

TELE LABOUR

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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December, 2012

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Vol. LVII No. 12

EDITORIAL

REALISE BEFORE IT IS LATE

The biggest PSU as well as Telecom Service provider and bread earner of lakhs of employees had been earning huge profits upto year 2004-05 but its deterioration started thereafter and is now in loss for last three years. The financial health of the Company is becoming matter of serious concerns for the employees. There are manifold reasons for the deterioration. The DOT has been seized of the situation but it has done nothing till date except to further pauperise the entity one way or the other. The deteriorating condition of the PSU has now caught the attention of Department of Public Enterprise which controls all the undertakings. The situation has compelled the committee on undertakings (COU) to meet on 16th November for Comprehensive examination of the condition of BSNL in which the CMD was also present.

The committee while enquiring on many points relating to retardation of BSNL have sought action taken report in respect of Sam Pitroda Committee recommendations. The Pitroda committee has recom-

mended downsizing of staff strength to the tune of one Lakh through either VRS or transfer. The COU has further asked the management why the PSU has not been listed for disinvestment in the stock Market. These are enough to signal the intention of Govt/DPE for reduction of staff strength and disinvestment. It is being conveniently forgotten and ignored that the manpower has now come down to 2.68 lakhs on 31-03-2012 from 3.97 lakhs in year 2000. Despite this axing of Job of one Lakh employee appears to be in the top agenda of the Govt. and others. Should we ignore all these and sleep over the developments and wait till ruination. Factually, ***due attention has not been given over the survival of BSNL rather spent energies else where and allowed the PSU to slide down unchecked forgetting nothing is more important than the financial health of the PSU.*** The Govt. withdrew many concessions and subsidies but we failed to fight against these

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HAPPY AND MERRY XMAS TO ALL COMRADES

JOINT FORUM OF BSNL & MTNL UNIONS / ASSOCIATIONS LETTER DT. 22-11-2012 TO PM WITH COPY TO HON'BLE MOC AND IT, CABINET SECY, SECY DOT AND CMD BSNL/MTNL

(Affiliates: BSNLEU, NFTE(BSNL), SNEA(I), AIBSNLEA, MTNL Staff Union, MTNLEA, TEAM, AIGETOA, BSNLMS, BTEU-BSNL, TEPU, NFTBE, SEWA BSNL, FNTOBEA, BSNLWRU, BSNL ATM, BTU-BSNL, AIBCTES and BSNL NTSU)

Sub: Immediately end illegitimate deputation of non-optee ITS in BSNL/MTNL to protect the viability of Government's prestigious and strategic telecom companies, BSNL & MTNL, which are fast sinking. Take immediate steps to end decade old exploitation and discrimination of absorbed/recruited employees of BSNL & MTNL either by taking them back to DOT or immediately repatriating unabsorbed ITS to DOT – End existing dangerous duality.

Respected Sir,

BSNL was formed on 01.10.2000 after Government decided to open up Telecom sector for competition and have its own service provider in telecom operations. MTNL was formed in 1986 itself. The government along with this also decided to absorb all the employees of DOT in BSNL/MTNL to end the conflict of interest between licensor (DOT) and service providers (BSNL/MTNL), and more importantly to enable and fully equip its own Companies, BSNL & MTNL, to effectively and successfully face emerging intense competition in the telecom sector.

Considering the critical and unquestionable significance of top management being an integral part of the new born Companies, BSNL & MTNL, so as to give a new thrust, momentum and direction to

the just born Companies in terms of policies, strategies, vision and leadership, Govt. should have started the absorption process from Group "A" downwards. But ITS controlled BSNL & MTNL Managements, having profound concern for their job security rather than growth of the Companies, right from the day one, in connivance with DOT, started the absorption process in a topsy-turvy manner, from Group "D"/"C"/"B" onwards. Govt's

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counter-productive and irrational decision, guided by extraneous considerations, to give five years to Group "A" to continue in BSNL & MTNL on deputation was the beginning of real disaster for viability and growth of BSNL & MTNL and also decade old ruthless exploitation and discrimination of 4 lakh Group "A/B/C/D" employees who faithfully reposed confidence in the decision of the Govt. to get absorbed in BSNL/MTNL.

More than 95% ITS Group "A", holding key positions of policy in BSNL/MTNL, instead of single-mindedly getting focussed in drafting comprehensive and strategic blue print for growth of BSNL & MTNL, at its very inception, to face emerging stiff competition, have been singularly engrossed in defeating the decision of Govt. to absorb in BSNL/MTNL to protect their vested interest of job security. **Union Cabinet, while out rightly rejecting the proposal of DOT thrice to allow ITS to continue in BSNL/MTNL on perpetual deputation, only extended their deemed deputation from 30.09.2005 to 31.12.2008. Thus, their continuation in BSNL/MTNL after 31.12.2008 is blatantly illegal. Since 2005, four opportunities were given to ITS, in 2005, 2008, 2011 and lastly by High Court of Delhi in April 2012, to get absorbed in BSNL/MTNL. They consistently disobeyed decisions of govt. as well as verdict of High Court Delhi only to safeguard their vested interest of job security.**

During last seven years of their illegitimate continuance in BSNL/MTNL, ITS enjoyed all the benefits of BSNL/MTNL as well as government which are briefly enumerated as under.

* **They enjoyed uninterrupted and unmatched career progression in BSNL & MTNL against the posts of BSNL &**

MTNL in total defiance and contravention of orders of DOP & PW which reiterated on 19.03.2012 that unabsorbed ITS working in BSNL/MTNL are not eligible for promotions against posts of BSNL/MTNL and all the promotions they have got against posts of BSNL/MTNL need to be reviewed.

* **Their CDA pay scales of 6th CPC are being borne by BSNL/MTNL regardless of whether BSNL/MTNL is in a position to pay or not, and their post retirement benefits, mainly pension and pension revision, are fully protected and regulated under the provisions of 1972 CCS pension rules of govt. In sharp contrast, absorbed BSNL & MTNL employees are yet to fully get IDA scales recommended by 2nd PRC and approved by the govt. since their IDA pay scales are paradoxically linked to paying capacity of BSNL/MTNL. There is a big question mark on future revision of pay scales and pension of absorbed employees whereas in case of unabsorbed ITS future revision of CDA pay scales is fully assured and is to be borne by BSNL & MTNL and there is absolutely no uncertainty on their pension and pension revision.**

The results of allowing BSNL & MTNL to be led for about a decade by a borrowed management with no affinity, stake, commitment and sense of belonging to the companies are obvious when the Companies, which had incredible reserves of thousands of crores a couple of years before, today is barren. BSNL & MTNL Managements having total and unqualified allegiance towards safeguarding vested interests of ITS **took no ini-**

tiative whatsoever during the last seven years to build management structure belonging to the Company even after ITS Group "A" made their intensions very clear in 2005 itself. Some of the initiatives that BSNL/MTNL management claims to have taken in this regard were just very superficial to simply mislead the Govt. **While growth of the Company started registering downward trend since last five years, top management of the Companies (ITS) were fully engrossed in singularly pursuing its diabolical agenda of defeating govt's decision to absorb them in BSNL/MTNL.**

DOT and BSNL/MTNL managements in their bid to purchase peace with ITS by safeguarding their jobs by approaching Union Cabinet to consider continuance of ITS on perpetual deputation in BSNL/MTNL are playing with fire since they are deliberately concealing the deadly consequences that this move will have on future viability of BSNL & MTNL. Such a situation will undoubtedly lead to severe and everlasting industrial turbu-

lence, deficit of trust, instability and complete demoralization. Such a preposterous proposition will have colossal and inevitable implications of tearing the Companies into pieces. Both DOT and BSNL/MTNL managements are intentionally suppressing the traumatic conditions that such a proposal will create for more than 3.2 lakh BSNL & MTNL employees. There cannot be two kinds of employees one absorbed/recruited and another on deputation, which is against the principle of equality in service conditions and other matters.

