

TELE LABOUR

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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EDITORIAL

DONT TAKE WORKERS FOR GRANTED

The Board of Reconstruction of Department of Public Enterprise has suggested and recommended pernicious scheme to BSNL to rationalise the manpower. These are retrenchment of employees through voluntary Retirement Scheme (VRS), roll back of retirement age to 58 years and reduction in allowances of workers and more and more outsourcing the job. The BRPSE has gone one step further and suggested the merger of MTNL and ITIs with the BSNL along with their liabilities. The ITIs are financially bankrupt for last several years and MTNL is already running in loss and has taken loans from Bank to pay the salary of employees. This recommendation, if implemented, will **result in instant death of BSNL.**

The BRPSE's recommendations to reduce the manpower are the outcome of the suggestions offered by the then CMD and others in DPE meetings. The BRPSE and BSNL management must realise that 2.87 lakhs employees cannot be taken for ride and such exercises will result in *serious confrontation between workforce and administration.* It is good that the present CMD assured that

there is no cause of anxiety and the recommendations are not in the agenda of management. We accepted the statement but cannot *sleep over the development.* *The BSNL & DoT cannot escape from their assurances of job security of workers extended at the time of corporatisation.*

The NFTE has submitted some suggestions and proposals alternative to the BRPSE's recommendations. The BSNL administration atleast now should *wake up to curtail and minimise exorbitant and lavish expenditures first and introduce voluntary Replacement scheme against voluntary Retirement scheme, so that the sons/daughters may get employment in the company.* This will help BSNL in facing the competition with the Private operators. The lowering of retirement age to 58 years will be against the assurance and decision of Govt. extended to employees at the time of corporatisation.

We wish good sense prevail on BSNL management and Govt. and workers may not be forced to embark upon struggle. **The Govt. and BSNL should not take workers for granted.** ■

Letters to Administration

Rationalisation of Manpower in BSNL:- Request to spell out the move.

No.TF-11/8 (c) Dated 4/4/2011, Shri S.C.Misra, Chairman-cum-Managing Director, BSNL, New Delhi

A very large number of employees in BSNL are greatly perturbed as the Board of Reconstruction of Public Sector Enterprise has recommended and suggested the BSNL to rationalise the manpower through the process of VRS, lowering of retirement age to 58 years, reduction of allowances of workers and maximum outsourcing. It has appeared in the press that the BSNL Headquarter was required to submit its action taken report to DOT by 31st March of the year.

It may please be recalled that myself and President met you on 30/3/2011 and mentioned the anxieties of the employees on the recommendations of the BRPSE. It we recollect correctly you promptly told us that these **are not in the agenda of the Company and need of the hour is to improve the service and ignore such recommendations appearing in the press. We accepted your assurance without hesitation.**

It is, however, our responsibility to apprise that there is enough confusion in the filed that the employees will be retrenched through various methods which is affecting the morale of the workers. You will please appreciate, that the employees having fears and anxieties about their job security may not contribute well for the Company. This will further affect the company. We strongly feel that such atmosphere may not be allowed to continue rather it should be nipped in the bud.

Therefore, I on behalf of NFTE and BSNL

Workers Alliance request you to please take appropriate action to dispel the misunderstandings created due to the pernicious recommendations of BRPSE. ■

The NFTE and BSNLWA are strongly opposed to all these and may not overlook the developments.

NEPP-Case of Lorry Drivers.

No. TF-26/6 Date 6/4/2011 to Sr. GM (Est) BSNL New Delhi

There is confusion in NEPP to the effect that the upgradation of Lorry Drivers will be done at circle or SSA level. These cases are not being resolved. The case of Eastern U.P. Circle may be cited as an example.

Kindly, therefore, get the matter clarified. We hold the view that the process of upgradation should be done at SSA level. ■

Treatment to T.S.Ms in Non-Executive Promotion Policy.

No.TF-26-6 Dated 4/4/2011 Chairman-cum-Managing Director, BSNL, New Delhi.

It is stated that as per existing orders the T.S.Ms as an 30/9/2000 but regularised on or after 1-10-2000 are to be treated as DOT absorbees and such employees are entitled for pension and terminal benefits. The Presidential Orders are also issued in respect of such personnel.

The BSNL Headquarter vide item 24 of communication No. 13-2/2010-TE dated 6/1/2011 has clarified in Promotion scheme as below. "In the context with the application of NEPP, such T.S.Ms/Casual Labourers will be treated as BSNL recruit officials."

The above clarification has been issued only to ensure that the above category of staff get 1st promotion only after 8 years. It is

strange while DOT is treating them as BSNL absorbees but Corporate office as BSNL recruits. This is neither fair nor in conformity with the orders of DOT. The low paid employee's don't expect such treatment from the management.

Therefore, we request you to please get the matter reconciled and resolved. ■

Cut off date for counting of qualifying service for LICE for promotion to JTO cadre in 35% departmental quota.

No.TF&14/6 Dated 30/3/2011 to, CMD, BSNL, New Delhi

Kindly refer to corporate office letters No. 68-2/2010-DE dated 28/12/2010 and 14/01/2011 regarding LICE for promotion to JTO (Electrical) for vacancies of years 2009-2010 under 20% quota. The corporate office has revised the cut off date for determining the eligibility as per R/R of JTO (Electrical). The cut off date has been revised from "1-7-2009" to "15-5-2011" ie date of examination.

It is however, very surprising the same corporate office has fixed cut off date as on 01/07/2009 for qualifying service instead of date of examination in respect of JTO LICE under 35% quota. You will agree such discrimination is neither fair nor proper.

