w.e.f. 01.07.2010-
regarding.**

***BSNL No. BSNL/6-1/SR/2011(Pt) Dated the
16.09.2011) to All CGMs, BSNL***

In BSNL the flat rates of licence fee for departmental quarters are being charged as fixed by the Directorate of Estates, Ministry of Urban Development & Poverty Alleviation from time to time.

2. The Directorate of Estates had revised the flat rates of licence fee w.e.f. 1st. July, 2010 vide their OM No. 18011/1/2009-Pol.III dated 28.04.2011 (copy enclosed). Accordingly approval of the competent authority is hereby conveyed to recover the licence fee w.e.f. 01.07.2010 for the departmental accommodations as per the revised flat rates contained in the OM dated 28.4.2011 of Directorate of Estates & enclosed as Annexure- "A" to this letter.

3. It is also intimated that recovery based upon this order will not be effected in respect of those employees who have retired/ resigned from BSNL and have vacated residential accommodation allotted by BSNL up to the date of issue of this order and such cases may not be reopened. ■

**Revision of flat rates of licence fee for
Central Govt. Residential
Accommodation throughout the Country.
*No. 18011/1/2009-Pot-III dated 28th April 2011***

In terms of SR-324(4) the Government has decided to revise the flat rates of licence fee recoverable for the residential accommodation available in General Pool and also in Departmental Pools of Ministries/Departments of the Government of India throughout the country (except in respect of substandard/unclassified accommodation of Ministry of Defence accommodation for service personnel of the Ministry of Defence and accommodation under the control of Ministry of Railways) as shown the Annexure.

2. The revised rates of licence fee would be effective from 1st July 2010. All Ministries/Departments are requested to take action to recover the

revised licence fee in accordance with these orders in respect of accommodation under their control all over the country.

3. This issues with the concurrence of integrated Finance Wing of the Ministry of Urban Development under its Diary No. 545/Dir. (F)/FD/10 dated 15-11-2010 & dated 03-01-2011.

4. In so far as persons serving in the Indian Audit & Accounts Departments are concerned orders would be issued separately.

Clarifications on working pattern in field Units including shift working-regarding.

No. 14-1/2011-TE Dated 11.09.2011 to All Heads of Telecom Circles/ Chennai Telephones/ Calcutta Telephones / All Heads of Administrative Units, BSNL.

References on the above subject have been received from various circles/Units. This matter has been thoroughly examined and it has been decided to Issue clarifications keeping in view the previous orders/letters issued by DOT/BSNL from time to time, as under:

a) What is the working hour's pattern of field Units in 6 days working pattern (Similar to that given for offices in Para A (a) of BSNL Co letter dated 27.05.2004

Reply: The Following information is in accordance with this office letter No.24- 8/85-TE-II/Vol.-IV dated 27.05.2004 and letter U.O.No.815-TE-II.2003 dated 31.12.2003:-

In respect of para b) of this office letter No. 24-8/85-TE-II Vol-IV dated 27.05.2004, the working hours in operative offices/field units is 8 hours per day including ½ hour meal relief, Thus 48 hour's per week (45 working hours +3 hours meal/lunch). Thus hours constitute the duration of the duties which commence at or after 5.00 hours and ceases before 21.00 hours.

b) Whether the Second Saturday is a closed holiday for the field Units including the field DEs

Reply : As per letter No. 24-8/85- TE-II Vol.-IV dated 27.05.2004. the following offices mentioned in letter No.24-8/85- TE-II/VOL-IV dated 22.052000 were converted from 5 days week pattern to 6 days week pattern.

1. Territorial Circles & SSAs- All Circle Offices & SSAs-TDE/TDM/GM/PGM Office (TRA, Commercial, Admn, Pig.)

I.Non-functional Circles- All CGM Office of T&D (Inspn. circle), Q/A, Datanet; NCES, Mtce. Region, Project Circles, Task Force etc. and Training Centres (All including those controlled by Circles & SSAs).

It is therefore, clarified that only above mentioned offices are eligible for Second Saturday as closed holiday:

c) What is the working hour per shift for the officers and staff performing shift duty?

Reply: The information regarding shift duty working hours in accordance with this office letter No.24-6/82-TE-II/Vol.-IV dated 5/6.8.83. The working hours per shift for the office staff performing shift duty hour is given below:-

1)8 hours duration of duties (General duty) which commence at or after 05.00 hrs. and ceases before 21.00 hours.

2)7 hours constitute the duration of duties (Evening duty) which shall begin before 19 hours and terminate at or after 21.00 hrs. or which begin before 05.00 hours;

3)6 hours constitute the duration of duties (Night duty) which shall commence at or after 19.00 hours and end before 05.00 hrs.

4)48 hours constitute the total number of hours which should be considered a week's duty, i.e. 8 hours for each week days, Further, it is understood that in calculating the total periods of the 7 or 6 hours duty mentioned in (2) and (3) above are reckoned as equivalent to 8 hours mentioned in (1) above in view of Night Coefficient.

d) What is the Night Weightage/Night Co-efficient?

Reply: As per order No. 15-13/88-TE-II dated 25.05.1990, night Duty is defined as duty performed between 2200 hours and 0600 hours and the benefit of Night-co- efficient (Night Weightage for hours of work performed during night) is granted to eligible employees in the following manner:-

1) One hour of night is to be treated as equivalent to one hour and 10 minutes of day, duty where duty is partly by day and partly by night and night duty is less than six hours.

2) One hour of night duty is to be treated as equivalent to one hour and 20 minutes of day duty where the duty is partly by day and partly by night and part of the night duty is not less than six hours and also where the duty is entirely by night. ■

LETTERS TO ADMINISTRATION

Expenditure Control in BSNL

No. TF-6/7 Dated 20/9/2011 to Shri R.K.

Upadhyay, C.M.D. B.S.N.L New Delhi

We are enclosing herewith a copy of our Communication No. TF-6/7 dated 20-9-2011, addressed to Hon'ble Minister of Communication and I. T. for your perusal and appropriate action. We are sure the points raised in the letter will be considered by BSNL Headquarter in correct and real perspectives. ■

Financial viability of BSNL.

No. TF-6/7 Dated 19/09/2011 to Shri Kapil Sibal, Hon'ble Minister of Communication & IT, Sanchar Bhawan, New Delhi

The National Federation of Telecom Employees BSNL representing more than Eighty Thousands employees is deeply concerned with the present financial condition of the entity as it is running into loss of more than Rs. 6000/- crores which of course has not come all of a sudden. The mismanagement and non-availability of equipments etc. are some of the reasons which contributed in retardation of financial health of the PSU. Moreover, there has been financial indiscipline also due to absence of Director (Finance) in the largest Public company. In the circumstances you will very kindly appreciate that the workers may not be held responsible for the present morass. There has been no accountability against the erring officers also resulting to deep rise in corruption, non-performers and misdeeds.

We are not only deeply shocked but surprised also as the BSNL Corporate Headquarter has started curtailing and freezing the facilities (LTC, Encashment of leave, Medical Allowance without vouchers) of staff but the lavish expenditures being incurred for officers on Black Berry Mobile Phones, vehicles etc. going on unabated and unchecked. The action of management is pouring salt into the wounds of Lakhs of employees and this may aggravate situation beyond expectations of the administration. The employees are greatly perturbed over the news of VRS circulated in DOT's D.O. letter No. 10-12/2011-SUI dated 7-09-2011 which is in flagrant violation of DOT's assurances, commitments and Cabinet decision at the time of Corporatization in September, 2000.

We may mention that the three federations viz. NFTE, FNTD and BTEF organized three days strike from 6-9-2000 to 8-9-2000 sequel to which the DOT signed an agreement on 8-9-2000 in presence of then. Minister Communication on the issues of Pension, Job Security and Financial Viability of BSNL. The Cabinet had decided on the issues as below:

(a) Pension : Pension & retirement job security benefits would be as per scheme, salient features of which are given below:

- (i) All employees will be entitled to Government's scheme of pension/family pension even after their absorption.
- (ii) Payment of pension would be made by Government.
- (iii) The pension framework has been made part of the CCS Pension Rules by amending Rule 37 using powers under Article 309 of the Constitution of India.

(b) Job Security : (i) Any order of removal/dismissal from the PSU would be reviewed by the Administrative Ministry.

(c) Financial viability : (i) Government will consider and provide a package of measure so that the viability of BSNL is not impaired because of implementation of any socially desirable uneconomic activity, such as rural telephony, undertaken by BSNL at the behest of Government.

It is stated that the Govt./ DOT has earlier diluted the orders on Pension and diverted and transferred its liability on BSNL in addition to pension contribution and now reportedly wants to retrench the employees through the process of VRS. The action and move of DOT is not in consonance with the agreement signed at the time of Corporatization which is being forgotten due to obvious reasons. You will appreciate. ***Sir, if agreements are forgotten and flouted the very credibility of the Govt. will be in question.***

The present financial crisis in BSNL is due to the policies of the DOT. We are unable to understand why the Govt. DOT, is not reimbursing the losses incurred by BSNL due to services rendered by BSNL in remote and village areas.

The present condition of BSNL and DOT's atti-

tude has not only alarmed the workers but it has created serious resentment amongst them. Under the situation we seek your intervention before situation deepens and workers adopt the path of struggle.