Thus legitimate, just and unequivocal demand of the Joint Forum of BSNL & MTNL Unions/Associations is that unabsorbed ITS should be forthwith repatriated to DOT in accordance to the decision of Govt. or else absorbed/recruited employees of BSNL & MTNL be taken back on the rolls of the Government and permitted to work in BSNL/MTNL on perpetual deputation like unabsorbed ITS Group "A" officers who are working illegitimately in BSNL/MTNL for a decade.

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unitedly, strongly and stoutly and indulged in blame game.

It is not only irony of fate but ludicrous also that while *BSNL HQR maintains materials have been supplied but in the field situation is different.* The staff and Managers continue to cry about paucity and non-availability of materials. Such situation is unthinkable and unpardonable. But we are

not able to exert pressure due to disunity amongst the non-executive unions. ***Should all these be allowed to continue or confront the mangers from bottom to top to perform or quit. It is possible only with total unity and pledge that the bread earner has to be placed in sound financial health whatever may be the price.***

Let us realize before it is late.

बीएसएनएलयू ने भी प्रस्ताव पर अपना लिखित विचार प्रबंधन को दे दिया है।

BSNLEU has also submitted its views on proposed BSNL's Rules for recognition of unions.

Pension Reforms a Farce

G.L. Dhar, Secretary AITUC

In December 2004 BJP led NDA Govt. promulgated an ordinance for the establishment of Pension Fund Regulatory and Development Authority (PFRDA). Even before promulgating the ordinance and establishing the PFRDA, the Govt. had already taken the retrograde decision to privatise the pension of the Govt. employees by making it contributory for entrants to the services with effect from 1.1.2004 vide their Notification dated 22.12.2003. A most valuable right of the govt. employees was snatched away from them. It was stab in the back of Govt. employees. The notification dated 22.12.2004 was illegal because it was not based on any legal footing. The ordinance was promulgated to legalise the privatization of pension. It is also important to remember that by mere executive order Govt. had no authority to modify the pensionary rights of the govt. employees and make it contributory. But subservient as the BJP led Govt. was to IMF, WB etc. it brushed aside all objections including objections of the Parliamentary Standing Committee on the Pension Fund Regulatory and Development Authority contemptuously and enforced their decision in most arbitrary, authoritarian and undemocratic manner. Besides Central Govt. the other state Govt.s also took similar retrograde decisions for their state govt. employees except Left ruled states of West Bengal, Kerala and Tripura. The number of employees immediately affected was more than 10 to 12 million.

The New Pension Scheme which had been introduced with effect from 1.1.2004

has caused widespread concern not only to more than ten to twelve million govt. employees in the country but also to other sections of the working people. They have been deprived of their assured age old guaranteed social security. There is big qualitative change in the pension scheme as it existed before and as it exists now. The new pension scheme is like insurance. According to this system, payout of the pension gets determined by the contribution made during working life and most importantly how such contributions get invested. It may so happen that entire accumulation ends in smoke due to factors operating in market. The workers in India should benefit from what has happened to their counterparts in US & other capitalist countries during melt down period. Something can happen in India.

The main aim of privatizing the pension scheme was to pave the way for investment of huge pension funds in Stock Market and in other speculative activities. The Pension Funds in due course will grow to staggering size. Advocates of New Pension Scheme have welcomed it because it will supply to the financial market which is otherwise quite insecure a substantial & reliable flow of capital which they can use for their own enrichment. Lakhs of crores of rupees which are people's hard earned savings will be handed over to greedy private operators. The funds accumulated through deductions from subscribers represent the poor man's life long savings. They alone have the right to invest them as they please. The New Pension Scheme envisages appointment of Pension Fund Managers who will offer various options

for investment in the market. Once funds move into private hands, their safety & security will be sacrificed for making profits/super profits and for loot and plunder. The hard earned life long savings of the poor workers will completely get jeopardized. The pension fund comprises of Govt. contribution also. It is immoral and unethical to invest public funds in stock market.

For long Govt. was under pressure of the MNCs & other foreign agencies like IMF to privatise pension so that these funds may become available to them for enriching themselves. While NDA took initial decision to privatise the pension and to introduce New Pension Scheme, the UPA Govt. too is eager to pass the pension Bill despite tall commitments to strengthen the social security and extend it to other sections of the workers. The Govt. of Dr. Manmohan Singh is carrying forward the right wing agenda of the BJP. His Govt. is disbanding various social security steps taken in the past terming them as burden on the country. Instead of extending social security to other sections of the workers, they have robbed those who were enjoying it since long. Millions of workers in Govt. services have been robbed of their most valuable right. The govt. may extend the coverage of the Bill to other sections of the workers.

The World Bank came out with some recommendations on Pension Schemes. One of their main proposals was to substitute the existing social security schemes with that of the private pension schemes based on the contributions from the beneficiaries of their savings and without any contributions from the govt./employers. Schemes based on the World Bank/IMF proposal were introduced in some Latin American countries as well as in some European countries (eg. UK) and these have miserably failed and defeated the very

objectives of social security., Many multi-national companies (Enron, ABB) have fraudulently operated such, schemes and deprived the beneficiaries, while the top ranking officials got illegally benefitted enormously at the cost of the members of the pension schemes. In India also, based on the recommendations of the WB, a committee known as Dave Committee was appointed by the Govt., which came out with such proposals to do away with the existing schemes and to have an integrated scheme with the contributions from the members and without ensuring the benefits. This was stoutly opposed by all the central trade unions in this country and the proposals of the Dave Committee were shelved.

Like NDA govt., the UPA Govt. too believes employees social security is a burden on the govt. It is why despite 65 long years since independence only 11% workers have some sort of social securing leaving 89% workers outside social security coverage. It is one of the most visible failures for which Govt. of India must be held responsible. The role of the Govt. is indispensable in any social security measure. This has never been a problem of priority for any govt. in India. The opponents of Pension Scheme have always propagated the view that pensioners are eating tax payers money when in reality it is not so. These are economically & politically motivated assertions, however categorical they may sound. It is an attempt at justifying the decisions to privatise the pension and throw huge finances in the hands of the private hands who will use funds like mafia.

The Govt. employees have no contributory Provident Fund benefit and pension is in lieu of CPF. While determining the salaries of the Govt. employees, some allowance is

made of their pensionary benefits. They are taken into account & accordingly their wages fixed at a level lower than comparable categories in outside employment. In other words pension of the govt. employees is based on the concept of deferred wages. The contributions supposed to have been deducted but in actual practice not credited. The following para (2.19) from the Report of the Fourth Pay Commission strengthens this view.

“A doctrine recently advanced and more far reaching in its implications regards the public service as the logical pioneer in meeting the old age problem as it affects the wage earner in modern society. This doctrine considers pension as a compensation paid to the employee for the gradual destruction of his wage earning capacity in the course of his work. Retirement being a proper charge against the employees entire period of active service the employer should make contributions towards the employees eventual retirement during each year of service of the employee, in a manner similar to that in which he annually sets aside a reserve against depreciation and a obsolescence of his plant and machinery. Pensions, according to this

doctrine, are an absolutely indispensable complement of wages”.

The law declared by the Supreme Court that govt. employees pensions is not charity or ex-gratia payment but in the nature of “Right” which is enforceable by law. The court further held that pension is not a bounty payable on the sweet will and pleasure of the Govt. According to the court, pension is valuable right vested in govt. servant. The court further declared that right to receive pension is property under Article 31(1) of the Constitution and by mere executive order the state had no power to withhold it. The Fourth Central Pay Commission has observed that in a country like India where we have solemnly resolved to constitute it into a “Socialist” republic to secure to all social and economic justice, it behoves the Govt. to take care of its employees, by providing terminal benefits like retirement pension when they become entitled to it. By privatizing pension and making it contributory, generations of the Govt. employees to come have been placed in very disadvantageous position and deprived of their valuable right.