Therefore, we request you to please take appropriate action for revision of cut off date for JTO 35% quota examination in the analogy of LICE for JTO (Electrical)

An early action is urged for revision in cut off date and holding of examination. ■

Poor and deplorable condition of Telecom Services in-Chhattisgarh Circle.

No.TF-19/3 Date 6/4/2011 Shri S.C.Misra CMD, BSNL, New Delhi

Kindly recall our discussions regarding

damaged cables at Raipur due to widening of roads and sewer-lines. A very large number of phones are dead for last two months. If we recollect correctly you have been kind enough to speak to CGM over phone but even after a month phones have not been restored

We have also apprised you that the situation in Chhattisgarh circle is deplorable and urgent action is needed to tighten the slackness prevailing in the circle. 1 am enclosing paper clippings in this regard for your perusal.

We, therefore, once again request to kindly take urgent action to lift the circle from present morass. ■

Revision of Pay Scales for Non-Executive Employees in BSNL with effect from 1-1-2007

No.TF-9/9 Date 8/4/2011 to the Sr. General Manager (Est.) B.S.N.L New Delhi

Kindly refer to BSNL Headquarter No. 1-16/2010-PAT (BSNL) dated 7/5/2010 on the subject.

In Para 2.3 of the above letter the fitment formula has been prescribed for arriving at the stage of Revised Pay Scale. However, when 3% fitment is added the actual stage is denied to the employees and they are fixed in the stages prescribed in Annexure-I of your referred letter. This is placing the employees to disadvantageous position in all the scales from NE.-I to N.E.-II. Apart from this the officials are facing pay anomalies and are being deprived of from the stagnation increment also.

We hold the view that the hardships can be removed if the employees are fixed at the next nearest stage after application of the fitment formula. We are enclosing a chart in this respect.

Kindly, therefore, get the matter considered and alleviate the sufferings of staff. ■

Letters from Administration

Holding of Limited Internal Competitive Examination (LICE) for promotion to the grade of Private Secretary against 33% quota in the field units of BSNL.

BSNL No.66-1/2011-DE Dated: 31st March 2011, All CGMs, BSNL Telecom Circles,

It has been decided to hold a Limited Internal Competitive Examination to fill up the vacancies in the grade of Private Secretary grade against 33% quota in the field units of

BSNL for the recruitment years 2004-05, 2005-06, 2006-07, 2007-08, 2008-09, 2009-10 & 2010-2011. The examination shall be held as per provisions of Recruitment Rules issued vide No. 20-8/2001-Pers-II dated February, 2004 as amended from time to time.

2. The Scheme & Syllabus of examination has been circulated vide letter No. 25-01/2010-Pers-II dated 22nd February, 2011. The details of Paper and time-table of the examination is as under:-

Paper	Subject	Marks	Date of Exam.	Duration
Paper-I (Objective, multiple Choice)	i) General Awareness	75	Sunday, the 07th August, 2011	2 Hours
	ii) General English	75		(10.00 A.M. To
	iii) Computer Fundamentals	50		12.00 Noon)
Paper-II Skill Test*	Skill Test in shorthand (English or Hindi Medium) @100 w.p.m. for 7 (seven)	300	Sunday the 07th August, 2011	2.00 PM English 3.30 PM Hindi Reading time- 10 Minutes Transcribing Time English- 40 Minutes Hindi-55 Minutes

*Only 5% errors will be allowed for Skill Test (Shorthand and typewriting) i.e. permissible limit of mistake are 35. Correspondingly, 3 marks are deducted for each mistake.

3. Eligibility to appear in the above examination shall be strictly in accordance with the Pers-II Branch circulars stated in Para 1 above. In case of any doubt regarding eligibility for admission to the examination, it may kindly be addressed to AGM (Pers-II), BSNL Corporate Office, 4th Floor, Bharat Sanchar Bhawan, Janpath New Delhi-11001.

4. All arrangements for conduction the

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

Manager, Maintenance, NTR, New Delhi will conduct the examination.

5. Examination (Paper-I) will be OMR (Optical Mark Reader) answer sheet based. Each question will have four options for answer. Only one answer which is the most appropriate has to be selected by the candidate. Candidate is required to darken the relevant bubble by a black ball point pen only in the OMR answer sheet accordingly.

6. Paper-II i.e. the skill test in shorthand and typing will be conducted through computer. Center Supervisor will arrange for computers. APS corporate 2000+++ software may be used for conducting the skill test in Hindi.

7. The minimum qualifying marks will be 50% in Paper-I. In case of SC/ST candidates the minimum qualifying marks will be 45% in paper-I. The total number of marks for skill test in short hand (Paper-II) are 300 and a candidate has to obtain at least 195 marks to qualify the test. There is no provision for any relaxation in the norms. No further relaxation in the standard for the skill test shall be made in favour of any category of candidates. (Please refer to Note 1 to 5 of Pers-II Branch, BSNL C.O. letter No. 25-01/2010-Pers.II dated 22-02-2011, which was circulated to all the heads of circles. In case of any doubt in this regard, it may kindly be addressed to AGM (Pers-II), BSNL Corporate Office.

8. The question Paper of Paper-I, dictation passage (English & Hindi) for skill test, OMR sheet for Paper-I would be arranged centrally be Recruitment Cell of Corporate office. All post examination work such as nomination of examiners, evaluation of answer books by such examiners, preparation and declaration of result, etc. will be under-

taken by the respective Telecom Circles as being done in a decentralized examination. For Paper-II] Shorthand Note Book for dictation and good quality Typing Sheets, with perforation for Secret Code (as given in answer books), Shall be supplied by respective circles. Each such sheet should be signed with rubber stamp by Centre Supervisor. Pencil (for paper-II) is to be brought by candidate.