A line in reply will oblige us. ■

Note: Similar letter has been submitted to MoS(C) on 26-9-0011 in the course of our meeting.

Grant of Recognition to NFTE (BSNL) as second union of non-executive staff in BSNL.

No.TF-1/1 (d) Dated 26/9/2011 to Shri Milind Deora, Hon'ble Minister of State for Communication and I.T., Sanchar Bhawan, New Delhi

We seek your kind intervention for recognition of NFTE (BSNL) as second union in larger interest of employees and BSNL.

It is submitted that the BSNL management conducted verification in a arbitrary way on 3/2/2011 in which BSNLEU and NFTE (BSNL) secured 46% and 35% of votes respectively of non-executive workers. But the administration has conferred recognition to only BSNLEU due to which 54% of staff are not represented in the Negotiating Machineries resulting in non-redressal of staff grievances. You will kindly appreciate that in the situation the grievances and problems of bulk of staff will neither be resolved nor redressed causing deep frustrations. This is affecting the Industrial Peace which is very much necessary for the smooth working of the entity. Needless to state that NFTE fulfills all the conditions of recognition and that there are 11 states / circles and many districts in the country where NFTE (BSNL) has secured more votes than the BSNLEU. While granting recognition to BSNLEU the management in Letter No. BSNL / 5-1 / SR/2010 / Vol II (I) date 14/2/2011 has desired as below.

"All workers, who are not members of any of these unions in circles might either operate through the representative union or seek redress directly".

The above is neither feasible nor practical as staff are serving in nook and corner of the country including in remote areas. The workers owing allegiance to NFTE (BSNL) cannot approach to BSNLEU the recognised union, for settlement of their problems. Moreover, it will demoralise the workers having allegiance with other unions and will lead to monopoly of a union against the process of democratisation.

We may also submit Sir, that the NFTE (BSNL) has not submitted any undertaking for acceptance of aged old and outdated Code of Discipline which is meant only for Central Trade Unions and it is not at all applicable for non-affiliated unions in BSNL. The administration of BSNL particularly "SR Cell" has conducted the verification in an arbitrary, motivated and colourful way because in the meeting of 16/9/2011 the chairman ignored the demand of participants of majority of unions that the BSNL should frame its own rules of recognition which was in continuation and reiteration of demand of 16/11/2008 meeting held in presence of Dy. Chief Labour Commissioner. The "SR Cell" even dispensed with illegally the mandatory undertaking for acceptance of Code of Discipline which was must upto fourth verification and the statement of BSNL that unions have already accepted is untrue and unacceptable. You will agree, sir, no acceptance / agreement can be imposed in a unilateral method." Under the situation the NFTE (BSNL) is not bound with the unilateral imposition of Code of Discipline and is entitled for second recognised union status.

It is stated that there are more than one union in Railways, Govt. Sector and other PSUS. In Neyveli lignite corporation case the Chennai High Court has decided and directed the management to grant recognition to unions till 51 % workers are represented in the Negotiating Machineries. We may submit that the company is making the plea of court case but the same management has extended recognition to BSNLEU without caring the litigation in Kerala High Court.

We, therefore, request you to please intervene so that recognition is extended to NFTE (BSNL) as second union as in the case of BSNLEU so that grievances of the employees are redressed. ■

VRS in BSNL.

No. TF-11/8 (a) Dated 19/9/2011 to, Chairman-cum-Managing Director, B.S.N.L N.Delhi

Kind reference is invited to para (3) of DOT Do No. 10-12/2011-SUI date 7/9/2011 regarding VRS in BSNL. The relevant portion of the said para is as below :-

"Action taken on VRS in BSNL as discussed during the meeting in DOT on 1st September, 2011 may also be approved".

It appears the DOT has given some instructions to retrench the employees through the proc-

ess of VRS. But till date the Director (HR) / GM (Restg) were maintaining that the employees will be given option to retire voluntarily with notional increment benefit. We strongly feel any arbitrary plan already decided will be very much against the Industrial culture and may spoil the harmony and peace in the company. The DOT as well as BSNL management should not forget that peaceful transition from Govt. to BSNL has taken place on firm assurance and commitment of Govt. on Job Security, Pension and financial viability of the Company. Any deviation on the assurances of the above issues will put a question mark on the credibility of Govt.

Therefore, we request you to hold meeting with unions to avoid confrontation between the workers and company/Govt. ■

Expenditure control in BSNL

No.TF—6/7 Dated 12/9/2011 to Shri R.K. Upadhyay, C.M.D. B.S.N.L

Kindly refer to BSNL Letter No. 7-8/2001/EF/ Part/I dated 5-9-2011 regarding withdrawal of facilities of LTC. Encashment of Leave and Medical Allowance without vouchers. The sudden decision has created avoidable resentment amongst the employees which we feel may affect the performance of the Company. We are deeply hurt as **unions of BSNLWA including NFTE have not been consulted at all in the matter.**

However, we are referring the following points for dispassionate consideration in larger interest of the Company.

- 1) We strongly feel that the switching over of employees to avail Medical facility with vouchers may increase the expenditures beyond the expectation of the management. Moreover, it will lead to malpractice and corruption for availing the facility with vouchers.
- 2) The BSNL Corporate office has deposited Rs.4,000/- crores on 9-8-2010 to LIC to meet leave liability which is to be renewed every year in the month of August. The Company will not be burdened with the expenditures on account of leave encashment as LIC will bear the cost.

We also hold the view that situation of Company is such that the discussions with unions may not be unwarranted to cool the surcharged atmosphere. Therefore, it is urged that a meeting may be held with the unions of BSNLWA to avoid devel-

opment of unpleasant situation. ■

Expenditure control in BSNL.

No.TF-6/7 Dated 15/9/2011 to Chairman-cum- Managing Director BSNL New Delhi

We are mentioning some of the items on which the expenditures can be checked and controlled.

1) Power:- Presently there is heavy expenditure on electricity. We feel that the CGMs may be asked to hold dialogue with the authorities of electricity board and sign MOU for concessional Tariff.

2) Non A/C day:- The SSA and Circle Heads be asked to Observe non-A/C day once in a week.

3) Cuts on TA / DA bills :- The union suggest 10% cuts in TA / DA bills of officers.

4) Reduction in flight trips :- The maximum thrust should be to minimise the travel by flights.

5) Non-vehicle day :- There should be non-vehicle day once in a week.

6) Posting of bills :- All broad band bills should be sent bye-mail. There is no necessity of posting of 'O' billing. The bills of the staff be sent by hand.

7) IUC :- Appropriate action be taken to increase our termination charges from private operators to our fixed line net work. The Cost for fixed line termination should be higher than the mobile termination.

8) ILD :- BSNL is paying Rs.3/- per minute to the foreign operators as ILD termination charges, whereas foreign operators are paying only 30 paise for termination calls. This variable cost is more than Rs. 1000 crores. This disparity should be removed and we must collect higher termination charges.

9) Discontinuation of black berry mobile facility :- The above facility extended to officers-be withdrawn immediately.

10) Interest on Rs. 7500/- crore loans :- Serious efforts should be made to ensure to get the interest rate of 14.5% reduced.

11) Expenditures on Court cases :- There is heavy expenditures on court cases. Small matters are taken up in the court.

Expenditures on this item can be minimised by avoiding litigation.

There is nexus between local management and legal personnel.

It is submitted that if above suggestions are im-

plemented the Company will be saving crores of money and it will be possible for the PSU to restore the frozen facilities of employees it is appropriate to mention that the Company has saved crores of rupees by denying 78.2% IDA merger. Time has come when officers adorning high chairs should sacrifice their comforts and luxuries. ■

Pension to T.S.Ms.

**No.TF-31/5 Dated 15/9/2011 to P.G.M (Est)
BSNL, New Delhi**

Ref:-BSNL (SR) Cell No. BSNL/9-11 / SR/2010 dated 29-8-2011.

Kindly refer to communication mentioned above.

The record of discussion mentioned in Paras 5.1 (a) and 5.2 (b) are erroneous and against the orders of DOT.

Actually the T.S.Ms as on 30-9-2000 regularised on 1-10-2000 or thereafter are entitled for PO and Govt. pension as per Rule 37-A.

Kindly get the record of discussions clarified and modified to avoid confusion in future.

We further request you to get the para (5) of wage agreement dated 7-5-2010 on Pension replaced accordingly. ■

Notice for agitational programme.

**No.TF—38/3 Dated 12/9/2011, P.G.M. (SR)
B.S.N.L., New Delhi**

The NFTE-BSNL and unions belonging to B.S.N.L. Workers Alliance have decided to organise the following programme against the freezing of LTC, Leave Encashment, Medical Allowance and non-release of subsidy Rs.2,000/- crores by Govt. (DOT) to BSNL.

- 1) Hunger strike by District / Branch Secretaries on 12-9-2011 at District and Circle Headquarters followed by lunch hour demonstration.
- 2) *Lunch hour demonstration on 13th September also.* It is stated that the Workers are very much agitated over the issues referred above and unions have no option except to adopt the path of agitation.

Kindly take steps to cool the surcharged atmosphere and hold meeting. ■

NOTICE

No.TF-4/1 Dated 12/9/2011

In continuation of Notice of even no. dated

18.8.2011 it is intimated to all concerned that the following additional items have been included in the agenda of National Executive Meeting of NFTE-BSNL scheduled to be held from 15th to 17th October, 2011 at Coimbatore.