(Courtesy: from Trade Union Record)

Letters From Administration

Deployment of Mobile Customer Service Centre

No. 16-8/2012/CSC/Employee sugg/6 dtd. 26th November, 2012 to All Chief General Managers Telecom Circles/Distt. BSNL

A suggestion has been received from a BSNL employee for introducing Mobile Customer Service Centre. Whereas, the idea seems to be good, it needs to be assessed from the angle of implementation before we adopt on All India basis. In order to assess the feasibility, your valuable comments/sug-

gestions are solicited covering the following.

a The relevance of Mobile Customer Service Centre even if it is for the specific pockets of deployment.

b. If acceptable, the methodology to implement; and

c. The benefits foreseen, tangible/intangible and commercial.

Kindly send your comments at the earliest.

This has the approval of competent authority.

Letters to Administration

LDCE for promotion to the grade of JTO(T) under 35% and 15% quota for vacancies occurring upto 31-03-2012 issue of notification regarding. TF-14/2(b) Dated: 26-11-2012 to GM (Rectt) BSNL, New Delhi

Kind reference is invited to BSNL HQR Letter No.-5-11/2009-Pers IV, dt-20-11-2012 on the subject noted above.

We request you to please get the notification for examination issued expeditiously.

This is just to seek your attention in the matter.

Notification for holding LDCE for promotion to JTO Cadre by Recruitment branch of BSNL HQR. TF-14/2(b) Dated:-03-12-2012 to Shri A.N. Rai Director (HR),BSNL, New Delhi.

The BSNL management vide Letter No.-5-11/2009 Pers-IV, dt-20-11-2012 has conveyed its approval/decision to Recruitment Section of corporate office for holding the LDCE for promotion to JTO Cadre against 35% and 15% quota of vacancies occurring upto 31st March, 2012. Till date the concerned branch has not issued the notification for circles for holding the LDCE Thus avoidable delay is taking place and creating anxieties amongst the staff who are waiting for last ten years.

We may also submit that the vacancies etc will be counted and notified by the concerned circles.

We shall feel obliged in case urgent action is taken for notification of LDCE.

Facility of accommodation to the recognised unions in the proposed BSNL's rules for recognition. TF-1/1(h)-Dated:-26-11-2012 to PGM (SR),

BSNL, New Delhi

We are extremely thankful for preparing and placing of BSNL's rules for recognition of the unions In the meeting of 19th November. The NFTE alongwith other unions have already submitted the views/comments on the proposals for consideration and modification.

However, we are adding the following points in respect of facilities to the recognised unions in BSNL.

- (1) Accommodation.
- (2) Computer with B B

BSNL's own rules for recognition of unions

TF-1/1(h) Dated:-03-12-2012 to Director, (HR) BSNL, New Delhi

Vide joint letter No.- TF-1/1(h), dt-26-11-2012 we have conveyed our views on the proposals of management regarding framing of BSNL's rules for recognition of unions. This has been sequel to the decisions of bilateral meeting held on 16th October and 19th November, 2012 between the representatives of management and unions representatives. We have also made clear that the 6th verification should be held as per BSNL's own rules and not as per code of Discipline which is not at all applicable in respect of non-affiliated unions. We have also stated that we are not averse in case facilities and status of the present recognized union are extended for few months, if need be but the vital fact may also be kept in view that from 01-10-2000 to 03-10-2002 ie almost two years there was no recognized union for staff in the PSU .Therefore delay in verification of few months is immaterial However, we reiterate we don't. have any objection if recognition period is extended of the present recognized union but firmly reiterate that the process of framing rules be completed as two round of consultations have already taken place with unions and

views taken. It is pertinent to state that the BSNL's own rule is necessary not only for proper redressal of the staff grievances but also to improve the work culture in the PSU which has admittedly deteriorated and placed the Company in the present sordid condition. The unions were compelled to knock the doors of court for BSNL's rules and pending WPs were also withdrawn on the basis of commitment of management that it will frame its own rules. Therefore, we will not accept any deviation in this respect at any cost and will oppose any move to scuttle the process tooth and nail. We will, however, impress upon the management not to push through anti-employee agenda during the period of framing rules and take all workers representatives into confidence in major issues to allay the misunderstandings.

Promotion of qualified and trained RMs to the Cadre of Telecom Mechanic-Case of Andhra Telecom Circle

TF-24/2(a) Dated:-23-11-2012 to Shri A.N.Rai Director (HR) BSNL, New Delhi

There are qualified and trained RMs at Rajahmundry, Nellore, Elur, Srikakulam and Vijayawada SSAs and are waiting for promotion to the Cadre of Telecom Mechanic. We are surprised to know that such personnel are being denied promotion despite availability of vacancies in the above SSAs. The circle union has represented the matter but it could not be resolved.

We, therefore, request you to please intervene into the matter so that the trained employees are promoted against the present vacancies before examination takes place.

Wages of TSMs-request for increase case of MP circle

TF-31/10 Dated:-26-11-2012 to Sr. GM (Est) BSNL, New Delhi.

The wage revision of TSMs working in differ-

ent circles have not been done causing financial loss to the staff. It is stated that such staff are getting same pay either in CDA or IDA even after wage revisions in Govt. and Public Sectors both. You will agree that the wage revision in respect of such staff should also take place.

Therefore, kindly get the matter resolved and advice CGM's to take appropriate steps in the matter.

Empanelment of Hospital for Indoor Treatment in respect of staff for Telecom of Jabalpur and Bhilai.

TF-32/2 Dated:-17-11-2012 to Director (HR) BSNL, New Delhi.

We are surprised to know that the CGM, Telecom Factory, Jabalpur has not empanelled any hospital for Indore treatment causing serious sufferings to the employees. In year 2012 some employees lost their lives in absence of Indore treatment.

Kindly, therefore advise the CGM to take appropriate action for empanelment of hospitals.

Non-distribution of Subscription shares by Western Telecom Project circle

TF-1/2 (C) dated : 14-11-2012 to Shri A.N. Rai Director (HR) BSNL, New Delhi.

Under existing orders the monthly subscription of unions are deducted from the salary of staff by the DDO's and same is allocated and remitted to respective CHQ/Circle Districts of the unions.

It is stated that Western Telecom Project Circle has not remitted the quota to NFTE HQR, Circle and District unions from September, 2011. The action of circle office is in utter disregard and in violation of rules of BSNL HQR. The circle union has already drawn the attention of GM(F) on 19-05-2012 without any result.

We request you to please advise the CGM appropriately in the matter.

Record of discussions of the meeting held with the applicant unions on 19th November, 2012 to discuss and finalise framing of BSNL's own Recognition Rules and grant of facilities to the unions of non-executive employees in BSNL.

BSNL No. BSNL/5-2/SR/2012 Dated 27-11-2012 forwarded to all the participant of the meeting

Representatives of all the applicant union attended the meeting except BTU BSNL, as per Annexure-1. The management side was represented by PGM (SR), Sr. GM(Pers), GM (Corp. Restg), GM (Estt.) and GM (Trg.).

2. It is to mention that all the applicant unions have since submitted their respective inputs on the subject. This was also followed up with a meeting on 16th October, 2012. The management has deliberated on the issue in its committee, duly formed for the purpose, taking note of submissions by the unions, associated developments and also the concerns of the management.

3. At the outset, a paper containing the proposals of the management relating to framing of BSNL's own recognition rules, representation in the Councils and grant of facilities was circulated amongst all the union members. DGM (SR) welcomed all the participants from the management side as well as the unions side. While DGM (SR) proposed discussion on the paper, GS BSNLEU opposed any discussion on the management's proposals on the premise that it is too late to discuss this paper and frame BSNL's own recognition rules since the conduct of membership verification is due in the month of February 2013. It was suggested by him that the forthcoming membership verification may take place under the provisions of existing Code of Discipline and in the meantime discussions may take place to frame BSNL's own recognition rules for future membership verifications.

4. Some other unions on the other hand expressed their willingness for discussions on the management's proposals so that a policy is framed for conduct of forthcoming membership verification. To mitigate the concerns of GS, BSNLEU, the unions also offered to extend the recognition period, if need be, and to ensure that the next membership verification takes place according to BSNL's own recognition rules for which action has already been initiated.