9. The eligible candidates may be advised to submit their application to the Head of Telecom Circle under whose jurisdiction they are working. The last date of submission of application may be fixed as 02.05.2011. Application received after the last date i.e. 02.05.2011 should not be entertained. ■

Stoppage of check off system in respect of NFTE (BSNL) in Maharashtra and Bihar Circles-reg.

F.No. BSNL/39-2/SR/2011 Dated: 31.03.2011 The Chief General manager, Bharat Sanchar Nigam Limited, Maharashtra/Bihar Telecom Circle.

Ref : No. TF-1/1 (2B) dated 30-03-2011

General Secretary. NFTE BSNL vide his above referred letter dated 30.03.2011 (copy enclosed) has stated that the administrations have stopped check off system at Nagpur and Sasaram SSAs in Maharashtra and Bihar Circles. In this regard it is intimated that the check off facility granted to the applicant union vide this office letter no. BSNL/39-6/SR/2008 dated 04.06.2008 dated 04.06/2008 & 06.06.2008 has not been withdraw by this office.

2. You are requested to kindly examine the complaint of NFTE-BSNL in the light of above said letters and furnish your comments immediately. ■

Andhra Circle Working Committee Meeting



Andhra circle working committee meeting was held on 26th /27th March at Nellor, Com Anjah presided the meeting. The comrade Islam (President), C.Singh (GS) and Com. Pira addressed the session on 26th and explained the position of various issues. Com Janardan Rao, Chief Patron graced the occasion.

Com. C.K. Mathivanan, Dy. G.S. and G.M. Nellore addressed the seminar on 27th.

Squeal to resignation of Com. Rajmouli from Circle Secretary post Com. Anjiah has been elected as Circle Secretary. ■

BSNL management

Shri A.K.Garg has taken over charge of Director (HR). The posts of Director (C) and (F) are still vacant and under litigation.

The selection process of CMD is still not over ■

JTO Examination

Stay on conducting LICE-JTO based on JTO RR 2011 has been lifted consequent on final verdict in O.A. No. 224/2010 and connected cases dated 15th March, The LICE to JTO shall be conducted incorporating the following changes:

1) The year wise distribution of vacancy under 35% and 15% quota viz. 2001 to 2009 is to be notified as is done in Bengal Circle. (Para-14).

(2) Amendment of service condition from 10 years to 7 years is valid. However, the vacancies which were occurred prior to the amendment of the rule during March 2009, would be governed by the pre-amendment provisions, i.e. amendments can have prospective effect only. (NFTE HQR to submit the representation after detail study.) ■

मनमाना नहीं करने देंगे

बीआरपीएसई (बोर्ड ऑफ रिकंस्ट्रक्शन पब्लिक सेक्टर इन्टरप्राइज) ने बीएसएनएल को श्रमिकों की संख्या में कटौती करने की सिफारिश की है। उनका सुझाव एवं सिफारिश है कि कर्मचारियों की संख्या में कमी बीआरएस तथा रिटायरमेंट की आयु 58 वर्ष प्रक्रिया द्वारा किया जाय। कर्मचारियों के भत्तों में कटौती करके कम्पनी के खर्च में कमी लाएं। प्रशासन की आज की मानसिकता है कि किस प्रकार निम्न श्रेणी के कर्मचारियों को त्रस्त तथा पीड़ित किया जाय। एक चौकाने वाली यह भी सिफारिश है कि दिवालिया हुई इन्डियन टेलीफोन इन्डस्ट्रीज तथा बैंकों के ऋण से लदी हुई एम टी एन एल को उनके आर्थिक भार सहित बीएसएनएल में मर्ज (समायोजित) कर दिया जाय। सोच यह है कि दो बीमार कम्पनियों को बीएसएनएल में इसलिए शामिल कर दिया जाय जिससे कि बीएसएनएल का अन्त अत्यंत शीघ्रता से हो जाय। उपर्युक्त सिफारिश बी आर पी एस ई की मानसिक दिवालियापन का उदाहरण है। बी आर पी एस ई की सिफारिशें तत्कालीन सी एम डी तथा प्रबंधन के अन्य अधिकारियों के दृष्टिकोण पर आधारित है। **परन्तु प्रबंधन को यह ध्यान में रखना होगा कि 2 लाख व 87 हजार कर्मचारी मनमाना नहीं करने देंगे तथा प्रशासन को कर्मचारियों के जबरदस्त आंदोलन का सामना करना पड़ेगा।** वर्तमान सीएमडी बी एस एन एल ने संघ को आश्वस्त किया है कि बी आर एस आदि प्रबंधन के कार्यसूची में नहीं है। अतः सिफारिशों के विरुद्ध हमने प्रदर्शन करने के स्थान पर कर्मचारियों से अपील किया कि सेवा में सुधार हेतु प्रयासरत हों।

परन्तु परिस्थितियों पर संघ की पैनी नजर है। निगमीकरण के समय सरकार ने कर्मचारियों को आश्वासन दिया था जिसका निर्वाह डी ओ टी/ बीएसएनएल को करना होगा।