- 1) Disciplinary action against Central office-bearers involved in anti-union activities.
- 2) Filling up the vacant posts of Central Office-bearers.
- 3) Holding of conferences at All India, Circle and District levels. ■

Activation of news, Sports News, Jokes etc. On BSNL Mobile Phones in Eastern UP. Circle.

No.TF-19/4 -Dated 21/9/2011 to Chairman-cum-Managing Director B.S.N.L New Delhi

It is stated that news, Sport News, Jokes etc. are being activated on GSM and the subscribers are required to subscribe at the rate of Rs.25/-. There is no facility to unsubscribe the same. The amount so collected is distributed at the rate of Rs.20/- and Rs.5/- between the Vendor and Company. This system is irritating the subscribers and they are calling BSNL as cheaters.

We may draw your pertinent attention on the issue as it appears that the administration is either having no control on the Vendor who will get Rs.40/- lakhs and must be sharing with the erring and corrupt officers of the company.

Kindly, therefore, get the matter investigated and take remedial action to protect the reputation of BSNL. ■

Empanelment of Hospitals:- Case of Rajasthan Telecom Circle.

No.TF-32/5 Dated 12/9/2011 to Senior General Manager (Admn.), BSNL, New Delhi

It has been reported that in all the S.S.As excepting Jaipur, Jodhpur, Udaipur and Kota hospitals are not empanelled causing immense sufferings to the employees. In small cities the hospitals are not fulfilling the conditions of empanelment. The P.S.U is not able to recognise the hospitals as these are not in position to produce Income Tax exemption certificate.

We suggest that in such situation the employees be permitted to take Indoor treatment on C.G.H.S. rates in the hospitals.

Kindly get the proposal considered keeping in view the hardships of staff. ■

Sanction of Hill Compensatory Allowance to Melpal in Chikmagalur SSA in Karnataka.

No. TF 10/6 (b) Dated 15/9/2011 to The General Manager (Est.) BSNL New Delhi

It is stated that Melpal is a Hill region situated at height of 1103 meters. The BSNL employees are not getting the requisite hill allowance.

The C.G.M. vide No. Est / 1-52/ HCA / 2010 /4 dated 11-1-2011 (copy enclosed) has referred the case to BSNL Headquarter.

Kindly get the matter considered and inform the result to union. ■

Upgradation in NEPP :- Case of Rajasthan Telecom Circle.

No.TF-26/6 Dated : 5/9/2011 to G.M (Est.) B.S.N.L New Delhi

Some Telecom Mechanics have been promoted to the cadre of TTA from 1st January, 2007 i.e. after 1st October, 2004. As per provisions of NEPP such staff are entitled for 1st upgradation from 1-10-2004 as they have not been given any upgradation from 1-10-2004 as they have not been given any upgradation from 1-10-2000 to 30.9.2004. We are surprised some S.S.A. Heads are treating promotion to TTA cadre with effect from 1.1.2007 as 1st upgradation which is patently wrong. This situation is particularly prevailing in Bhilwara S.S.A.

Therefore, we request you to please issue necessary orders so that the employee may get 1st upgradation from 1-10-2004. ■

Violation of transfer policy :- Case of Andhra Circle.

No.TF-20/3 -Dated: 5/9/2011 to The General Manager (Est.) BSNL New Delhi

The C.G.M. Andhra issued two orders on 25-6-2011 and 9-8-2011 in respect of transfers in contravention of transfer policy of 7-5-2008 (copies enclosed) for identification of unpopular/tenure stations power vested with the C.G.M. The C.G.M. has diluted and extended powers to GM's to identify unpopular / tenure stations. Due to this 110 transfer orders took place in Elur SSA and 36 in

Srikakulam SSA on pick and choose basis. The pell-mell situation prevailed in the Circle.

The issuing of transfers in the month of August / September are not only unjust and unfair but lead to corrupt practices. Moreover it is against orders of BSNL Headquarter.

We, therefore impress upon you to cancel the irregular transfers ordered in the month of August / September and restore peace and harmony in the circle. ■

Settlement of Pension and Terminal benefits:- Case of Shri Surendra Singh, O/o GM, TD, Sriganaganagar, Rajasthan Circle.

No.TF-11/3 Dated: 5/9/2011 to Shri A.K.Garg, Director (HR) B.S.N.L, New Delhi

The said employee is absconding for more than seven years. As per rule the department should settle the claims of the employees.

It is strange that the SSA / Circle is avoiding to settle the claim.

Therefore, it is urged that action may be taken to get the family pension of the employee settled.■

No.TF-11/8 (a) Dated 22/9/2011, Chairman cum Managing Director, BSNL, New Delhi

We understand the Govt. has proposed to introduce VRS for employees absorbed in BSNL which is not permissible Under the Pension Rule 37A.

You are aware that as per strike agreement of the September 2000 the Cabinet accepted our demand that the payment of Pension will be done from consolidated fund of India. Accordingly the Cabinet amended the constitution under Article 309. Consequently provision of Rule 48 of Pension Rule were made not applicable to DOT absorbees.

The Rule 48 of Pension Rule was made not applicable under Rule 37A. The present financial position of BSNL has developed because BSNL has been violating financial rules such as payment of full cost of Pension which has to be paid by the Govt.

Kindly, therefore, give up the idea of providing VRS specially as no worker has put in less than 25 years of service because since 1983 no recruitment has been done. ■

Condolence

The CHQ deeply condole the sudden death of veteran freedom fighter and congress leader C.H. Krishnan (88 years) on 22-9.2011 at his residence in Thiruvallur near Chennai. We convey our heartfelt sympathies to the family of the bereaved and



particularly to Com. C.K. Mathivanan, Dy. General Secretary who has lost his father. The cremation was conducted on 23rd September in which thousands of people took part. Nearly 500 Comrades of Tamil Nadu and Chennai Telephones paid their last respects to the departed soul. Com. G. Jayaraman, (Secretary CHQ), Com. R. Pattabiraman, Circle Secretary, Tamil Nadu, Com. V.K. Gopalan, Circle Secretary, Chennai Telephones and leaders of FNTU, TEPU, BSNLEU, BSNLDEU and many other organisations also attended the funeral procession at Thiruvallur. ■

Probe against Maran

CBI to probe the allegations that 323 high capacity telephone lines (ISDN) were illegally installed at the Chennai residence of Former Telecom minister Dayanidhi Maran during his stint as Telecom Minister in 2004-2007. According to sources cables were laid to connect Maran's residence with the SUN TV office to enable the private TV Channel owned by elder brother Kalanidhi Maran to use these 323 phone connections free of charge. One estimate put the revenue loss for BSNL due to these illegal phone connections as high as several hundred crore rupees. ■

More trouble for Raja

The CBI on 26-9-2011 sought to slap against former Telecom Minister A. Raja and two of his former aides charge sheeted in the 2G Spectrum Scam case a tougher charge of criminal breach of trust by Public servants that entails a maximum punishment of life imprisonment. This move is likely to delay framing of charges against the accused and also make it difficult for them to get bail. ■

Formal Meeting with Management

NFTE-BSNL was formally invited for discussion on 27th September 2011 by the management. Comrades Islam Ahmad, Chandeshwar Singh, C.K. Mathivanan and Rajpal participated in the discussion. The management side was represented by Director (HRD), PGM (SR), GM (Estt.) and GM (Restructuring).

The management side informed us that tenders for cables, Data cards, Modems, are being finalised and supply of these items will begin shortly. NFTE-BSNL recorded its strong protest for the Managements arbitrary order issued on 5.9.2011 withdrawing medical allowance (without voucher), postponing the LTC facility for two years and cancellation of 10 days EL encashment while on LTC tour. NFTE-BSNL expressed its' reservation to the management for issuing orders without consulting unions. We conveyed to the Director (HRD) that this trend of non-consultation with the unions even on issues that affects lakhs of employees will spoil the industrial relationship in BSNL.

NFTE-BSNL rejected flatly the VRS Proposals of the management when it was explained to our representatives in nuts and bolts. We disagreed with the opinion of the management that due to salary payment expenditure only the BSNL is ruined and making loss. We categorically explained to the management that mainly due to the policies of the central government and anti-PSUs attitude of the successive Telecom Ministers BSNL is facing all difficulties for the last few years. Hence without correcting these mistakes blaming the employees for all ills in the company is not correct. However we informed the management that if VRS is forced on us we will fight to defeat it. ■

ITS absorption in BSNL

DoT has issued orders for absorption of ITS in BSNL. The ITSA representing the ITS officers personnel has urged the DoT to repatriate all of them to Govt. sector. We apprehend sufficient number may not take absorption.