5. In response, PGM (SR) mentioned that albeit some delay has taken place, but there are several reasons for that which unions are aware of. CLC (C) has held the discussion on 27th August, 2012 on the direction of the Hon'ble Kerala High Court, and two writ petitions were also pending in the court. Further, he mentioned that even if we start discussions on the proposals now and come to certain conclusion, next membership verification can be conducted in accordance with the new rules. He requested all the unions to deliberate on the management's proposals so that a final view emerges which can be referred to the CLC © for his ratification since the membership verification is to be ultimately undertaken under his guidance and supervision.

6. Some of the unions were of the view that it is not necessary to refer new recognition rules to CLC © for his ratification. CLC © comes into the picture only when elections are conducted in accordance with the provisions of existing COD.

7. Thereafter, GM (Trg.) also expressed

genuine concern of the management that a recognized union should be timely put in place. He mentioned that in case every thing had taken place in time, in that event also the new recognized union would have been put in place at the earliest by the first week of April 2013, since during the months of February and March a number of activities take place to accomplish targets for the year and conduction of elections of such a large scale is detrimental to performance of the company. Even if we start discussions with a positive bent of mind, the entire exercise can conclude within 3-4 weeks time. The management is sincere in its approach to ensure that the gap between the existing recognized union and the new recognized union is minimized and majority of the employees are represented. He requested all the unions to deliberate on the proposals and make efforts to have the new recognition rules finalized. This will take 3-4 weeks time and then commence membership verification process. So by all means, it is believed we will be in a position to have the new recognized union by the end of April, 2013, meaning thereby this short delay is immaterial.

8. PGM (SR) requested all the union leaders to express their views, turn – wise, on the proposals put forward by the management so as to have BSNL's own recognition rules evolved and then the membership verification be conducted. In response, the views expressed by all the unions are as follows.

8.1 TEPU – The representatives mentioned that the existing Code of Discipline is enough for conduct of membership verification in BSNL and the last five verifications have already taken place without any problem. Moreover, majority of the unions are already getting representation in the Councils.

8.2 NFTE BSNL – The proposals given by the management be discussed and BSNL's own recognition rules framed. It was also mentioned that first verification took place after approx. two years of formation of BSNL and there was no

recognized union in the intervening period. Likewise, for a short period there may not be any recognized union now also. Alternatively, if required the recognition period of the incumbent union may be extended by 2-3 months. Finally, the management has given its proposals, these should be discussed and BSNL's own recognition rules framed for conduct of next membership verification.

8.3 NUBSNLW(FNTO), BSNL WRU and BTEU (BSNL) agreed with the views expressed by NFTE BSNL.

8.4 BSNL PEWA mentioned that new rules should first come into force and then the membership verification conducted.

8.5 BSNL NTSU – The representatives mentioned that the current COD needs to be changed and discussions on the current paper released by the management should continue for the purpose of framing BSNL's own recognition rules.

8.6 BSNL MS – The code of discipline is alright and the forthcoming elections should be held in accordance with the provision of the existing COD. However, simultaneously discussions should continue on the agenda paper for evolving fresh recognition rules.

8.7 AIBCTES – The representatives opined that discussions should continue for evolving BSNL's own recognition rules.

8.8 BSNL ATM – The union is one of the 10 unions, which have consented for evolving BSNL's own recognition rules. However, the limit of 7% votes to the union for grant of limited trade union facilities should be reduced to 5%.

8.9 BSNLEAU – The representatives mentioned that the management should first decide the facilities to be extended to the unions. He also mentioned that a union which secures 51% votes should only be recognized and the remaining applicant unions be extended limited trade facilities.

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BSNL, MTNL hit by competition, rising costs: Written reply by Shri Milind Deora, Minister of State for Communications and Information Technology in Lok Sabha

Government today said state-run BSNL and MTNL suffered losses to the tune of Rs 12,960 crore in 2011-12 as a result of stiff competition in mobile sector, high staff cost and payment of spectrum charges.

"The loss of BSNL during 2011-12 stood at Rs 8,851 crore and MTNL at Rs 4,109 crore," Minister of State for Communications and Information Technology Milind Deora said in a written reply to Lok Sabha.

BSNL suffered a loss of Rs 1,823 crore in 2009-10 and Rs 6,384 crore in 2010-11 while MTNL's loss stood at Rs 2,611 crore in 2009-10 and Rs 2,802 crore in 2010-11, Deora added.

Citing reasons for losses of the two state-run telecom companies, Deora said the revenue has decreased because of fixed to mobile substitution and stiff competition in mobile sector.

"Staff cost is very high as compared to the other private operators. In case of BSNL, it is around 50% and in case of MTNL, it is more than 70% of the revenue," Deora said.

He added both BSNL and MTNL have paid Rs 18,500 crore and Rs 11,098 crore respectively as upfront spectrum charges for 3G (third generation) and broadband wireless access (BWA).

The market share of two telcos has also declined in the last two years.

"Market share of BSNL stood at 17.34%

as on March 31, 2010 which has declined to 14.14% as on September 30, 2012 while that of MTNL has declined to 10.67% from 14.21% in the same period," Deora said.

On a query if both PSUs have taken loan and sold their properties to meet administrative expenses, Deora said BSNL and MTNL have not sold land assets but have taken loans.

"During the last three years, BSNL has taken a loan of Rs 1,320 crore for capex and has paid Rs 99 crore as interest on loan whereas MTNL has taken a loan of Rs 11,264 crore...And has paid Rs 2,064 crore as interest on loan till October 2012," Deora said.

He added both the PSUs have taken a number of steps to improve their financial position.

In order to strengthen its sales and distribution channel of mobile, BSNL has started Project Vijay and also plans to augment capacity by 15 million in phase VII.

The telecom PSU holds weekly meetings with retailers and sales team at district level and also fixes targets to sales team.

In the same way, MTNL is reviewing its tariff for various products and services so as to make them customer friendly and has launched loyalty scheme and special care services of corporate customers.

No gloom in telecom sector, only correction: R.K. Upadhyay, BSNL Chief

Stating that there is no gloom in the telecom industry, BSNL today said the sector has grown “too fast” in the last few years and a correction is taking place at present.

“...We have been growing rather too fast in last five-six years, so in my opinion, a correction was due and that correction is taking place, so therefore, there is no gloom,” BSNL chief R K Upadhyay told reporters here.

He added there is a huge potential for the sector to grow and companies should take advantage of the situation to kick start the second phase of growth.

This is the right time for a second kick-off, it is a reality check happening and the companies are in best position to take advantage to kick-off the second phase of growth,” the BSNL CMD said.

The telecom industry has been going through tough times as a result of minimal growth in subscriber additions and huge cash outgo for paying spectrum charges.

As of September 30, 2012, there were 937.7 million telephone subscribers in the country, of which 906.62 million were mobile phone users.

Out of the total 906.62 million wireless subscribers, only 698.96 million were active for the month of September 2012.

From a growth rate of 12-15 million additions a month, the total net monthly addition has now become negative as operators like S Tel and Etisalat DB have shut shop completely, while others like Uninor and Tata Teleservices have stopped offering services in select circles.

Rating agency Fitch has also assigned a negative outlook for telecom sector in 2013.

“The outlook for the telecom sector in 2013 is negative, reflecting expected weaker balance-sheets due to regulatory payments to re-acquire licences and continuing limited ability to raise tariffs, given the high level of competition,” Fitch had said.

Contd. from page 11

8.10 BSNL Employees Congress and BSNL Employees Sangh supported framing of new recognition rules & also grant of minimum trade union facilities to all unions.

8.11 BSNL Employees Union – The union reiterated its stand that time for framing BSNL own recognition rules for 6th membership verification has already run out and also the recognition period cannot be extended. The last verification was conducted in accordance with the provisions of COD which mandates recognition period of only two years and BSNL has no authority to extend the same. However,

the union insisted that 6th membership verification should be conducted based on the extant COD and the issue of new rules may be taken up later on.