एनएफटीई ने सिफारिशों पर प्रबंधन को प्रतिक्रियाएं सौंप दी है। प्रबंधन, सर्वप्रथम अय्याशी आदि के खर्चों पर लगाम लगाए तथा विदेश एवम स्वदेश यात्राएं बंद करे। बी आर एस के स्थान पर रिप्लेसमेंट स्कीम का प्रस्ताव किया है जिससे कि कर्मचारियों के पुत्र/पुत्री को शैक्षिक योग्यता के अनुसार नौकरी मिले। सम्बंधित सेवानिवृत्त कर्मचारी के पेंशन में हानि नहीं होनी चाहिए। 58 वर्ष की सेवानिवृत्त आयु निगमीकरण के समय दिए गए आश्वासन तथा निर्णय के विरुद्ध है।

सरकार तथा प्रबंधन दोनों कर्मचारियों के साथ टकराव नहीं करे अन्यथा भीषण परिस्थितियां उत्पन्न होंगी। मनमाने रवैये के विरुद्ध संघर्ष आवश्यक होगा।

प्रशासन को पत्र

नान एकजीक्यूटिव कर्मचारियों की समस्याएं एवं मांगों के समाधान हेतु।

टी.एफ-38/4 दिनांक 04.04.2011 अध्यक्ष एवं प्रबंध निदेशक बी.एस.एन.एल., सी.एल.सी. आदि को नई दिल्ली को

बी.एस.एन.एल. वकर्स एलायन्स की एक बैठक तिरुपति (आंध्र प्रदेश परिमण्डल) में दिनांक 24 एवं 25 मार्च को सम्पन्न हुई। एलायन्स के संयोजक होने की वजह से सर्वसम्मति से एलायन्स ने मुझे निम्नांकित समस्याओं एवं मांगों की पूर्ति तथा शीघ्र समाधान

हेतु मुझे अधिकृत किया है। इन समस्याओं के विषय में विभिन्न स्तरों पर बहुत बार बातें की गई हैं तथा स्मार पत्र भी दिये गये हैं परन्तु समस्याएं पूर्ववत है और निदान नहीं हुआ है।

- 1) बी.एस.एन.एल. की अर्थिक स्वास्थ्य को विकसित किया जाय।
- 2) एक से अधिक संघ को मान्यता दी जाय तथा राष्ट्रीय, परिमण्डल एवं जिला स्तर पर समझौता समितियों में समानुपति भागीदारी दी जाय।
- 3) चौथे सदस्याता जांच के पूर्व हुए मतैक्य तथा बी.एस.एन.एल. संख्या बी.एस.एन.एल./5-1/एसआर/2010 दिनांक 20.9.2010 एवं पत्र संख्या बीएसएनएल/7-12/एस.आर./2010 दि. 28/9/2010 के अनुसार सभी रजिस्टर्ड एवं चुनाव में भागीदारी प्राप्त संघ को न्यूनतम संघीय सहूलियत दी जाय।
- 4) **स्वैच्छिक सेवानिवृत्ति/जबरन सेवानिवृत्ति के बदले स्वैच्छिक रिप्लेसमेंट स्कीम लागू की जाय। सेवानिवृत्ति की आयु 60 वर्ष से घटाकर 58 वर्ष करने की अनुशंसा को शीघ्र रद्द किया जाय।**
- 5) प्रताड़ना एवं स्थानान्तरण को शीघ्र रोका जाय
- 6) 01.01.2007 एवं उसके उपरान्त भर्ती कर्मियों के वेतन में आयी कमी की पूर्तिशीघ्र की जाय।
- 7) जे.टी.ओ./टी.टी.ए./टी.एम. की विभागीय परीक्षा शीघ्र करायी जाय एवं इसके उपरान्त सभी कैडरों की विभागीय परीक्षा के लिए निर्धारित भर्ती नियम का संशोधन किया जाय।
- 8) मुख्यधार के सभी संवर्गों जैसे टी.टी.ए./ सीनियर

टी.ए.ओ./टी.एल.एवं आर.एम. का पदनाम शीघ्र बदला जाय।

- 9) सीनियर टी.ओ.ए. के वेतनमान जो 2002 में बी.एस.एन.एल. बोर्ड से अनुमोदित है, को शीघ्र लागू करते हुए वेतन विकसित किया जाय।
- 10) एस. सी./एस.टी. आरक्षण सहित एन.ई.पी.पी का संशोधन किया जाय।
- 11) बी.एस.एन.एल. (सी.डी.सी) रूल 2006 के धारा -55 को समाप्त किया जाय।
- 12) अनुकम्पा आधारित भर्ती में नियमों को शिथिल किया जाय तथा अनुमोदित उम्मीदवारों को शीघ्र नियुक्त किया जाय।

अतः हम मजबूरी में यह स्मार पत्र समर्पित करते हुए निवेदन करते हैं कि एक मान्य अवधि के अन्तर्गत समस्याओं का निदान निकालने की कृपा की जाय अन्यथा मई माह के प्रथम सप्ताह के पश्चात किसी भी तिथि से एलाएन्स से सम्बंध सभी संघों के महामंत्री कार्पोरेट कार्यालय परिसर में अनिश्चितकालीन भूख हड़ताल शुरू करेंगे। (भूख हड़ताल शुरू करने की तिथि समय से सूचित कर दी जायगी।

टी.एफ.11/8 (सी) दिनांक 04.04.2011 श्री एस.सी. मिश्रा, अध्यक्ष सह प्रबंधन निदेशक को।

सार्वजनिक क्षेत्र उपक्रमों के लिए पुनर्गठन परिषद की अनुशंसा के आलोक में भारत संचार निगम लि. के अधिकांश कर्मचारी घबराहट में है।