राष्ट्रीय कार्यकारिणी बैठक

एनएफटीई की राष्ट्रीय कार्यकारिणी की बैठक 15 से 17 अक्टूबर को कोयम्बटूर में सम्पन्न होगी। इस बैठक का अपना महत्व है। यह बैठक ऐसे समय में हो रही है जबकि कंपनी रूपया 6,000/- करोड़ से अधिक हानि में है तथा प्रबंधन/प्रशासन कर्मचारियों की सुविधाओं पर अंकुश लगाना प्रारंभ कर दिया है। कर्मचारीगण मनमाने निर्णयों से दुःखित तथा उत्तेजित हैं। प्रबंधन ने छुट्टी नगदीकरण तथा एलटीसी पर रोक लगा दी है यद्यपि कि छुट्टी नगदीकरण हेतु बीएसएनएल ने हजारों करोड़ रूपया एलआईसी को जमा किया है। बिना वाऊचर के चिकित्सा भत्ता रोक दिया है। इन आदेशों को जारी करते समय प्रशासन ने औद्योगिक सभ्यता को ताक पर रख दिया।

कर्मचारियों की छंटनी भी वीआरएस द्वारा प्रस्तावित है। कंपनी की दक्षता तथा लाभ में वृद्धि की भी चुनौती हमारे समक्ष है। परिवर्तित परिस्थिति में एनएफटीई को मान्यता मिलना भी आवश्यक है। राष्ट्रीय कार्यकारिणी सभी मुद्दों पर चर्चा करके ठोस निर्णय लेगी जिससे कि समस्याओं का समाधान हो।

एनईपीपी पर स्पष्टीकरण आदेश

बीएसएनएल हेडक्वार्टर पत्र संख्या 13-2/2010-टीई दिनांक 28.9.2011 में एनईपीपी पर 23 स्पष्टीकरण आदेश जारी किए हैं। अनेक बिंदुओं विशेषकर ड्राइवर, टेलीकाम मेकैनिक आदि वर्गों से संबंधित मामलों को एनएफटीई ने उठाया था। लगभग 11 बिंदु अभी भी लंबित हैं। क्योंकि आंतरिक वित्त ने उन पर सहमति नहीं दी है।

ड्राइवर तथा टेलीकाम मेकैनिक के स्पष्टीकरण क्रमांक 3 तथा 5 पर अंकित है।

उपर्युक्त पत्र को टेलीलेबर में प्रकाशित किया जाएगा। यह एनएफटीई के वेबसाइट में भी है।

मद्रास हाईकोर्ट का ऐतिहासिक निर्णय

दिनांक 21.9.2011 को चेन्नई हाईकोर्ट ने एक ऐतिहासिक निर्णय दिया है। उच्च न्यायालय के निर्णयानुसार यदि किसी उद्योग में मान्यता के नियम/कानून नहीं है तो कोई भी संघ, मान्यता संघ सहित, अकेला बारगेनिंग एजेंट नहीं हो सकता है। इसके अतिरिक्त सरकार/प्रबंधन किसी भी संघ से चर्चा कर सकता है भले ही उसे मान्यता नहीं है। कोई भी मान्यता प्राप्त संघ यह नहीं दावा कर सकता है कि केवल उसी को संपूर्ण कर्मचारियों का प्रतिनिधित्व करने का अधिकार है। यह निर्णय एनएफटीई के दृष्टिकोण तथा कथन को स्पष्ट तथा उचित ठहराता है।

पुराना "कोड ऑफ डिस्सिपलिन का कोई भी कानूनी अस्तित्व नहीं है। चेन्नई हाईकोर्ट के फैसले को आधार बनाकर एनएफटीई प्रबंधन से मान्यता की मांग करेगा। सभी वेरीफिकेशन में एनएफटीई ने 15 प्रतिशत से अधिक मत प्राप्त किए हैं। कोर्ट निर्णय की सत्यापित प्रतिलिपि प्राप्त होने के पश्चात् संघ प्रबंधन को उचित प्रतिवेदन प्रस्तुत करेगा।

स्वागत योग्य निर्णय

ज्ञात हुआ है कि बीएसएनएलईयू ने जयपुर में सम्पन्न कार्यकारिणी बैठक में संघों का निगोशिऐटिंग मशीनरी में समानुपातिक प्रतिनिधित्व हेतु निर्णय लिया है।

यह स्वागत योग्य निर्णय है। परन्तु यह निर्णय प्रबंधन को अभी तक नहीं भेजा गया है। समानुपातिक प्रतिनिधित्व तभी सम्भव है जबकि बीएसएनएल मान्यता के अपने नियम बनाए तथा एक से अधिक संघों को मान्यता मिले।

चुनौतियों के मद्देनजर सभी का एक साथ चलना आवश्यक है।

प्रबंधन / प्रशासन को पत्र

बीएसएनएल में खर्चों पर कन्ट्रोल

टीएफ-6/7 दिनांक 20.9.2011

संचार मंत्री को सम्बोधित पत्र संख्या टीएफ-6/7 दिनांक 20.9.2011 की प्रतिलिपि आवश्यक कार्यवाही हेतु संलग्न है। हमें आशा है कि बिन्दुओं पर बीएसएनएल हडेक्वार्टर समुचित विचार करेगा।

बीएसएनएल की आर्थिक जीवन क्षमता

टीएफ-6/7 दिनांक 20.9.2011 श्री कपिल सिब्बल, माननीय संचार तथा आई टी मंत्री को सम्बोधित

नेशनल फेडरेशन टेलीकॉम इम्पलाईज बीएसएनएल जो कि 80,000 से अधिक कर्मचारियों का प्रतिनिधित्व करता है। संघ बीएसएनएल की वर्तमान आर्थिक स्थिति से चिन्तित है। यह 6000/- करोड़ से अधिक हानि में है यद्यपि कि यह स्थिति अचानक नहीं उत्पन्न हुई है। यह दशा सामानों, उपकरणों की कमी तथा कुप्रबंधन के कारण है। इस विशाल कम्पनी में निदेशक (वित्त) के नहीं होने के कारण वित्तीय अनुशासन का अभाव रहा है। अतः आप सहमत होंगे कि स्थिति हेतु कर्मचारी जिम्मेदार नहीं है। अधिकारियों की जवाब देही नहीं रही है। जिस कारण भ्रष्टाचार, गलत कार्यों तथा नॉन-परफार्मेंस में वृद्धि हुई है।

हम दुखी तथा आश्चर्यचकित हैं कि बीएसएनएल हेडक्वार्टर ने कर्मचारियों की एलटीसी, छुट्टी नगदीकरण तथा बिना वाउचर के मेडिकल सुविधाओं को बंद कर दिया है परन्तु अधिकारियों के खर्चों, ब्लैकबेरी मुबाईल फोन्स/वाहनों, पर किसी भी प्रकार की रोक नहीं है। यह लाखों कर्मचारियों में जले पर नमक छिड़कने का कार्य कर रहा है। स्थिति किसी भी समय ऐसी हो सकती है जिसकी आशा प्रशासन नहीं कर रहा है। डीओटी के पत्र संख्या 10-12/2011-एसयू I दिनांक 7.9.2011 में वीआरएस की सूचना से कर्मचारी अत्यधिक चिन्तित है। यह निगमीकरण के समय के आश्वासनों, वादों तथा कैबिनेट निर्णय के विरुद्ध है।

हम आपको अवगत कराना चाहते हैं कि तीन फेडरेशन

एनएफटीई एफएनटीओ तथा बीटीईएफ ने तीन दिनों की हड़ताल 6.9.2000 से 8.9.2000 तक संगठित की थी। तत्कालीन संचार मंत्री की उपस्थिति में 8 सितम्बर को सरकार ने तीनों संघों से पेंशन, नौकरी की सुरक्षा तथा बीएसएनएल की आर्थिक जीवन क्षमता की गारन्टी ली थी। कैबिनेट ने निम्नवत निर्णय लिया था।

(ए) पेंशन:- पेंशन, सेवा सुरक्षा के लाभ स्कीम के अनुसार निम्नवत होगा।

- (I) बीएसएनएल में शामिल होने पर भी कर्मचारियों की सरकारी पेंशन की पात्रता होगी।
- (II) पेंशन का भुगतान सरकार करेगी।
- (III) संविधान के आर्टिकल 309 द्वारा नियम 37 को संशोधित करके पेंशन फ्रेमवर्क को सीसीएस पेंशन नियम का भाग बनाया गया है।

(बी) सेवा सुरक्षा : (I) नौकरी से बर्खास्तगी को प्रशासनिक मंत्रालय पुनर्वालोकन करेगा।

(सी) आर्थिक जीवन क्षमता :- हानिकारक सेवाओं जैसे कि ग्रामीण अंचलों में टेलीफोन सेवा देने से उत्पन्न हानि की सरकार भरपाई करेगी।

हम आपको अवगत कराना चाहते हैं कि पूर्व में डीओटी ने पेंशन आदेश को हल्का करके पेंशन खर्च को बीएसएनएल पर लाद दिया है। अब बीआरएस द्वारा कर्मचारियों की छंटनी करवाना चाहता है। यह निगमीकरण के समय के अनुरूप नहीं है। यदि समझौते को नजर अन्दाज किया जाता है तो सरकार की नियत पर प्रश्न चिन्ह बनेगा।

डीओटी की नीतियों के कारण बीएसएनएल की वर्तमान स्थिति है। सरकार (डीओटी) बीएसएनएल को ग्रामीण क्षेत्रों में टेलीफोन सुविधा देने के कारण उत्पन्न हानि की भरपाई नहीं कर रही है।

बीएसएनएल की स्थिति तथा डीओटी के रवैये से कर्मचारी चकित तथा उत्तेजित हैं। कृपया हस्तक्षेप करें जिससे कर्मचारियों को विवश होकर संघर्ष नहीं करना पड़े।