9. After hearing the views of all the unions, PGM (SR) requested all the unions to give their comments, in writing, within a period of 10 days, i.e. by 29th November, 2012, on the proposals circulated by the management so as to form a final view in the matter.

10. Thereafter, the meeting came to end with a vote to thanks to the Chair.

(NFTE was represented by President and General Secy.)

विलंब से पूर्व वास्तविकताओं पर ध्यान आवश्यक

सबसे विशाल उपक्रम तथा दूरसंचार सेवा प्रदानकर्ता एवं लाखों कर्मचारियों को रोजी-रोटी देने वाला बीएसएनएल, वर्ष 2004-05 तक लाभ अर्जित करता रहा है। परंतु तत्पश्चात लाभ में निरंतर गिरावट होती गई और तीन वर्षों से यह हानि में है। कंपनी की वर्तमान आर्थिक स्थिति कर्मचारियों हेतु चिंता का मामला है जो कि स्वाभाविक है। डीओटी को स्थिति की पूर्ण जानकारी है। परंतु उसने आज तक उपक्रम को नाजुक स्थिति से उबारने की दिशा में कोई ठोस कार्यवाही नहीं की है। डीओटी ने अभी तक जो भी कार्यवाही की केवल निगम की वित्तीय दशा को जर्जर करने की रही है। अब कंपनी की आर्थिक दशा की गिरावट पर "डिपार्टमेंट ऑफ पब्लिक इंटरप्राइज" ने ध्यान दिया है। डिपार्ट ऑफ पब्लिक इंटरप्राइज सभी निगमों को कंट्रोल करता है। स्थिति ऐसी हो गई है कि 16 नवंबर, 2012 को "अंडरटेकिंग कमेटी" की बैठक हुई जिसमें सीएमडी भी उपस्थित थे।

अंडरटेकिंग की समिति विभिन्न मुद्दों पर विचार किया कि आखिर किन कारणों से कंपनी वर्तमान स्थिति में पहुंची है? पितरौदा समिति की सिफारिशों पर क्या कार्रवाही हुई है? पितरौदा समिति ने एक लाख कर्मचारियों की वीआरएस अथवा ट्रांसफर द्वारा कटौती की सिफारिश की थी। सीओयू ने यह भी पूछा कि किन कारणों से कंपनी को स्टॉक मार्केट में पूंजी विनिवेश हेतु लिस्ट नहीं किया गया। इससे स्पष्ट है कि सरकार तथा डीपीई का क्या इरादा है? बीएसएनएल में वर्ष 2000 में कार्यरत कर्मचारियों की संख्या 3.97 लाख थी जो कि अब 2.68 लाख है। इतनी संख्या कम होने के बाद भी सरकार

की निगाह कर्मचारियों की संख्या में कटौती करने की है। क्या इन परिस्थितियों को नजरअंदाज किया जाय तथा बर्बादी का इंतजार करें। यह वास्तविकता है कि कंपनी की गिरावट की ओर विशेष ध्यान नहीं दिया गया। संपूर्ण ध्यान अन्यत्र केंद्रित रहा है। अभाग्यवश लोग भूलते रहे हैं कि कंपनी की आर्थिक जीवनक्षमता महत्वपूर्ण मुद्दा है। सरकार ने कंपनी की दी जाने वाली सहायता तथा रियायतों को बंद कर दिया और लोग मूकदर्शक बने रहे। एकीकृत होकर संघर्ष नहीं किया तथा एक दूसरे पर दोषारोपण ही करते रहें।

यह हास्यास्पद है कि बीएसएनएल हेडक्वार्टर निरंतर कह रहा है कि सामग्रियों की पूर्ति हो गई है जबकि फील्ड में स्थिति भिन्न है। कर्मचारी तथा अधिकारी चिल्ला रहे हैं कि क्षेत्रों में सामग्रियों की कमी है। यह विरोधाभास अक्षम्य है। परंतु नान-एकजीक्युटिव संघों की एकता के अभाव में प्रशासन पर दबाव नहीं बन रहा है। यह एकता स्थापित करके ही संभव है। जीविका देने वाली कंपनी की आर्थिक दशा ठीक करनी होगी चाहे इसके लिए जो भी कीमत चुकानी पड़े।

पेंशन सुधार: एक धोखा

जी एल धर, सचिव एटक

पेंशन फण्ड विनियामक एवं विकास प्राधिकरण (पीएफआरडीए) स्थापित करने के लिए भाजपा नीति राजग सरकार ने दिसम्बर 2004 में एक विधेयक की घोषणा की। हालांकि पीएफआरडीए की स्थापना और विधेयक की घोषणा से पहले ही सरकार सरकारी कर्मचारियों के पेंशन के निजीकरण का पतित निर्णय 22.12.2003 की अधिसूचना द्वारा ले चुकी थी,

जो 1.1.2004 से प्रभावी हो गया। सरकारी कर्मचारियों का एक बेहद मूल्यवान अधिकार उनसे छीन लिया गया। यह कर्मचारियों की पीठ में छुरा घोंपने जैसा था। 22.12.2003 की अधिसूचना गैरकानूनी थी, क्योंकि इसका कोई कानूनी आधार नहीं था। विधेयक की घोषणा पेंशन के निजीकरण को कानूनी रूप देने के लिए की गई थी। यह याद रखना महत्वपूर्ण होगा कि केवल कार्यपालिका के इस आदेश से सरकार को कर्मचारियों के अंशदान से बने उनके पेंशन अधिकारों को बदलने का कोई अधिकार नहीं था। परंतु आईएमएफ, विश्व बैंक आदि की चाकरी करते हुए भाजपानीत राजग सरकार ने पेंशन फण्ड विनियामक एवं विकास प्राधिकरण पर मनमाने, तानाशाहीपूर्ण और गैरजनवादी तरीके से संसदीय समिति सहित सभी आपत्तियों को दरकिनार करते हुए अपने निर्णय को लागू कर दिया। पश्चिम बंगाल, केरल और त्रिपुरा की वाम शासित सरकारों को छोड़कर सभी राज्य सरकारों ने भी ठीक इसी प्रकार के पतित निर्णयों को अपने राज्यों में लागू किया। इससे 1 से 1.20 करोड़ कर्मचारी तुरंत प्रभावित हुए।

1.1.2004 से लागू इस योजना का प्रभाव 1 से 1.20 करोड़ कर्मचारियों से भी कहीं अधिक व्यापक था जिसने मजदूर वर्ग के अन्य हिस्सों को भी प्रभावित किया। वह अपनी पुरानी और पक्की सामाजिक सुरक्षा की गारंटी से वंचित हो चुके थे। पेंशन योजना में पहले के मुकाबले एक गुणात्मक परिवर्तन आ चुका था। नई पेंशन योजना इंश्योरेंस की तरह थी। इस नई व्यवस्था के अनुसार पेंशन का मिलना इस बात से निर्धारित होगा की आपके जीवन भर चुकाए गए हिस्से या निवेश पर कितनी प्राप्ति हुई है। यह भी हो सकता है कि आपका पूरा संचय बाजार के बदलाव के कारण धुआं हो जाए। भारत के मजदूर

को इससे फायदा होना चाहिए की उसके प्रतियोगी देश अमेरिका और अन्य पूंजीवादी देशों में मंदी के समय क्या घट रहा है। ठीक यही स्थिति भारत में भी हो सकती है।