सार्वजनिक क्षेत्र पुनर्गठन परिषद ने अनुशंसा की है कि सेवा निवृत्ति आयु 60 वर्ष से घटाकर 58 वर्ष कर दी जाय, स्वैच्छिक सेवानिवृत्ति के द्वारा कर्मियों की संख्या कम की जाय, कर्मियों को देय भत्तों में कटौती की जाय तथा अधिकांश कार्य बाह्यश्रोत से

कराई जाय। ऐसा समझा जाता है कि दूरसंचार विभाग ने बी.एस.एन.एल प्रबंधन से 31 मार्च 2011 तक इस बावत क्रियान्वयन सूचना मांगी है।

कृपया ध्यान दें कि मैं तथा हमारे संगठन के अध्यक्ष दिनांक 30.3.2011 को मिले थे और कर्मचारियों की उपयुक्त चिन्ता से आप को अवगत कराया था। आपने कृपापूर्वक कहा था कि अभी कम्पनी के उत्थान के विषय में सोच केन्द्रीत करना है इसके अतिरिक्त और कोई एजेन्डा कम्पनी के सामने नहीं है। हमने बिना हिचक आपके आश्वासन को स्वीकार किया है। फिर भी हमारा दायित्व है कि हम कर्मचारियों की चिन्ता से आपको अवगत करायें। कार्यालयों में बहुत भ्रम की स्थिति बनी हुई है कि कर्मचारियों की संख्या येन-केन कम की जायगी इससे कर्मचारियों में नैतिक शक्ति का ह्रास हो रहा है। महोदय यह स्वीकार करेंगे कि भयग्रस्त कर्मि योगदान नहीं कर पायेंगे और यह कम्पनी को और प्रभावित करेगा। हम यह दृढ़ता से महसूस करते हैं कि ऐसी वातावरण को जारी रहने देना हितकर नहीं है अपितु इसे आरंभिक स्थिति में ही समाप्त करना चाहिए।

अतः हम एन.एफ.टी.ई. एवं बी.एस.एन.एल. वर्कर्स एलायन्स की ओर से निवेदन करते हैं कि इस भ्रमजाल को शीघ्र समाप्त करने की दिशा में उचित कार्यवाई करने की कृपा की जाय।

एन.एफ.टी.ई. एवं बी.एस.एन.एल. वर्कर्स एलायंस कर्मचारियों की चिन्ता को नजरअंदाज नहीं करेगी तथा आवश्यक होने पर इसके विरुद्ध प्रचण्ड विरोध करेगी।

कर्मचारियों की संख्या में कटौती की आदि की सिफारिशें

टीएफ-11/8 (सी) दिनांक 4.4.2011 श्री मिश्रा, सीएमडी को

बोर्ड ऑफ रीकन्सट्रक्शन पब्लिक सेक्टर इन्टरप्राइज (बी आर पी एस ई) ने बीएसएनएल को वीआरएस, 58 वर्ष की सेवानिवृत्त आदि द्वारा कर्मचारियों की संख्या में कमी करने की सिफारिश की है। उसकी सिफारिश कर्मचारियों के भत्तों में कमी भी करने का है। ठेके पर कार्य देने का भी सुझाव है। एन एफ टी उपयुक्त सिफारिशों के विरुद्ध है। परन्तु आपसे चर्चा के मध्य यह स्पष्ट हुआ।

कि उपर्युक्त सिफारिशों बीएसएनएल के एजेन्डे में नहीं है। इस कारण संघ आन्दोलन नहीं आंदोलन के स्थान पर सेवा में सुधार की अपील की है।

परन्तु हम स्पष्ट करना चाहते हैं कि अनुशंसाओं ने कर्मचारियों को चिन्तित तथा बिचलित कर दिया है। चिन्तित कर्मचारी सेवा में उचित योगदान नहीं कर सकता है इस प्रकार का वातावरण कम्पनी के हित में नहीं है।

अतः संघ तथा बीएसएनएल वर्कर्स एलायन्स की तरफ से अनुरोध है कि उचित कार्यवाही करें जिससे कि दूषित वातावरण का अन्त हो।

एनईपीपी – लारी ड्राइवर्स का मामला

टीएफ – 26/6 दिनांक 6.4.2011 सीनियर जी एम (स्थापना) को

वर्तमान में भर्ती है कि एनईपीपी के द्वारा लारी ड्राइवर्स का अपग्रेडेशन सर्किल अथवा एसएसए स्तर पर होगा। संघ का स्पष्ट दृष्टिकोण है कि एनईपीपी की प्रक्रिया एसएसए स्तरों पर होनी चाहिए।

छत्तीसगढ़ सर्किल में दूरसंचार सेवाओं की दयनीय स्थिति

टीएफ-19/3 दिनांक 6.4.2011 श्री मिश्रा, सी एम डी को

कृपया संघ से पूर्व चर्चा का सन्दर्भ लें। आज भी

रायपुर में हजारों टेलीफोन्स केबिल्स कटिंग के कारण कार्य नहीं कर रहे हैं। छत्तीसगढ़ सर्किल में दूरसंचार सेवा की उचित निगरानी नहीं हो रही है। इस सन्दर्भ में समाचार पत्रों में प्रकाशित पेपर क्लीपिंग संलग्न है।

कृपया उचित कार्यवाही सुनिश्चित करें।

1.1.2007 से नान-इक्जीक्यूटिव कर्मचारियों का वेतन संशोधन

टीएफ-9/9 दिनांक 8.4.2011 सीनियर जीएम (स्थापना) को

कृपया बीएसएनएल पत्र संख्या 1-16/2010 पी एंड टी (बीएसएनएल) दिनांक 7.5.2010 का सन्दर्भ लें। पैरा 2.3 में फिटमेंट फार्मूला अंकित है। परन्तु फिटमेंट लागू होने पर कर्मी को वास्तविक स्टेज सलंगनक I के कारण नहीं मिलता। यह स्थिति सभी वेतनमानों में है। कर्मी को स्टेगनेशन इन्क्रीमेंट भी नहीं मिलता है। कर्मचारी को यदि अगला स्टेज वेतन निर्धारण में हो तो यह स्थिति नहीं उत्पन्न होगी।

