

TELE LABOUR

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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EDITORIAL

Need of the hour

The bread earner, BSNL Company, of more than two lakhs fifty thousand employees is in deep crisis and unmistakably time has come when all should work jointly to put the company on the right path. **The workers represented by NFTE-BSNL and BSNL workers Alliance will not lag behind with any one to cooperate to achieve the target.** The BSNLWA has called upon the workers to celebrate the month of May as "customer care month". We mean what we say and do not believe in gimmicks. The workers at grass root level must boldly *identify non-performance areas* and bring the same into the notice of management at all levels.

However, it cannot be disputed that the present situation has not arisen all of sudden. The company requires men and material. While men are available but unfortunately even cables and drop wires are not available in the field. Some of the SSA Heads behave in an erratic way and spoiled the services. The crippled BSNL management at corporate Headquarter has been silent spectator and none had been held account table for deteriorating services.

The NFTE-BSNL true to its character drew the attention of prime Minister and communication Minister to the effect that the posts of Directors & CMD be filled up as crippled management has become helpless and is of no use. We never subscribed to the idea that chairman & Managing Director post of company be bifurcated as this will prove detrimental to the cause of company. People were toeing the line of Sam Pitroda in JAC meeting that outsider and professional be inducted as Chairman. The NFTE stood firmly against the pemicious proposal and now our stand is fully vindicated. In one of JAC meeting NFTE recorded total disagreement on the issue. It is heartening that reasons prevailed on Govt. & CMD post remains intact and is filled up also. We look forward the remaining two posts of director will soon be filled up once litigation is over which is due to vested interest of private operators. *It is irony of fate that some Trade union leaders also danced at the tune of Private COs and preferred PILS.*

We look forward that our bread earner, BSNL, will march ahead under new leadership of company and jungle Raj will also soon come to an end. ■

Letters from Administration

Filling up of the vacant posts of Rajbhasha Adhikari on the basis of LICE as per Recruitment Rules-2005.

BSNL No.30-01/2011-Pers-II to Dated 4th May 2011

It has been decided by the Competent Authority to hold a Limited Competitive Examination(LICE) to fill up the vacant posts of Rajbhasha Adhikari. Approval of the Competent Authority is hereby conveyed for the following:-

- i. To hold LICE for promotion to the post of Rajbhasha Adhikari as per Recruitment Rules 2005 of Rajbhasha Adhikari issued vide No23-35/2001.Pers.II dated 5.8.2005; Scheme & Syllabus issued vide No,27-2/2009-Pers.II dated 16.8.2005 & clarification issued from time to time. The vacancies shall be filled up as per the re-fixed sanctioned strength and other instructions issued vide this office order No.E II 022/I./2007-OL dated 5.3.2008.
- ii. To conduct LICE taking into account accumulated vacancies which have occurred due to retirement; promotion, death or otherwise in the grade of Rajbhasha Adhikari upto 31.3 .2011.
- iii. LICE may not be held in the Circles where there is a stay granted by the Hon'ble Court.
- iv. All the Recruiting Circles may send their category-wise Sanctioned Strength, Working Strength and Vacancy Position as on 31.3.2011 for LICE of Rajbhasha Adhikari to DE Section of BSNL C.O. and a copy of the same may be endorsed to AGM(Pers-II), BSNL C.O. at the earliest.
- v. Also Roster in the grade be updated be-

fore initiating action of recruitment by Circles.

All the Recruiting Circles are requested to take necessary action for filling up the posts of Rajbhasha Adhikari in their Circles as per the Recruitment Rules 2005 of Rajbhasha Adhikari. The exact date and timings of the examination alongwith the relevant procedures to be followed shall be co-ordinated by DE Branch of BSNL C.O. separately. The instructions in regard to reservations, maintenance of post based reservation rosters etc. may be followed.

Non- Executive Promotion Policy (NEPP) for employees in the IDA pay scales of NE-1 to NE-10 of Bharat Sanchar Nigam Limited.- Clarification thereof.

No. 13-2/2010-TE Dated: 04/05/2011 to All Heads of Telecom Circles,

Ref: This Office letter of even no. dated 04/03/2011.

Kindly refer to this Office letter of even no. dated 04/03/2011, vide which it has been clarified that the extra increment granted vide BSNL C.O. letter No. 27- 8/2003-TE-II (I) dated 18/11/2003 comes under the concession given by BSNL in relation to BCR/Gr. IV and if an official opt for his erstwhile promotion policy viz. OTBP/BCR/Gr. IV, the extra increment is not to be granted for one year to him prior to his retirement.

2. After issuance of the aforesaid clarification, it has come to the notice of this Office that in some Circles/Units, the aforesaid clarification has been interpreted as if the extra increment given in all cases after 01/10/2000 has to be withdrawn and accordingly these

Circles/Units are resorting to the recovery of the amount already given to the employees due to the grant of this extra increment in BCR Gr. III. .

3. In this connection, it is clarified that vide Para 5.2 of NEPP Order dated 23/03/2010, it has already been stipulated that the cases settled prior to the issue of this Order, need not be reopened unless the employee himself opts for this Non-Executive Promotion Policy.

4. Accordingly, it is reiterated that the cases of granting of extra increment in BCR Gr. III to the non-executive employees settled before 23/03/2010 need not be reopened and accordingly there is no need for resorting to the recovery from these employees, if these employees opt for continuing in the OTBP/BCR/Grade- IV promotion policy.