पेंशन योजना के निजीकरण का उद्देश्य इस बड़े पेंशन फण्ड को शेयर बाजार और दूसरी सट्टेबाजी की राह तैयार करना है। इस संदर्भ में पेंशन फण्ड चौंकाने वाले आकार में बढ़ेगा। नई पेंशन योजना के वकीलों ने इसका स्वागत किया क्योंकि यह बिल्कुल असुरक्षित वित्तीय बाजार के लिए पर्याप्त और विश्वसनीय पूंजी की आपूर्ति करेगा जोकि वह अपनी समृद्धि के लिए उपयोग करेंगे। जनता की कड़ी मेहनत से कमाया हुआ लाखों करोड़ रुपया लालची निजी आपरेटरों के हाथ में चला जाएगा। यह फण्ड गरीब आदमी की जीवन भर की बचत में से काटकर जोड़ा हुआ पैसा है। इसको निवेश करने का एकमात्र अधिकार भी केवल उन्हीं को है। नई पेंशन योजना की परिकल्पना उन पेंशन फण्ड प्रबंधकों द्वारा की गई जिनके पास इसको बाजार में निवेश करने के विकल्प की कई पेशकश हैं। एक बार जैसे ही यह फण्ड निजी हाथों में जाएगा इसकी हिफाजत और सुरक्षा मुनाफा कमाने के लिए और लालच की लूट-खसोट के लिए दांव पर लग जाएगी। गरीब मजदूरों की आजीवन खून-पसीना बहाकर की गई बचत खतरे में पड़ जाएगी। इस पेंशन फंड में सरकारी हिस्सा भी शामिल है। जनता के पैसों को इस प्रकार स्टॉक बाजार में निवेश करना नीति विरुद्ध और अनैतिक है।

इस फण्ड के निजीकरण के लिए सरकार पर बहुराष्ट्रीय निगमों और आईएमएफ जैसी विदेशी एजेंसियों का भारी दबाव था जिससे कि यह एजेंसियां इस धन का प्रयोग अपनी समृद्धि के लिए कर सकें। जहां राजग ने पेंशन फण्ड के निजीकरण की पहल

करते हुए नई पेंशन योजना पेश की तो वहीं यूपीए सामाजिक सुरक्षा को मजबूत करने और इसे दूसरे तबकों तक पहुंचाने की अपनी प्रतिबद्धताओं के बावजूद पेंशन विधेयक को पारित कराने के लिए आतुर दिखाई दे रही है। मनमोहन सिंह की सरकार भाजपा के दक्षिणपंथी एजेंडा को ही आगे बढ़ा रही है। उनकी सरकार पूर्व में शुरू की गई कई सामाजिक सुरक्षाओं को खत्म कर रही है, उनको देश पर बोझ मानकर। सरकार दूसरे तबकों को सामाजिक सुरक्षा उपलब्ध कराने की बजाए लम्बे समय से चली सामाजिक सुरक्षा को लूटने पर लगी है। सरकारी सेवाओं में लगे लाखों कामगार अपने बेशकीमती अधिकार को लूटा चुके हैं। सरकार अन्य दूसरे तबकों को भी इस बिल की परिधि में लाना चाहती है।

पेंशन योजनाओं पर विश्वबैंक अपनी कुछ अनुसंशाओं के साथ सामने आया है। इनमें से एक मुख्य प्रस्ताव वर्तमान सामाजिक सुरक्षा योजना को विकल्प के तौर पर उसका फायदा पाने वालों की बचत और योगदान से बनी ऐसी सामाजिक सुरक्षा तैयार करना है जिसमें नियोक्ता/ सरकार का कोई योगदान नहीं हो। विश्वबैंक/ आईएमएफ की ऐसी ही कुछ योजनाएं लेटिन अमेरिकी और यूरोपीय देशों (इंग्लैंड जैसे) में लागू की गई जो बुरी तरह असफल रही और सामाजिक सुरक्षा के उद्देश्यों को पूरा नहीं कर पाई। कई बहुराष्ट्रीय निगमों (एनरॉन, एबीबी) ने कपट से ऐसी योजनाएं चलाई हैं और फायदा पाने वालों को इसके लाभ से वंचित कर दिया जबकि उंचे ओहदे वाले अधिकारियों को पेंशन योजना के सदस्यों की कीमत पर गैर कानूनी तरीके से इसका फायदा हासिल हुआ।

भारत में भी विश्वबैंक की सिफारिशों पर सरकार द्वारा एक कमेटी का गठन हुआ जिसे दवे कमेटी के

नाम से जाना जाता है। जिसने वर्तमान योजना के स्थान पर ऐसे प्रस्ताव दिए जो सदस्यों के योगदान से बगैर उनके लाभ सुनिश्चित किए एक नई योजना की अनुसंशा करती है। देश की केन्द्रीय ट्रेड यूनियनों ने इसका जोरदार विरोध करते हुए दवे कमेटी के प्रस्तावों को निरस्त कर दिया।

राजग सरकार की तरह ही यूपीए सरकार भी कर्मचारियों की सामाजिक सुरक्षा को सरकार के ऊपर एक बोझ मानती है। यह इसके बावजूद है कि आजादी के 65 सालों के बाद भी केवल 11 प्रतिशत लोग ही किसी प्रकार इस योजना का लाभ पा रहे हैं और 89 प्रतिशत लोग इससे पूरी तरह बाहर हैं। यह भारत सरकार की साफ दिखने वाली एक प्रमुख विफलता है जिसकी उसे जिम्मेदारी लेनी चाहिए। किसी भी प्रकार के सामाजिक सुरक्षा उपायों में सरकार की एक अति आवश्यक भूमिका होती है। यह भारत में कभी भी किसी सरकार की प्राथमिकता वाली समस्या नहीं रही है। पेंशन योजना के विरोधी हमेशा यह प्रचार करने में लगे रहे हैं कि यह करदाताओं की कमाई खा रही है जबकि वास्तव में ऐसा नहीं है। यह आर्थिक और राजनीतिक अभिकथन है, यद्यपि वे ऐसे लग सकते हैं। यह पेंशन योजना के निजीकरण को न्यायोचित ठहराने की कोशिश है जिससे कि बडी दौलत को निजी हाथों में सौंपा जा सके और वह इसका इस्तेमाल किसी माफिया की तरह करें।

सरकारी कर्मचारियों का कोई सेन्ट्रल प्रोविडेंट फण्ड नहीं है और पेंशन ही सीपीएफ के स्थान पर है। जब सरकारी कर्मचारियों का वेतन निर्धारित होता है तो कुछ भत्ते उनके पेंशन लाभ के लिए तय होते हैं। वह उन खातों में लिए जाते हैं और इसके अनुसार ही उनका वेतन तय होता है जो कि उसी श्रेणी के बाहर के रोजगार की तुलना में कम होता है। दूसरे शब्दों में

सरकारी कर्मचारी की पेंशन वेतन के अंतर की संकल्पना पर आधारित है। योगदान मान लिया जाता है कि काट लिया गया परंतु वास्तविक व्यवहार में यह जमा नहीं होता है। चौथे वेतन आयोग का निम्नलिखित पैरा (2.19) इस दृष्टिकोण को मजबूत करता है।

हाल ही में विकसित किया गया एक सिद्धांत जो कि आधुनिक समाज में वेतन भोगी कर्मचारियों की बढ़ती उम्र की समस्याओं को संबोधित करता है। सिद्धांत मानता है कि पेंशन कर्मचारी की आजीवन उसके द्वारा किए गए काम और मिलने वाले वेतन के बीच के नुकसान का मुआवजा है। सेवानिवृत्ति कर्मचारियों की सक्रिय सेवा अवधि के खिलाफ एक चार्ज है जिसके लिए नियोक्ता को कर्मचारी की अंतिम सेवानिवृत्ति के हरेक साल के लिए योगदान करना चाहिए ठीक उसी प्रकार जैसे वह अपने प्लॉट और मशीनरी की घिसावट और पुरानी पड जाने के लिए एक रिजर्व रखता है। इस सिद्धांत के अनुसार पेंशन वेतन का एक अनिवार्य पूरक है।