कृपया आवश्यक कार्यवाही करें।

चेक ऑफ सिस्टम की बंदी महाराष्ट्र तथा बिहार का मामला

बीएसएनएल हेडक्वार्टर पत्र संख्या बीएसएनएल/30-2/एस आर/2011 दिनांक 31.3.2011

संदर्भ: टीएफ-1/1 (2बी) दिनांक 30.3.2011

बीएसएनएल पत्र संख्या बीएसएनएल/39-6/एस आर/2008 दिनांक 4.6.2008 तथा 6.6.2008 द्वारा जारी चेक ऑफ सिस्टम सुविधा बंद नहीं किया गया है। एनएफटीई ने शिकायत की है। यह

सुविधा नागपुर तथा सासाराम में बंद कर दिया गया है। महामंत्री का पत्र संलग्न है। कृपया रिपोर्ट भेजें।

उत्तर प्रदेश (पश्चिम) परिमंडल की कार्यकारिणी सभा

एन.एफ.टी.ई की उत्तर प्रदेश (पश्चिम) परिमंडल ईकाई की परिमण्डलीय कार्यकारिणी समिति की बैठक चैम्बर ऑफ कामर्स हाल मेरठ में दिनांक 02.04.2011 को सम्पन्न हुई। का. राजबीर सिंह ने अध्यक्षता की तथा केन्द्रीय मुख्यालय की ओर से साथी इस्लाम अहमद अध्यक्ष, साथी सी. सिंह महामंत्री तथा साथी जब्बार खान विशेष आमंत्रित स्वरूप ने भाग लिया तथा कार्यकारिणी की सभा तथा इस अवसर पर आयोजित सेमिनार को सम्बोधित किया।

श्री शमीम अख्तर महाप्रबंधक (प्रशासन) परिमण्डल कार्यालय मेरठ ने भी सभा को सम्बोधित किया।

सभा ने परिमंडलीय अध्यक्ष रिक्त हुए पद पर साथी फतेह सिंह राणा को सर्वसम्मति से निर्वाचित किया।

अपने सम्बोधन में केन्द्रीय नेताओं ने यूनियन की मान्यता प्राप्ति हेतु किये जा रहे प्रयासों तथा अन्य समस्याओं की विस्तृत जानकारी दी। इन्होंने सेवानिवृत्ति के सम्बंध में 60 वर्ष की आयु सीमा घटाकर **58 वर्ष करने की अनुशंसा के सम्बंध में कहा इससे भयग्रस्त होने की आवश्यकता नहीं है।** यह मुद्दा बी.एस.एन.एल. अथवा डी.ओ.टी. के एजेन्डे में फिलहाल नहीं है। डी.पी.ई./बी.आर.पी.एस.ई./ के अनुशंसा को निरकुंशता से लागू नहीं किया जा सकता।

शेष पृष्ठ 13 पर

**The National Federation of Telecom Employees (BSNL): New Delhi
Balance Sheet as at 31-12-2010**

Liabilities	As at 31.12.2010 Rs.	As at 31.12.2009 Rs.	Assets	As at 31.12.2010 Rs.	As at 31.12.2009 Rs.
RESERVED FUND:			Fixed Assets (Less Depreciation) As per Schedule A	129,144.50	170,597.00
Balance as per last Balance Sheet	12,639,429.20	12,456,516.20	Current Assets, Loan and Advances		
Add/(Less): Excess of Income/Expenditure as per Income and Expenditure A/C annexed	-521,086.33	182,913.85	A. Current Assest		
	12,118,342.87	12,639,430.05	a. Cash in hand	39,924.00	32,815.00
			b. Fixed Deposit with Scheduled Banks	6,793,978.94	7,800,229.15
			c. Fixed Deposit with Postal RMS Coop Bank , Ambala	3,797,496.00	4,205,897.00
			d. Balance with Scheduled Banks in Savings A/C	1,365,031.43	453,363.90
CURRENT LIABILITIES & PROVISION			B. Loans & Advances		
Sundry Creditors	13,232.00	26,472.00	Advance recoverable in Cash or in kind or for value to be received- Considered good	6,000.00	3,000.00
	12,131,574.87	12,665,902.05		12,131,574.87	12,665,902.05

Complied from the books of account produced to us.
For S.N. Dhawan and Co.,

Chartered Accountants,
Firm Registration No. 000050 N

Amitava Dasgupta
Partner

M.No. 17228

Place: New Delhi

Date:

For The National Federation of Telecom Employees (BSNL)

Chandeshwar Singh
General Secretary

P.L.Dua
Treasure

The National Federation of Telecom Employees (BSNL): New Delhi Income And Expenditure Account for the Year Ending 31-12-2010