बीएसएनएल में खर्चों पर कन्ट्रोल

टीएफ-6/7 दिनांक 12.9.2011 श्री आर के उपाध्याय, सीएमडी को

कृपया बीएसएनएल के पत्र संख्या 7-8/2001/ई एफ/ पार्ट/1 दिनांक 5.9.2011 की सन्दर्भ लें जिसके द्वारा एलटीसी, छुट्टी नगदीकरण तथा बिना वाउचर के चिकित्सा सुविधाओं को बन्द कर दिया गया है। इससे कर्मचारियों में रोष है जो कि कार्य सम्पादन को भी प्रभावित करेगा। मामले में एनएफटीई तथा बीएसएनएल वर्कर्स एलायन्स से विचार विमर्श नहीं किया गया है। संघ निम्न बिन्दुओं पर आपका ध्यान आकर्षित करता है।

- 1) बिना वाउचर के स्थान पर वाउचर के साथ चिकित्सा सुविधा से खर्चों में वृद्धि होगी। इससे भ्रष्टाचार को भी बढ़ावा मिलेगा।
- 2) दिनांक 9.8.2010 को बीएसएनएल ने एलआईसी को छुट्टी खर्च वहन करने हेतु रूपया 4,000/- करोड़ जमा किया है। अतः छुट्टी नगदीकरण से कम्पनी पर वित्तीय भार नहीं पड़ेगा।

कृपया बैठक करें तथा मुद्दों पर पुनर्विचार करें।

टीएसएमएस को पेंशन

टीएफ-31/5 दिनांक 15.9.2011 जीएम (स्थापना) को
सन्दर्भ: बीएसएनएल 19-11/एसआर/2010 दिनांक 29.8.2011

कृपया उपर्युक्त पत्र का सन्दर्भ लें। चर्चा के ब्यौरा में अंकित पैराग्राफ 5.1 (ए) तथा 5.2 (बी) त्रुटिपूर्ण तथा डी ओ टी के आदेश के विरुद्ध है।

30.9.2000 के टीएसएमएस जो 1.10.2000 तथा उसके पश्चात नियमित हुए हैं वे पी ओ तथा नियम 37ए के अन्तर्गत सरकारी पेंशन के पात्र है।

कृपया इसे संशोधित तथा स्पष्ट करें। इसके अतिरिक्त वेतन समझौते दिनांक 7.5.2010 में अंकित पैराग्राफ 5 को भी परिवर्तित करें।

बीएसएनएल में वीआरएस

टीएफ-11/8(ए) दिनांक 19.9.2011 सीएमडी, बीएसएनएल

कृपया डीओटी के अर्धशासकीय पत्र संख्या 10-12/2011-एस यू। दिनांक 7.9.2011 में अंकित पैराग्राफ 3 का सन्दर्भ लें।

“वीआरएस पर डीओटी में 1.9.2011 को सम्पन्न बैठक की कार्यवाही को अनुमोदित करें”

ऐसी प्रतीत होता है कि डीओटी ने वीआरएस द्वारा कर्मचारियों की छंटनी का प्रस्ताव किया है। अभी तक निदेशक (कार्मिक)/जीएम (रिस्ट्रक्चरिंग) बराबर यह कहते रहे हैं कि कर्मचारियों को स्वेच्छा सेवानिवृत्त, शेष सेवा का नेशनल इन्क्रीमेंट लाभ सहित, का अवसर दिया जाएगा। संघ का मत है कि वर्तमान निर्णय औद्योगिक सभ्यता के विरुद्ध है।

डीओटी तथा बीएसएनएल प्रबंधन को ज्ञात होना चाहिए कि सेवा सुरक्षा, पेंशन तथा कम्पनी की आर्थिक जीवनक्षमता की गारन्टी के पश्चात ही उपक्रम बना है। यदि समझौते का आदर नहीं होता है तो सरकार की विश्वसनीयता पर प्रश्नचिन्ह होगा।

कृपया संघों से चर्चा करें जिससे कि कर्मचारियों तथा सरकार/कम्पनी के मध्य टकराव नहीं हो।

बीएसएनएल में खर्चों पर कन्ट्रोल

टीएफ-6/7 दिनांक 15.9.2011 सीएमडी, बीएसएनएल को
निम्न आयटम पर खर्चों को कम तथा निर्णय किया जाना चाहिए।

- 1) पावर— बिजली पर खर्च अधिक है। सीजीएमएस इलेक्ट्रिक बोर्ड से सम्पर्क करके रियायती पावर हेतु एमओयू प्राप्त करें।
- 2) सप्ताह में एक दिन नॉन— एसी दिन मनाएं
- 3) टीए/डीए बिल्स में कटौती—अधिकारियों के टीए/डीए बिलों में 10 प्रतिशत की कटौती हो।
- 4) हवाई जहाज यात्रा में कटौती हो
- 5) सप्ताह में एक दिन वाहन का उपयोग नहीं हो।
- 6) बिलों की पोस्टिंग— ब्राडबैंड बिल्स ई मेल से भेजा जाय। शून्य बिल नहीं भेजा जाय।

7) आईयूसी- फिक्सड लाइन का टर्मिनेशन चार्ज मुबाइल टर्मिनेशन से अधिक होना चाहिए। निजी आपरेटर्स से फिक्सलाइन नेटवर्क में टर्मिनेशन चार्ज अधिक हो।

8) आई एल डी - बीएसएनएल प्रति मिनट रूपया तीन फारेन आपरेटर्स को आई एल डी टर्मिनेशन चार्ज के रूप में देता है। जबकि फारेन आपरेटर्स टर्मिनेशन काल केवल 30 पैसे देता है। हमें अधिक टर्मिनेशन चार्ज लेना चाहिए।

9) ब्लैक बेरी मुबाइल फोन्स की सुविधा बंद हो।

10) रूपया 7500/- करोड़ ऋण पर ब्याज 14.5 प्रतिशत ब्याज में कमी हो।

11) कोर्ट मामलों में खर्च-में कमी की जाय तथा मामूली बातों को न्यायालय में नहीं ले जाय।

आन्दोलन की नोटिस

टीएफ-38/3 दिनांक 12.9.2011 पीजीएम (एस आर) बीएसएनएल को

दिनांक 12.9.2011 को एक दिन का उपवास सर्किल/जिला स्तरों पर तथा भोजनावकाश के समय प्रदर्शन

13 सितम्बर को भी भोजनावकाश से समय प्रदर्शन

नोटिस

टीएफ4/1 दिनांक 12.9.2011

टीएफ 4/1 दिनांक 18.8.2011 को नोटिस के तारतम्य में सभी को सूचित किया जाता है कि कोयम्बटूर की राष्ट्रीय कार्यकारिणी बैठक हेतु निम्न अतिरिक्त एजेन्डा शामिल किया गया है।

1) संघ विरोधी कार्य करने हेतु केन्द्रीय पदाधिकारियों के विरुद्ध अनुशासनात्मक कार्यवाही

2) केन्द्रीय पदाधिकारियों की रिक्तियों की पूर्ति 3) सभी स्तरों पर सम्मेलन

राजस्थान सर्किल में अस्पतालों का इम्पैलमेंट

टीएफ-32/5 दिनांक 12.9.2011 सीनियर जीएम (प्रशासन) बीएसएनएल को

संघ के संज्ञान में आया है कि जयपुर, जोधपुर, उदयपुर, तथा कोटा एसएसएज के अतिरिक्त कहीं भी अस्पतालों का

इम्पैलमेंट नहीं हुआ है। जिसके कारण कर्मचारियों को कष्टों का सामना करना पड़ता है। छोटे शहरों में स्थिति अस्पताल इम्पैलमेंट की शर्तों की पूर्ति नहीं करते हैं। इसका मुख्य कारण यह है कि ऐसे अस्पताल इन्कम टैक्स इक्सेम्पशन सर्टीफिकेट प्रस्तुत नहीं कर पाते हैं। संघ का सुझाव है कि कर्मचारियों को इन्दौर चिकित्सा सुविधा सीजीएचएस रेट पर उपलब्ध किया जाय।

एनईपीपी मे अपग्रेडेशन राजस्थान सर्किल का मामला

टीएफ-26/6 दिनांक 15.9.2011 जीएम (स्थापना) को

कुछ टेलीमैकेनिक्स 1.1.2007 अर्थात् 1.10.2004 के पश्चात् प्रोन्नत हुए हैं। उन्हें 1.10.2000 से 30.9.2004 तक के मध्य कोई प्रोन्नत नहीं मिली है। यह आश्चर्यजनक है कि कुछ एसएसएज 1.1.2007 की प्रान्ति को प्रथम अपग्रेडेशन मान रहे हैं जो कि गलत है। यह स्थिति विशेषकर भीलवाड़ा एसएसए में है।

कृपया उचित आदेश जारी करें जिससे कर्मचारियों को प्रथम अपग्रेडेशन 1.10.2004 से मिल सके।

श्री सुरेन्द्र सिंह कार्यालय जीएम, श्रीगंगानगर का पेंशन मामला

टीएफ-11/3 दिनांक 15.9.2011 श्री गर्ग, निदेशक (कार्मिक) का

उपर्युक्त कर्मचारी 7 वर्षों से गुमशुदा है। सरकारी नियमों को अनुसार पेंशन का समाधान होना चाहिए। परन्तु सर्किल/एसएसए उचित कार्यवाही नहीं कर रहे हैं।