सुप्रीम कोर्ट द्वारा घोषित कानून के अनुसार सरकार द्वारा दी जाने वाली पेंशन कोई दया अथवा अनुग्रह नहीं है परंतु यह प्रकृति में कानून द्वारा परिवर्तनीय अधिकार है। इसके आगे कोर्ट कहता है कि यह पेंशन मिठाई के लिए दी जाने वाली सरकार की कृपा या इनाम नहीं है। कोर्ट के अनुसार पेंशन सरकारी कर्मचारी में निहित मूल्यवान अधिकार है। इसके आगे कोर्ट कहता है कि पेंशन पाने का अधिकार संविधान की धारा 31(1) के तहत एक संपत्ति है और राज्य को किसी कार्यपालिका के आदेश से इसे वापस लेने का अधिकार नहीं है। चौथा वेतन आयोग मानता है कि भारत जैसे देश में जहां हम समाजिक और आर्थिक न्याय की सुरक्षा के लिए वैधानिक रूप से समाजवादी गणराज्य होने की शपथ लेते

हैं वहां सरकार को अपने कर्मचारियों को समायिक रूप से सेवानिवृत्ति पेंशन सरीखे लाभ देकर उनकी देखभाल करने योग्य होना चाहिए। पेंशन का निजीकरण करके सरकार अपने कर्मचारियों की सुरक्षा को खतरे में डालते हुए उनसे उनका बेशकीमती अधिकार छीन रही है।

एटक इस नई पेंशन योजना और पेंशन के निजीकरण का सख्ती से विरोध करती है। एटक सरकार से अपील करती है कि पेंशन विधेयक को वापस ले, नई पेंशन योजना को खत्म करे और पुरानी व्यवस्था को बनाए रखे। एटक ने पेंशन के निजीकरण का विरोध करते हुए संसदीय स्टैंडिंग कमेटी के सामने साक्ष्य प्रस्तुत किए। गुरुदास दासगुप्ता ने जो कि एक सांसद हैं और संसदीय कमेटी के सदस्य भी उन्होंने कमेटी के सामने पीएफआरडीए विधेयक से विरोध का नोट भी दाखिल किया। वामपंथी दलों के विरोध को देखते हुए यूपीए सरकार पहले इस विधेयक को संसद में लाने की हिम्मत नहीं कर सकी थी। परंतु बदली हुई परिस्थितियों में वह भाजपा के साथ कुछ खिचड़ी पकाते हुए इसे लाने की कोशिश में हैं।

बीएसएनएल एवं एमटीएनएल यूनियन्स /संघों के संयुक्त फोरम का दिनांक 22.11.

2012 को माननीय प्रधानमंत्री को संबोधित पत्र का अंश

बीएसएनएल तथा एमटीएनएल की स्थापना क्रमशः 1.10.2000 तथा वर्ष 1986 में हुई थी। सरकार ने इसमें कार्यरत कर्मचारियों को भी सम्मिलित (ऐबजार्ब) करने का निर्णय लिया था। दोनों कंपनियों में आई टी एस अधिकारियों के प्रभुत्व के कारण गुप 'सी' तथा 'डी' एवं गुप 'बी'

अधिकारियों की ऐबजार्पशन प्रक्रिया प्रारंभ हुई। परंतु आईटीएस ग्रुप 'ए' अधिकारियों को पांच वर्ष की छूट दी गई जिसका कंपनी पर गलत प्रभाव पड़ा तथा कर्मचारियों के मध्य भेदभाव हुआ। दोनों कंपनियों में ऐसे अधिकारियों को नीति बनाने की जिम्मेदारियां थी।

विगत वर्षों में इन्हें चार बार 2005, 2008, 2011 तथा हाईकोर्ट के आदेशानुसार अप्रैल, 2012 में विकल्प का अवसर दिया गया। परंतु इन्होंने ऐबजार्पशन नहीं लिया। इस प्रकार इनका उपक्रम में रहना गैर-कानूनी है। ऐसे अधिकारियों का वेतन संशोधन, पेंशन सुरक्षित है जबकि शामिल कर्मचारियों का कंपनियों के आर्थिक सामर्थ्य पर निर्भर है।

अतः आपसे अनुरोध है कि बीएसएनएल/एमटीएनएल में शामिल नहीं होने वाले अधिकारियों को डीओटी वापस किया जाय। यदि सरकार इन्हें स्थायी रूप से डिपुटेशन में रखना चाहते हैं तो शामिल कर्मचारियों को भी डीओटी वापस किया जाय।

गाजीपुर एस एस ए में जिला अधिवेशन तथा गोष्ठी

दिनांक 6 दिसंबर को एनएफटीई का जिला सम्मेलन सम्पन्न हुआ। इस अवसर पर बीएसएनएल के उत्थान मुद्दे पर गोष्ठी भी आयोजित हुई जिसमें टीडीएम, सीएओ तथा अन्य अधिकारी उपस्थित थे। साथी इस्लाम, पांडे (प्रांतीय मंत्री तथा सचिव) साथी राय ने सम्मेलन तथा गोष्ठी में भाग लिया।

साथी मेवालाल, श्यामलाल तथा सुरेशराम क्रमशः अध्यक्ष, जिलामंत्री तथा खजांची निर्वाचित हुए हैं।

साथी रामस्नेही एक दर्जन अन्य साथियों के साथ एनएफटीई में शामिल हुए हैं वे उपाध्यक्ष निर्वाचित हुए हैं।

प्रबंधन/प्रशासन से पत्र

मोबाइल कस्टमर सर्विस सेंटर में डिपलायमेंट बीएसएनएल पत्र संख्या 16-8/2012/ सीएससी/ इम्प्लाइजेशन/6 दिनांक 26.11.2012 सभी सीजीएमस को

बीएसएनएल हेडक्वार्टर को मोबाइल सर्विस सेंटर लागू करने का सुझाव प्राप्त हुआ है। कृपया निम्न बिंदुओं पर अपना सुझाव भेजें।

ए) उपयोगिता, बी) उपाय, सी) लाभ

बीएसएनएल/एमटीएनएल में सम्मिलित नहीं होने वाले अधिकारियों का तत्काल डीओटी में वापसी।

प्रबंधन/प्रशासन को पत्र

संघों के मान्यता के नियम

टीएफ - 1/1(h) दिनांक 3.12.2012 निदेशक (कार्मिक) को

मान्यता के प्रस्तावित नियम पर दस संघों ने संयुक्त रूप से पत्र संख्या टीएफ-1/1(h) दिनांक 26.11.2012 के द्वारा प्रतिक्रिया को भेज दिया है। उपर्युक्त प्रतिक्रिया दिनांक 16.10.2012 तथा 19.11.2012 की बैठकों के फलस्वरूप है। प्रबंधन ने कहा था कि 29.11.2012 तक सभी संघ अपनी प्रतिक्रियाओं को भेज दें। हम सभी ने यह भी स्पष्ट किया था कि छठवां वेरीफिकेशन "बीएसएनएल के मान्यता नियम" के अनुसार ही हो। कोड ऑफ डिस्प्लिन बीएसएनएल के संघों पर लागू नहीं होता है। हमने यह भी स्पष्ट रूप से कहा था कि आवश्यकतानुसार वर्तमान मान्यता प्राप्त संघ की अवधि में वृद्धि कर दी जाय तथा सुविधाएं यथावत रहे। परंतु इस वास्तविकता को ध्यान में रखा जाय कि 1.10.2000 से 3.10.2012 अर्थात् दो वर्षों तक कोई भी मान्यता प्राप्त संघ निगम में नहीं

थी। अतः वेरीफिकेशन में थोड़ा विलंब का कोई महत्व नहीं है। हम पुनः दोहराते हैं कि मान्यता प्राप्त संघ की अवधि में यदि वृद्धि होती है तो हमारा कोई विरोध नहीं है। परंतु प्रस्तावित नियम को अंतिम रूप दिया जाना चाहिए क्योंकि दो बार विचार-विमर्श के लिए बैठकें हो चुकी हैं तथा संघों ने अपने विचार दे दिए हैं। बीएसएनएल के मान्यता के नियम कर्मचारियों की समस्याओं तथा कष्टों के समाधान के अतिरिक्त कार्य सभ्यता हेतु भी आवश्यक है। इसमें तनिक भी संदेह नहीं है कि निगम की कार्य-सभ्यता में गिरावट हुई है तथा वर्तमान में यह दुर्दशा की स्थिति में है। मान्यता नियमों हेतु संघों को अदालत का दरवाजा भी खटखटाना पड़ा था तथा प्रबंधन के आश्वासन पर ही याचिकाएं वापस ली गई हैं। अतः हम किसी भी दशा में प्रक्रिया से पीछे हटने के पक्ष में नहीं हैं तथा इसका प्रचुर विरोध करेंगे। प्रबंधन से यह भी आग्रह है कि प्रक्रिया के मध्य कर्मचारी विरोधी एजेंडा लागू नहीं करें जिससे कि भ्रान्तियां नहीं उत्पन्न हो। प्रबंधन प्रमुख मुद्दों पर संघों से विचार-विमर्श के उपरांत की निर्णय लें।