Expenditure	Year Ended 31.12.2010 Rs.	Year Ended 31.12.2009 Rs.	INCOME	Year Ended 31.12.2010 Rs.	Year Ended 31.12.2009 Rs.
TA/ DA	170,095.00	119,330.00	Members Contribution	1,524,066.50	1,368,558.50
Establishment	795,523.00	823,146.00	Donation	42,838.00	5,800.00
Telecom Employees Magazine	263,054.00	186,951.00	Books & Periodicals	31,910.00	4,356.00
Tele Labours Magazine	240,369.00	190,785.00	Interest on Savings Bank Account	12,007.09	42,195.85
Postage, Telegram & Telephone	70,760.00	115,444.00	Rent received	85,776.00	62,740.00
National Executive Meeting	321,840.00	59,510.00	Miscellaneous Receipts	2,992.00	5,000.00
National Council	477,788.00	-	Interest on Fixed Deposits (Gross)	1,255,480.79	698,517.00
PF Contribution & Allowances	9,220.00	8,970.00			
Electricity & Water Charges	60,681.00	44,139.00			
Printing & Stationery	58,482.00	42,660.00	Excess of Expenditure over Income transferred to reserve fund	521,086.33	-
Miscellaneous Expenses	4,833.21	713.50			
Sumptuaries	36,482.00	26,295.00			
Audit Fee	13,236.00	13,236.00			
Bonus to employees	23,500.00	30,500.00			
Car Expenses	159,594.00	111,436.00			
Legal Expenses	150,000.00	15,000.00			
Building Maintenance	104,362.00	32,752.00			
Gifts & Donations	2,830.00	7,953.00			
Typewriter & Computer Maintenance	18,270.00	17,414.00			
Depreciation	49,053.50	45,782.00			
Organisation expenses	351,899.00	63,564.00			
Books & Periodicals	40,792.00	2,687.00			
Bank Charges	32,185.00	14,510.00			
Tax Paid	21,308.00	31,476.00			
Excess of Income over Expenditure transferred to Reserve Fund	-	182,913.85			
	3,476,156.71	2,187,167.35		3,476,156.71	2,187,167.35

Complied from the books of account produced to us.

For S.N. Dhawan & Co.

Chartered Accountants,
Firm Registration No. 00050 N

Amitava Dasgupta

Partner
M.No.17228

Place : New Delhi

Chandeswhar Singh
General Secretary

P.LDua
Treasure

The National Federation of Telecom Employees (BSNL): New Delhi
Schedule A: Fixed Assets

	WDV as at Assets 31-12-2009	Additions	Deletions	Value as at 31.12.2010	Depreciation for the year	net WDV	Income Tax Rate Charged
Car	97,913	-	-	97,913	14,687	83,226	15%
Furniture	20,744	-	-	20,744	2,074	18,670	10%
Typewriter	5,378	-	-	5,378	807	4,571	15%
Computer	44,311	7,600	-	51,911	31,147	20,764	60%
Fax Machine	2,251	-	-	2,251	338	1,913	15%
Total	170,597	7,600	-	178,197	49,052	129,145	

पृष्ठ 10 का शेष

एन.एफ.टी.ई. एवं बी.एस.एन.एल. वर्कर्स एलायन्स उचित समय पर जब यह मुद्दा बी.एस.एन.एल. अथवा डी.ओ.टी. के सामने होगी तो जबरदस्त विरोध करेगी और कर्मचारियों को सुरक्षा देगी। केन्द्रीय नेताओं ने बताया कि बी.आर.एस. भी जबरन थोपा नहीं जा सकता। नेताओं ने कहा कि इन अफवाहों की ओर ध्यान नहीं देते हुए बी.एस.एन.एल. की सेवाओं पर ध्यान केन्द्रीत करें जो समय की मांग है।

आन्ध्र सर्किल की कार्यकारिणी बैठक

आन्ध्र सर्किल की कार्यकारिणी की बैठक 26/27 मार्च को नेल्लोर में सम्पन्न हुई। अध्यक्ष, महामंत्री, डिप्टी जनरल सेक्रेटरी, साथी पीरा संगठन मंत्री ने अधिवेशन तथा गोष्ठी को सम्बोधित किया। साथी अन्जैय्या सर्किल सेक्रेटरी निर्वाचित हुए हैं। नेल्लोर के साथियों का प्रबंधन अभूतपूर्व था।

बीएसएनएल प्रबंधन

श्री ए.के. गर्ग ने निदेशक (कार्मिक) का कार्यभार ग्रहण कर लिया है। निदेशक (वित्त) तथा वाणिज्य का पद अभी भी रिक्त है तथा न्यायालय में है। सी एम डी पद अभी भी चयन प्रक्रिया में है। ■

**Up (West) circle working
Committee Meeting**

Up (West) working of NFTE was held on 2nd April at Meeruth President, G.S. and Com. Jabbar Khan, invitee addressed the session and Seminar. Shri Shamim Akhtar, GM (Adm.) participated and addressed the seminar.

Com. Fateh Singh Rane has been elected as circle president ■



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NATIONAL FEDERATION OF TELECOM EMPLOYEES

BSNL

(Regn. No. 4906 dated 17/9/2001)

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

No.TF—38—4

Date 6/4/2011

Chairman-cum-Managing Director,
B.S.N.L, New Delhi

Subject :- Non-settlement of Problems and Grievances of BSNL Non-executive employees.

Sir,

The meeting of BSNL Workers Alliance took place on 24th / 25th March at Tirupati in Andhra Circle. The meeting has decided to seek settlement of the following problems and grievances at the earliest. These problems have been represented and discussed many times at appropriate levels. But reference could not be resolved. The problems are appended below for ready.