कृपया हस्क्षेप करें।

प्रबंधन से पत्र

बीएसएनएल मे कार्य प्रणाली पद्धति

बीएसएन पत्र संख्या 14-1/2011 टी ई दिनांक 13.9.2011
महत्वपूर्ण आदेशों को एकत्रित करके जानकारी हेतु अग्रसरित है।

(ए) बीएसएनएल पत्र संख्या 24-8/85-टीई II/वालूम IV दिनांक 27.5.2004

(i) छः दिनों के कार्यकाल का लागू होना

दिनांक 1.6.2004 से बीएसएनएल के सभी कार्यालय जो पांच दिनों कार्य करते हैं वे अब छः दिन कार्य करेंगे। तथा द्वितीय शनिवार अवकाश होगा। कार्यकाल प्रातः 10 से आय 5 1/2 का होगा तथा भोजनावकाश 1 1/2 से 2 सांयकाल होगा।

(ii) छः दिन कार्य करने वाले कार्यालय यथावत कार्य करते रहेंगे।

(बी) डीओटी संख्या 24-8/टीई II/वाल्जूम IV दिनांक 22.5.2000

5 दिनांक का सप्ताह होगा

(1) टेरीटोरियल सर्किल्स तथा एसएसएज

सर्किल ऑफिस	5दिन/सप्ताह
एसएसए टीडीई/टीडीएम/पीजीएम कार्यालय (टीआरए, कामर्शियल, प्रशासन योजना)	5दिन/सप्ताह
कस्टमर सर्विस सेन्टर तथा केश क्लेक्शन सेन्टर	6 दिन/सप्ताह

2) नॉन-फंक्शनल सर्किलस टी एंड डी, क्युए, डाटानेट, एनसीईएस, रेलवे इलेक्ट्रीफिकेशन, मेन्टीनेंस रीजन, प्रोजेक्ट सर्किल, टास्क फोर्स आदि

सीजीएम ऑफिस	5 दिन/सप्ताह
फील्ड यूनिट्स	6दिन/सप्ताह
सभी ट्रेनिंग सेन्टर्स	5दिन/सप्ताह

3) उपर्युक्त परिधि में जो स्टाफ नहीं आते हैं उनका निर्णय सीजीएमस करेंगे।

4) सिविल/इलेक्ट्रिकल विंग के मंटीनेंस में कार्यरत कर्मचारी हेतु छः दिन का सप्ताह तथा कार्यालय कर्मचारी हेतु 5 दिन।

5) तारघर जो कि गुप 'बी' तथा उससे ऊपर के अधिकारी के नियंत्रण में है 5 दिन का सप्ताह मनाएंगे। परन्तु पब्लिक काउन्टर तथा इन्सट्रुमेंट रूप स्टाफ हेतु 6 दिन को सप्ताह होगा।

बीएसएनएल में खर्चों का कन्ट्रोल

बीएसएनएल पत्र संख्या बीएसएनएल/ऐडमिन I/14-15/09 दिनांक 16.9.2011

बिना वाऊचर की चिकित्सा देय की 1.10.2011 से पात्रता होगी।

एनईपीपी हेतु वर्ष में दो बार स्क्रीनिंग कमेटी की बैठक हो।

बीएसएनएल पत्र संख्या 27.7/2008-टीई II (पार्ट) दिनांक 20.9.2011

एनईपीपी में कर्मचारियों की वित्तीय अपग्रेडेशन के लिए स्क्रीनिंग कमेटी की वर्ष में एक के स्थान पर दो बार बैठक हो।

(ए) सम्बंधित वर्ष में 1 जुलाई से 31 दिसम्बर तक के मामलों के निपटारे हेतु उस वर्ष को अप्रैल के प्रथम सप्ताह में स्क्रीनिंग कमेटी की बैठक है।

(बी) 1 जनवरी से 30 जून तक के मामलों के निपटारे हेतु अक्टूबर के प्रथम सप्ताह में स्क्रीनिंग कमेटी की बैठक होगी।

अपग्रेडेशन देय तिथि तथा बिजिलेन्स क्लीरिएन्स के पश्चात् ही कर्मचारी को मिलेगा।

संगठनात्मक खबरें

युपी (पश्चिम)

दूरसंचार कर्मचारियों का प्रदर्शन

सहारनपुर, 12 सितम्बर (गौतम): मांगों को दूरसंचार



प्रदर्शन करते दूरसंचार कर्मचारी।

के कर्मचारियों ने दोपहर के भोजन अवकाश के बाद मिशन कम्पाऊंड स्थित महाप्रबंधक कार्यालय पर नारेबाजी करते हुए प्रदर्शन किया। प्रदर्शनकारियों को संबोधित करते हुए कर्मचारियों को प्रांतीय सचिव सोमपाल सैनी ने कहा कि दूरसंचार विभाग के अधिकारियों ने एकतरफा निर्णय लेकर कर्मचारियों की मैडीकल सुविधा, लम्बी यात्रा करने पर भुगतान की सुविधा आदि सुविधाएं बंद कर दी हैं जिससे कर्मचारियों में भारी रोष है। उन्होंने मकान भत्ते में 10 प्रतिशत की बढ़ौतरी अन्य केन्द्रीय विभागों के कर्मचारियों के अनुरूप दिए जाने की मांग की।

प्रदर्शनकारियों के जिला सचिव कल्याण सिंह, विजय पाल सिंह, पी.नरेन्द्र मधुकर, भरत भूषण, एस.सी.भट्ट ईश्वर चंद, तुलसी प्रसाद व भगवती प्रसाद आदि ने भी संबोधित किया।

युपी (पूर्व)

कर्मचारियों की गर्जना से गूंजा दूरसंचार परिसर

इलाहाबाद, 13 सितम्बर। एलटीसी एवं एमआरएस बन्द होने से नाराज दूरसंचार कर्मियों का गुस्सा सातवें आसमान पर बढ़ गया है। नाराज दूरसंचार कर्मियों ने आज महाप्रबंधक दूरसंचार कार्यालय के सामने अपनी मांगों को तत्काल निस्तारण के लिए प्रबंधन, नई दिल्ली के खिलाफ विशाल



बीएसएनएल कार्यालय में प्रदर्शन करते कर्मचारी।

छाया: युनाइटेड भारत

प्रदर्शन एवं नारेबाजी की। नेशनल फेडरेशन ऑफ इम्प्लाइज बीएसएनएल एलायन्स नई दिल्ली के निर्देश पर किये गये इस विशाल प्रदर्शन की अध्यक्षता कामरेड हरिवंश सिंह, जिलाध्यक्ष ने की और कर्मचारियों को सम्बोधित किया। जिला मंत्री वेदप्रकाश मिश्र ने अपने सम्बोधन में कहा कि प्रबंधन ने जो एलटीसी एवं एमआरएस बन्द करने एवं एमआरएस बन्द करने का आदेश निकाला है उसे तत्काल निरस्त किया जाये। अन्यथा कर्मचारियों को मजबूर होकर हड़ताल करनी पड़ेगी।

प्रबंधन के आदेश पर बिफरे दूरसंचार कर्मी

★ मेडिकल भुगतान व एलटीसी बंद किए जाने के विरोध में दिया धरना

फैजाबाद 13 सितंबर (जाका): नेशनल फेडरेशन ऑफ टेलिकाम इम्प्लाइज के तत्वाधान में दूरसंचार कर्मियों ने मेडिकल भुगतान व एलटीसी बंद किए जाने के प्रबंधन के आदेश के विरोध में मंगलवार को भी धरना-प्रदर्शन किया। बीएसएनएल कर्मचारी मोर्चा के घटक संगठनों के पदाधिकारियों के नेतृत्व में कर्मचारियों ने एकत्र होकर गेट मीटिंग की और बीएसएनएल प्रबंधन के खिलाफ जमकर नारेबाजी की।

गेट मीटिंग में मोर्चा नेता आर.जे. यादव ने कहा कि कर्मचारी हितों के साथ खिलवाड़ कतई सहन नहीं किया जाएगा। बीएसएनएल प्रबंधन की मनमानी का जमकर विरोध



बीएसएनएल कार्यालय पर नारा लगाते कर्मचारी

होगा और मेडिकल व एलटीसी बंद किए जाने के आदेश का हर स्तर पर विरोध किया जाएगा। उन्होंने कहा कि प्रबंधन कर्मचारी हितों पर कुठाराघात कर रहा है। इस प्रकार के आदेश से साफ है कि प्रबंधन कर्मचारियों के हितों को ताक पर रचाकर काम कर रहा है। एनएफटीई के जिला सचिव विनय कुमार सिंह ने सरकार की छद्म नीतियों को उजागर किया। उन्होंने कहा कि मौजूदा प्रबंधनतंत्र पूरी तरह कर्मचारी विरोध है और इस प्रकार के निर्णय से साफ है कि प्रबंधन मनमानी पर उतारू है।

बलिया

बीएसएनएल कर्मचारी की भूख हड़ताल

भ्रष्टाचार के खिलाफ अन्ना के आंदोलन का असर अब सरकारी कर्मचारियों के आंदोलन पर भी दिखने लगा है। अपनी जायज मांगों के लिए शांतिपूर्ण प्रदर्शन अब उनका हथियार बन चुका है।