प्रस्तावित मान्यता नियम के अंतर्गत एकोमोडेशन सुविधा

टीएफ-1/1 (एच) दिनांक 26.11.2012 पीजीएम (एस आर) बीएसएनएल को

संघों के मान्यता हेतु प्रस्तावित नियम में एकोमोडेशन की सुविधा नहीं है। अतः निम्न संशोधन सुनिश्चित किया जाय।

1) एकोमोडेशन, 2) ब्राडबैंड के सहित कम्प्यूटर

जेटीओ वर्ग में प्रोन्नति हेतु 35 प्रतिशत तथा
15 प्रतिशत कोटे की विभागीय परीक्षा

टीएफ-12/2 (बी) दिनांक 26.11.2012 जी एम (भर्ती)
को

कृपया कार्पोरेट कार्यालय के पत्र संख्या 5-11/

2009-पर्स IV दिनांक 20.11.2012 का
संदर्भ लें।

कृपया परीक्षा का नोटिफिकेशन जारी करें।

जेटीओ वर्ग में प्रोन्नति हेतु विभागीय परीक्षा
टीएफ-14/2(बी) दिनांक 3.12.2012 श्री राय,
निदेशक (कार्मिक) को

बीएसएनएल प्रबंधन पत्र संख्या 5-11/
2009-पर्स IV दिनांक 20.11.2012 द्वारा
35 प्रतिशत तथा 15 प्रतिशत कोटे की विभागीय परीक्षाएं
आयोजित करने का निर्णय लिया है। ये परीक्षा 31.3.
2012 तक की रिक्तियों की पूर्ति हेतु होंगी। भर्ती अनुभाग
ने अभी तक परीक्षा का नोटिफिकेशन जारी नहीं किया है।
सर्किल स्तरों पर रिक्तियों की गणना होगी।

कृपया हस्तक्षेप करें जिससे कि परीक्षा का
नोटिफिकेशन जारी हो।

अर्हता प्राप्त तथा प्रशिक्षित नियमित मजदूरों
का टेलीकाम मैकेनिक वर्ग में प्रोन्नति – आंध्र
प्रदेश का मामला

टीएफ-24/2 (ए) दिनांक 23.11.2012 श्री राय,
निदेशक (कार्मिक) को

राजामुंद्री, नेलोर, एलूरु, श्रीकाकुलम, विजयवाड़ा
एसएसएज में, टेलीकाम मैकेनिक वर्ग की रिक्तियां
हैं। अर्हता प्राप्त तथा प्रशिक्षित आरएम्स हैं परंतु उन्हें
प्रोन्नत नहीं किया गया है।

कृपया हस्तक्षेप करें जिससे कि प्रोन्नति सुनिश्चित
हो।

टीएसएम्स के वेतन में वृद्धि-मध्य प्रदेश का
मामला

टीएफ-31/10 दिनांक 26.11.2012 सीनियर जी एम
(स्थापना)

बहुत से सर्किलों में टीएसएम्स का वेतन संशोधन

नहीं हुआ है। ऐसे कर्मचारी आईडीए अथवा सीडीए में पूर्व वेतन प्राप्त कर रहे हैं।

कृपया उचित कार्यवाही करें।

वेस्टर्न टेलीकाम प्रोजेक्ट प्रशासन द्वारा चंदा का आवंटन नहीं करना

टीएफ-1/2 (सी) दिनांक 14.11.2012 श्री राय, निदेशक (कार्मिक) को

एनएफटीई को चंदा नहीं भेजा जा रहा है। यह आदेश विरुद्ध है।

कृपया उचित आदेश जारी करें।

टेलीकाम फैक्टरीज जबलपुर तथा भिलाई में कार्यरत कर्मचारियों हेतु अस्पतालों का इम्पैनलमेंट

टीएफ-32/2 दिनांक 17.11.2012 निदेशक (कार्मिक)

अस्पतालों की इम्पैनलमेंट नहीं हुआ है। चिकित्सा के अभाव में कर्मचारियों की मृत्यु हुई है।

कृपया कार्यवाही करें।

मान्यता नियम बनने के संदर्भ में संघों तथा प्रबंधन के मध्य 19.11.2012 की बैठक का संक्षिप्त विवरण

दिनांक 16.10.2012 की बैठक के संदर्भ में प्रबंधन ने प्रस्तावित मान्यता नियम के दस्तावेज संघों को प्रस्तुत किया तथा संघों से प्रतिक्रिया मांगी।

टीपू: वर्तमान कोड आफ डिस्सिपलिन जारी रहना चाहिए। अधिकांश संघ कौंसिलों में हैं।

एनएफटीई बीएसएनएल: प्रबंधन के प्रस्ताव पर चर्चा आवश्यक है जिससे कि नवीन नियम बनें। निगम बनने के पश्चात् दो वर्षों तक कोई मान्यता प्राप्त संघ नहीं थी। यदि नियम बने के कारण कुछ विलंब होता है तथा मान्यता प्राप्त संघ नहीं रहती तो

कोई प्रभाव नहीं पड़ेगा। यदि जरूरत है तो मान्यता प्राप्त संघ की अवधि में 2-3 माह की वृद्धि कर दी जाय। बीएसएनएल अपना प्रस्ताव दिया है तो चर्चा के उपरांत इसे अंतिम रूप दिया जाय तथा अगला वेरीफिकेशन नवीन नियम के अनुसार हो।

एनयूबीएसएनएलडब्ल्यू (एफएनटीओ): बी एस एन एल डब्ल्यूआरयू तथा बीटीईयू (बीएसएनएल) संघों ने एनएफटीई के दृष्टिकोण तथा विचार को सहमति दी।

बीएसएनएल एनटीएसयू: नवीन मान्यता नियम बनना चाहिए।

बीएसएनएलएमएस : कोड ऑफ डिस्सिपलिन ठीक है। वेरीफिकेशन वर्तमान नियम के अनुसार हो तथा चर्चा जारी रहे।

एआईबीसीटीईएस: बीएसएनएल के मान्यता नियम बनने हेतु चर्चा जारी रहे।

बीएसएनएलएटीएम: नवीन नियम बनना चाहिए। सीमित ट्रेड यूनियन सुविधाएं हेतु 7 प्रतिशत के स्थान पर 5 प्रतिशत की शर्त हो।

बीएसएनएलईएयू: केवल एक संघ जिसे 51 प्रतिशत मत मिले। उसे मान्यता दिया जाय तथा शेष ऐप्लीकेंट संघ हों।

बीएसएनएल कांग्रेस तथा बीएसएनएल इम्पलाइज संघ: नवीन नियम बने तथा सीमित ट्रेड यूनियन सुविधाएं दी जायं।

बीएसएनएल इम्पलाइज यूनियन: नवीन नियम बनने का समय नहीं है। मान्यता की अवधि में वृद्धि नहीं हो सकती। बीएसएनएल को अवधि बढ़ाने का अधिकार नहीं है। छठवां वेरीफिकेशन कोड ऑफ डिस्सिपलिन के अनुसार हो तथा नवीन नियम बाद में बने।

अंत में अध्यक्ष ने कहा कि 29.11.2012 तक सभी संघ अपने विचार प्रबंधन को लिखित भेजें।