- 1) Improve financial health of the BSNL.
- 2) Adequate and proportionate representation of workers in the Negotiating Machineries at three levels viz. National, Circle and Local Councils and grant of recognition to more than one union in BSNL.
- 3) Grant of Minimum Trade Union facilities to all the applicant and registered unions in BSNL as per consensus arrived at during 4th verification and in accordance with BSNL Letter No. BSNL/ 5-1 / SR / 2010 date 20/9/2010 and BSNL / 7-12 / SR / 2010 date 28/9/ 2010.
- 4) No retrenchment (No VRS / CRS) of BSNL Workers and lowering of retirement age from 60 to 58 years and introduce voluntary Replacement Scheme akin to Railways.
- 5) Stop all vindictive and partisan acts including transfers.
- 6) Settle wage erosion problem of employee entered in BSNL on or after 1-1-2007.
- 7) Hold and complete departmental examination for promotion to JTO, TTA and TM cadres and thereafter modify the Recruitment Rules.
- 8) Change the designations of all streamline cadres viz. TTA, Sr. TOA, TM and RMs etc.
- 9) Upgrade of Sr. TOAs as per BSNL Board's approval.
- 10) Modifications in NEPP orders with S/C, S/T reservation benefits.
- 11) Withdraw / Modify clause 55 of BSNL CDA Rules, 2006.
- 12) Relax CGA rule and issue appointment letters to approved candidates immediately.

Contd. on next page

No.TF—26/6

Date 9/4/2011

Subject :- Denial of upgradation in NEPP due to average / satisfactory entries in ACRS.

Respected Shri Misrajee,

In para 4.3 of BSNL HQR letter No. 27-7/2008-TE II date 23/3/2010 the fitness criteria has been laid down for upgradation of employees in NEPP. Such staff who are in receipts of 3 or 4 average / satisfactory entries in ACRS are being denied upgradation.

It is submitted that the average and satisfactory entries were never treated as adverse as such not communicated to the employees. Due to this officials had been unaware of such entries and now these are being treated as adverse and staff denied upgradation by DPC. You will agree, sir, this is against natural justice as employees have never been afforded opportunity to represent and protect the interest.

Therefore, we request you to please intervene so that the employees are not denied their upgradation due to average and satisfactory entries. Punishing the employees without affording opportunity to defend is illogical and unjustified. This is in continuation of letter TF-26/6 date 15/10/2010.

With regards.

Yours sincerely,



(Chandeshwar Singh)
General Secretary

Shri S.C.Misra
CMD, BSNL, New Delhi


Contd. from pre. page.


Therefore, request you to cause settlement of above problems within a reasonable period failing which the General Secretaries of the constituent unions or their nominees will begin Indefinite fast at Corporate Hqr.


Yours faithfully,





(Chandeshwar Singh)
General Secretary and Convener, BSNLWA



(K. NARAYAN REDDY)
GS. BSNL ES

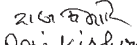

R. Babu
SC/ST Emp Wd Assn of BSNL
NEW DELHI



(A. D. Patil)
General Secretary
(AIBCTES)


(KOLLURI ANIL KUMAR)
General Secretary
BSNL ATM


(M. RAMASUNDARAM)
GENERAL SECRETARY
BSNL EC.


K. ARUNUGAM: G/S.
BSNL PEWA.


(Raj Kishore)
General Secretary
BSNL WRL


(Dharmendra Verma)
General Secretary
SNATTA

April, 2011
TELE LABOUR

Postal Regd. No. DL(ND)-11/6105/2009-10-11
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BHARAT SANCHAR NIGAM LTD.
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PENSION SECTION
Bharat Sanchar Bhawan,
Janpath, New Delhi-1.

Circular No. 09

No. 40-06/2011-Pen (B)

Dated: 04-04-2011.

To

All Heads of Telecom Circles/Telecom District/
Regions/Projects/Telecom Stores/ Telecom Factories &
Other Administration Offices
Bharat Sanchar Nigam Ltd.

Sub: Revision of pension of pre-2007 pensioners/family pensioners of BSNL.

Sir,

I am directed to forward herewith a copy of Office Memorandum No. 40-17/2008-Pen(T)-Vol.III dated 15th March, 2011 issued by the Department of Telecommunications on the subject mentioned above for information and further necessary action. All the administrative offices of BSNL handling preparation of pension papers to the BSNL pensioners are directed to initiate the process of consolidation of pension/family pension to existing pre-2007 BSNL pensioners/family pensioners within the prescribed time schedule at the consolidated rates in terms of para 4 of the enclosed O.M. dated 15th March, 2011 issued by the DoT immediately and forward the same to the concerned CCA for authorization.

Two calculation sheets (Annexure-III & IV) prescribed to facilitate revision of pension/family pension, are enclosed for taking necessary action please.

Encl: As above.

Yours faithfully,

(Sheo Shankar Prasad)
Asstt. General Manager(Pers-V)
Tele. No. 23037475
Fax No. 23766034

Copy to:

1. PPS to CMD, BSNL
2. PPS to DIR(HR)/ DIR(Enterprise)/DIR(Consumer Fixed Access)/
DIR(Consumer Mobility)/DIR(Finance), BSNL Board.
3. All Executive Directors, BSNL.
4. DDG (Estt), DoT for information.
5. All PGMs/Sr.GMs/GMs in BSNL, C.O.
6. Addl.GMs(A)/Pers)/(BW)/(Elect.)/(Arch.)/(SEA)/(EF)/(CA), BSNL, C.O.
7. AGM(R&P)/(EF)/(SEA)/(Pers-I)/(Pers-II)/(Pers-III)/(Pers-IV)/(Civil)/(A&E)/(TF), BSNL, C.O.
8. DM(Pay Bill)/(Cash)/(L&A), BSNL, C.O.
9. General Secretary, BSNL EU.
10. DM(OL), BSNL CO for providing Hindi version.
11. Guard File.

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