नेशनल फेडरेशन ऑफ टेलीकाम इम्प्लोईज (एनएफटीई) के आह्वान पर भारत संचार निगम लिमिटेड (बीएसएनएल) के कर्मचारियों की ओर से सुरेन्द्र सिंह भूख हड़ताल पर रहे। कर्मचारी 13 सितम्बर को कार्यालय पर प्रदर्शन करेंगे।

दूरसंचार विभाग द्वारा अपने कर्मचारियों को दिये जाने वाले मेडिकल क्लेम तथा एलटोसी (लिच एंड कैश) योजनाओं को बन्द किये जाने से बीएसएनएल कर्मि नाखुश है।

मध्य प्रदेश – विदिशा



विदिशा में कर्मचारी प्रदर्शन करते हुए

आईटीएस ऐबजाइशन

डीअेटी ने आईटीएस अधिकारियों से बीएसएनएल में शामिल होने हेतु विकल्प मांगा है। उनकी एसोसिएशन ने सभी को डीओसी में भेजने का सरकारी से आग्रह किया है। ऐसी परिस्थिति में बीएसएनएल में शामिल होने वाले अधिकारियों की संख्या अधिक नहीं होगी।

किसी विद्वान के अनुसार निराशा एक प्रकार की कायरता है। इंसान का हृदय कमजोर होने पर वह कठोर तथा चुनौतीपूर्ण परिस्थिति का सामना नहीं कर पाता एवं एक कायर की भांति मुंह मोड़कर भाग जाता है।

विपरीत परिस्थितियों से घबराना नहीं चाहिए अपितु प्रत्येक संघर्ष को चुनौती के रूप में स्वीकार करना चाहिए। जैसे जैसे रात बढ़ती है वैसे वैसे सवेरा भी निकट आता है। हमें याद रखना होगा कि जिंदगी की असली उड़ान अभी बाकी है।

माननीय संचार राज्य मंत्री से भेंट

दिनांक 26 सितम्बर को माननीय संचार राज्य मंत्री ने एनएफटीई के प्रतिनिधियों से भेंट की। प्रतिनिधि मंडल में अध्यक्ष, महामंत्री, सचिव (राजपाल तथा राजमौली) शामिल थे। इस अवसर पर संघ ने मंत्री जी का ध्यान मान्यता तथा कम्पनी की आर्थिक दशा पर आकर्षित किया तथा प्रतिवेदन प्रस्तुत किया।

एनएफटीई बीएसएनएल को मान्यता

टीएफ 1/1 (डी) दिनांक 26.9.2011 श्री मिलिन्द देवरा, माननीय संचार राज्य मंत्री को सम्बोधित

पांचवा वेरीफिकेशन प्रबंधन ने मनमाने ढंग से करवाया जिसमें संघ ने 35 प्रतिशत मत प्राप्त किया। मान्यता की शर्त 15 प्रतिशत की है। इस कारण पचास प्रतिशत से अधिक कर्मचारी निगोशिएटिंग मशीनरी से बाहर हैं। इस कारण कर्मचारियों की समस्याओं का समाधान नहीं हो रहा है। इससे उद्योग में सौहार्दपूर्ण वातावरण का अभाव है। यह कम्पनी के हित में नहीं है। संघ आपको अवगत कराना चाहता

है कि 11 प्रदेश तथा अनेकों जिलों में एनएफटीई ने मान्यता प्राप्त संघ से अधिक मत प्राप्त किए हैं। परन्तु प्रबंधन ने केवल एक संघ को मान्यता दी है। यद्यपि कि संघ ने कोड ऑफ डिस्सिपलिन मानने हेतु अन्डरटेकिंग नहीं दी है। रेलवे तथा अनेक उपक्रमों में एक से अधिक संघ को मान्यता देने की व्यवस्था है।

चेन्नई हाईकोर्ट ने निर्णय दिया है कि इतने संघों को मान्यता दी जाय जिससे कि कर्मचारियों का निगोशिएटिंग मशीनरी में 51 प्रतिशत का प्रतिनिधित्व हो।

अतः संघ का अनुरोध है कि बीएसएनएल प्रबंधन को उचित निर्देश दें जिससे कि एनएफटीई की मान्यता मिले।

बीएसएनएल प्रबंधन से महत्वपूर्ण मुद्दों पर औपचारिक बैठक

दिनांक 27 सितम्बर को 1500 बजे बीएसएनएल प्रबंधन तथा एनएफटीई प्रतिनिधियों के मध्य महत्वपूर्ण मुद्दों पर औपचारिक बैठक हुई। प्रबंधन के पक्ष से श्री ए.के. गर्ग, निदेशक (कार्मिक), पीजीएम (एस आर), जी एम (रिस्ट्रक्चरिंग) तथा जी एम (स्थापना) ने बैठक में भाग लिया। संघ की तरफ से अध्यक्ष, महामंत्री, डिप्टी जनरल सेक्रेटरी तथा सचिव (राजपाल) उपस्थित थे।

वी आर एस

निदेशक (कार्मिक) ने बताया कि कम्पनी की वर्तमान वित्तीय दशा को ध्यान में रखकर वीआरएस का प्रस्ताव किया जा रहा है। वी आर एस पर जोर-जर्बदस्ती नहीं होगी तथा यह कर्मचारी की इच्छा पर निर्भर होगी। संघ के प्रतिनिधियों ने प्रश्न क्या कि इतना धन कहां से आएगा? निदेशक (कार्मिक) का कहना था कि सरकार से आर्थिक सहायता मिलेगी। संघ का कहना था कि सरकार बीएसएनएल विकास हेतु धन नहीं दे रही है तो वी आर एस हेतु कैसे देगी? चर्चा के अन्त में निदेशक (कार्मिक) ने कहा कि कम्पनी इसके लिए बैंक से ऋण नहीं लेगी एवं न ही पूंजी विनिवेश करेगी। वी आर एस प्रस्ताव कैबिनेट तक जाएगा। परन्तु संघ ने

स्पष्ट रूप से कहा कि वी आर एस की योजना निगमीकरण के समय के समझौतों तथा नियम 37ए के विरुद्ध है। एनएफटीई प्रस्ताव के पूर्णतः विरुद्ध है क्योंकि इसके दूरगामी परिणाम होंगे। कम्पनी के समक्ष एमटीएनएल तथा बैंक का उदाहरण है जहां पर कर्मचारियों को वीआरएस दिया गया है।

बिना वाऊचर के चिकित्सा भत्ता

संघ ने प्रबंधन को अवगत किया कि मनमाने निर्णय से कम्पनी के वित्तीय दशा पर प्रतिकूल प्रभाव पड़ेगा। खर्च में वृद्धि होगी तथा गलत कार्य होंगे। संघ ने यह भी संज्ञान में लाया कि किस प्रकार अधिकारियों को आउटडोर इलाज में निश्चित राशि से अधिक धन दिया जाता है जब कि आर एम एस, टी एम तथा सीनियर टी ओ एस के मामले निरस्त किए जाते हैं।

उपकरण तथा सामग्रियाँ

सामग्रियों का टेन्डर हो गया है। कुछ सामग्रियां फील्ड में भेजी जा चुकी हैं। संघ के प्रतिनिधियों ने स्पष्ट किया कि स्थिति इसके विपरीत है। सामग्रियों का अभाव है। कर्मचारी ऐसी स्थिति में कैसे कार्य करेंगे?

संघ ने आग्रह किया कि इस प्रकार के औपचारिक बैठक की व्यवस्था नीचे स्तरों पर भी होनी चाहिए। संघों से संवाद के अभाव में कम्पनी प्रगति नहीं कर सकती।



13 सितम्बर 2011 संचार सदन परिसर, पटना में धरना देते बीएसएनएल के कर्मचारी

बीएसएनएल का तृतीय खुला अधिवेशन संपन्न, अधिकारियों और कर्मचारियों की भूमिका पर हुई परिचर्चा

‘वसूली में तेजी लाएं और खर्च पर अंकुश लगाएँ’

अभारत | कार्यालय संवादप्रता

बीएसएनएल की स्थिति में सुधार के प्रयास से सुचारु होगा। निगम के अधिकारी और कर्मचारियों को अपने स्वयं पर अंकुश लगाना चाहिए। साढ़े तीन हजार करोड़ रुपये बचाव है। उसकी वसूली में तेजी लानी होगी। जिससे निगम पर धनराशि की कमी न हो सके। ये कहना है बरिष्ठ महाप्रबंधक दूर संचार हरिशंकर शर्मा का। वे नेशनल फंडेशन ऑफ टेलीकॉम एम्प्लॉयज के तीसरे खुले अधिवेशन को आयोजित करने के अवसर पर संबोधित कर रहे थे।

बुधवार को आयोजित कार्यक्रम में बीएसएनएल के उत्थान के लिए अधिकारियों एवं कर्मचारियों की भूमिका पर परिचर्चा की गई। बीएसएनएल के एडवोकेट जनरल मैनेजर श्याम सिंह ने कहा कि निगम के पास संसाधनों की कमी चल रही है। कर्मचारियों को इनकी संसाधनों पर काम करना चाहिए। जिससे हम लोगों के साथ जनता जुड़ सके। उन्होंने कहा कि ग्रामीण क्षेत्रों में बीएसएनएल को सेवाएं शहर की अपेक्षा ज्यादा कारगर है।

एनएफटी के राष्ट्रीय अध्यक्ष इल्हाम अहमद ने कहा कि समय और परिस्थितियों के हिसाब से कर्मचारियों का कामकाज सुचारु रूप से चलाना चाहिए।

कोई अन्य कंपनी ग्रामीण क्षेत्रों में बेहतर सेवाएं नहीं दे सकती। श्री अहमद ने कहा कि कर्मचारियों की मांगों के संबंध में सुनियम की 27 सितंबर को केन्द्रीय संचार मंत्रों के साथ दिल्ली में बैठक है। उसमें समस्या का निराकरण न होने पर संघर्ष किया जाएगा। इससे पहले जिला इकाई द्वारा सभी अधिकारियों का स्वागत किया गया। अधिवेशन को एनएफटीई के महासचिव चन्देश्वर सिंह, परिमंडल सचिव सोमपाल सेनी, दिनेश यादव, चरन सिंह, वाईके शर्मा, सुरेशचंद्र सक्सेना सहित अन्य ने संबोधित किया। उसके बाद कर्मचारियों की कार्यकारिणी के चुनाव की प्रक्रिया शुरू हुई। जो दो रात्रि तक चलती रही।



अयोध्याम टेक्स भवन में बुधवार को नेशनल फंडेशन ऑफ टेलीकॉम एम्प्लॉयज का खुला अधिवेशन हुआ। • हिन्दुस्तान

भ्रष्टाचार पर अंकुश लगे

बीएसएनएल उच्च हज़ार करोड़ के घाटे में चल रहा है। यह स्थिति ठंडे कारणों से है। निगम में जरूरी उपकरण नहीं है। टेलीफोन नेट तक निगम के पास नहीं है। उन्होंने कहा कि निगम में भ्रष्टाचार चरम सीमा पर है। इस पर अंकुश लगाना चाहिए।



इल्हाम अहमद एनएफटीई के राष्ट्रीय अध्यक्ष

मानसिकता बदले

बीएसएनएल में स्वीय रही समझ पर लागू होती है, लेकिन उसके बाद प्रक्रिया शुरू होने में समय ज्यादा लग जाता है। तब तक प्राइवेट कंपनी उपभोक्ताओं को जोड़ने के लिए नई स्वीय शुरू कर देती है। सभी को अपनी मानसिकता में परिवर्तन लाना होगा। जिससे निगम की स्थिति में सुधार आए। चन्देश्वर सिंह एनएफटीई के महासचिव



नहीं मिलते उपकरण

निगम द्वारा समय से सामान उपलब्ध नहीं कराया जाता है। केबिल की आवश्यकता होती है तो कई दिनों तक केबिल नहीं मिलती। जिससे उपभोक्ता परेशान होकर दूसरी कंपनियों की सेवाएं लेना शुरू कर देता है। मेधाइल नेट वर्क की कमी के कारण उपभोक्ता परेशान रहते हैं। सोमपाल सेनी, परिमंडल सचिव



जनता के बीच जाएँ

जनता के बीच जाएँ अधिकारी निगम घाटे में चल रहा है इसके लिए आला अधिकांश जिम्मेदार हैं। निगम बनाने के बाद ज़रूर मानसिकता में अर्थ तक परिवर्तन नहीं आया है। निगम के अधिकारियों और कर्मचारियों को जनता के बीच जाके उन्हें जोड़ना चाहिए। चरन सिंह, जिता सचिव



NATIONAL CONVENTION OF WORKERS DECIDES SATYAGRAHA, JAIL BHARO, MASS SQUATTING ON 8th NOVEMBER, 2011

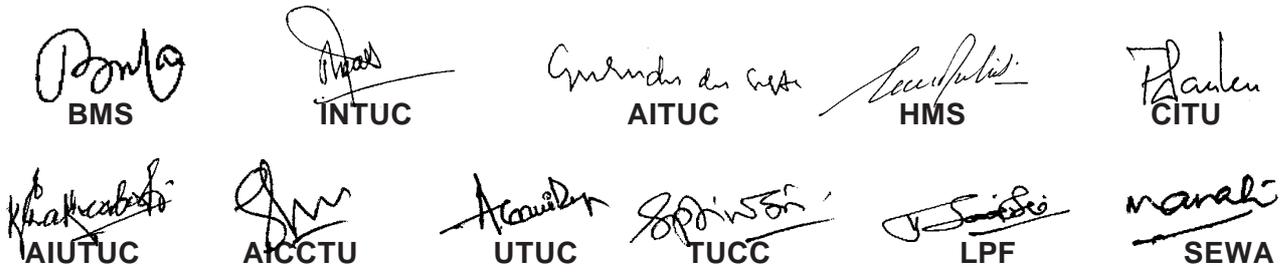
The National Convention of Workers held on 7th September 2011 at Mavalankar Hall, New Delhi noted with serious concern that despite several rounds of all in united protests by the entire trade union movement of the country, the Govt has remained totally unresponsive to major concerns of the working people.

The National Convention also expresses its serious concern over the flaring up of rampant corruption all around and huge black-money generation in the economy and seeks to draw the attention of the Govt to the widespread popular discontent and disgust over the issue of corruption demanding concrete legislative and administrative measures and change in the economic policy regime to eradicate and prevent corruption and bring back the black money stashed in abroad.

While reiterating the five point demands formulated jointly by the Central Trade Unions and Federations for 1) concrete measures to contain price rise 2) concrete measures for linkage of employment protection with the concession/incentive package offered to the entrepreneurs, 3) Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws, 4) universal social security cover for the unorganized sector workers without any restriction and creation of a National Social Security Fund with adequate resources in line with the recommendation of NCEUS and Parliamentary Standing Committee on labour and 5) Stoppage of disinvestment in central and State PSUs.

To press the above demands and to prepare for higher level of united action, the National Convention decided to hold Countrywide multiple forms of action such as SATYAGRAHA/JAIL BHARO, MASS SQUATTING etc. in all the state capitals and industrial centres on 8th NOVEMBER 2011.

The National Convention also called upon all the trade unions and workers and employees in general irrespective of affiliations to hold statewise and industrywise conventions to make the above programme a total success and **prepare for countrywide General Strike** as early as possible in the next phase.



Beware of the "VRS" Trap!

The management is keen on introduction of VRS to atleast one lakh employees who have crossed the age of 45. This is nothing but accepting the retrograde recommendations of Sampitroda Committee. NFTE-BSNL was called to express its views on the so-called VRS plan by the management on 27th September, 2011. We heard the management and told our views very categorically that at no point of time NFTE-BSNL will accept the policy of retrenchment in the garb of VRS. We also very firmly informed the Director (HRD) and others in the management that NFTE-BSNL will oppose the Policy of VRS with all might at its command and organise strike action to stop this ill-advised policy to reduce the number of employees without any reason (or) justification.

A false picture is being created deliberately by the management and vested interest parties that nearly 46 percentage of BSNL's revenue goes to the salary payment of its' workforce and hence an urgency to reduce this expenditure to save the financial viability of the company. NFTE-BSNL does not buy this wrong argument even though we are also worried about the dwindling market share and continued loss for the company ever since 2005. But what is the real cause/reason for this downtrend? Surely the employees are not responsible in any way to the present difficult position of the company. The same employees had contributed to the growth of the company and made BSNL to run on huge profits despite cut throat competition from private telecom operators till five years ago. Only the policies of the Central government and the partisan attitude of the successive Telecom ministers made the BSNL to loose not only the customer base but also the profits very heavily.

Who stopped the well experienced BSNL/DoT to enter the mobile telephone services for the first seven years and permitted only the most inexperienced private operators to operate mobile telephony?

Who sat on the expansion files for years to

cripple the BSNL when every other private operators were freely expanding / modernising their network at speed?

Who stopped the ADC for BSNL? Who is stopping the financial assistance from USO fund for BSNL?

Who did not permit BSNL to participate in the open auction directly for 3G license and in the end imposed upon BSNL a 'Pan India' licence for 3G Spectrum compulsorily despite private operators were allowed to choose only profitable circles? By this alone BSNL had to cough up rupees 18 thousand crores. Who is collecting huge interest from BSNL for the loan amount that was actually not paid by DoT? We can cite so many examples like these which actually crippled BSNL. But now in the name of safeguarding the financial viability the management is planning to retrench the employees through VRS. The management may also implement the other recommendation of Sampitroda Committee for disinvestment of 30% shares in BSNL to pay off the compensation for the employees who opt for VRS.

Thus we imminently face the twin dangers of retrenchment and disinvestment/privatisation in BSNL. A united and determined struggle alone could stop and defeat these attempts of the management/government successfully. NFTE-BSNL will not spare any attempt to defeat these anti-worker policies. I hope the Coimbatore NEC meeting will decide on our next course of action in this regard. Until and unless the anti-public sector but pro-private sector policies of the present UPA government are stopped and defeated any number of attempts to revive the fortunes of the BSNL will not bear fruit. VRS is not going to solve the problem but it will create more problems and destroy the telecom services provided by BSNL further and only speed up the existing downward trend. With out any hesitation all of us must stand united in this hour of grave crisis. We will win if we fight unitedly as in the past.

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