5. However, in the cases of the non-ex-

ecutive employees, who have been granted the extra increment in BCR Gr. III, opt for NEPP, then these employees may be regulated as per the option given by these employees in Option Form-II, under Para 6.4 of NEPP Order dated 23/03/2010. If these employees opt to avail their first upgradation as per NEPP by forgoing the extra increment granted to them under- OTBP/BCR/Grade-IV Schemes, then action may be taken in accordance with the clarification given vide point no. 1 of this Office letter of even no. dated 20/08/2010.

6. It is, therefore, requested that immediate necessary action for implementation of Non-Executive Promotion Policy (NEPP) in accordance with the aforementioned clarifications.

7. This issues with concurrence of BSNL Finance. ■

Letters to Administration

No.TF-4/6 Dated 6/5/2011 to Shri R. K. Upadhyay, Chairman-cum-Managing Director, B.S.N.L New Delhi

We are immensely pleased to learn that you have taken over the charge of Chairman-cum-Managing Director of BSNL at the time when the biggest PSU in the world is under severe constraints and running in loss. It is really a great challenge before us which can be overcome through joint efforts we have already called upon the workers to celebrate the May as Customer care month. The NFTE-BSNL representing 35% staff of non-executive staff took the position that the CMD post should neither be bifurcated nor outsider be inducted and only Telecom Knowing person should lead the giant organisation. We feel delighted as Govt. appreciated our views and stand.

The NFTE-BSNL representing more than

80,000 employees assure you our unstinted cooperation for running the Telecom Services and its development and look forward that you will not only create congenial atmosphere for workers to work but will ensure that the voice of the almost one lakh employees are heard and grievances redressed We firmly hold the view that in absence of proper forum for redressal of grievances of such huge number of employees the company may not be able to achieve the goal.

Therefore, while assuring you our cooperation we expect the same will be reciprocated in real perspective.

Grant 'of one extra BCR increment to non-executive employees covered under OTBP / BCR one year before retirement.

Contd. on next page

No.TF-26/3 (b) Dated 71512011, Chairman and Managing Director, BSNL, New Delhi

Kindly refer to our letter No. TF-2616 dated 4/4/2011 on the subject. Vide BSNL Headquarter letter No. 13-212010-TE dated 4-5-2011 orders have been issued that the recoveries may not be effected against the staff who have already granted benefits but the same should be discontinued with effect from 27th March, 2010. This is not correct.

It is stated that there are employees who have not opted for NEPP and preferred OTBP/BCR promotion scheme. Such non-optee employees are entitled for extra BCR increment as same is part and parcel of OTBP /BCR and was granted in lieu of Grade-IV promotion. The extra increment order is approved by DOT and employees are entitled for pensionary benefits as well. The withdrawal of increment will create dissatisfaction amongst the concerned staff which may not be good for the company.

Kindly, therefore, intervene and get the orders of extra BCR increment restored.

Manning of customer service centres.

No.TF-19/1 (b) Dated 6/5/2011, to Shri A. K. Garg Director (HR), B.S.N.L. New Delhi.

We are extremely thankful for the communication issued vide Do Jetter No. BSNL / 20-7/ SR/ 2011 date 27th April, 2011 to bring the company on the path of being customer centric and competitive.

In the aforesaid letter it is desired that the CSCS be manned from 8 A.M to 8 P.M including Saturday / Sunday you will please recollect in the meeting of 20th April we mentioned that the Sr TOAs are working in abundance at CSCS alongwith SDES/ JTOs/ TTAs but the cadre's name has not been mentioned in the communication issued by Corporate Hqr. We have handed over a copy of the let-

ter in the meeting. Such omission creates avoidable anxieties and frustration amongst the category of staff.

We also mention that non-executive staff have no hitch or objection to come on Saturday / Sunday to man the CSC but simultaneously Executive staff viz DES / SDES and JTOs should not be exempted.

We, therefore, request you to consider the matter in real perspective so that needful is done in the interest of company.

Denial of upgradation in NEPP due to three average entries :- Case of NTR Delhi.

No.TF-26/6 Dated 6.5.2011, to Sr GM (Estt) B.S.N.L, New Delhi

We were assured in the meeting of 2014/ 2011 that the employees will be afforded opportunity to defend/appeal against average entries which were never communicated to the concerned staff .

However, contrary to the assurance the employees having 3 entries have been denied upgradation in NTR. In this connection I am enclosing communication No.7 - 12812010-Estt/ upgradation/ Grade 'c' 1 114 date 7/23-4-2011. You will agree this is not fair to take adverse of average entries without affording opportunity to defend or improve.

Therefore, we request you to please take appropriate action and ensure justice and fairplay.

Wage cut due to participation in strike in December, 2010:- Case of Rajasthan Circle.

No.TF-38/3 Dated 6/5/2011 to Sr GM (SR) BSNL, New Delhi

BSNL Hqr issued orders for wage cut due to participation in strike of December, 2010. The two days wages were to be cut from the

salary of December.

Contrary to above the management has inflicted wage cut in the pay of February, 2011 resulting loss to the workers. The action is erroneous.

Kindly, therefore, intervene and get it resolved.

Utilization of vacant staff quarters.

No.TF-27/1 Dated 6/5/2011, To, Sr GM (SR), BSNL, New Delhi

At many places the staff quarters are vacant for a very long period Such quarters are uncared due to which damages are taking place. In UP (E) quarters are vacant at Kanpur and other cities.

Kindly, therefore, take appropriate action in the matter.

Presently the PSU is running in loss and urgent action is needed to curtail the expenditures without affecting the service.

No.TF- 40 Dated 6/5/2011 to Chairman-cum-Managing Director B.S.N.L, New Delhi:- Curtailment of Expenditures.

It is stated that there is large scale deployment of security Guards at Telephone Exchanges. This practice is due to nexus between contractor and local managements. Avoidable huge expenditures are incurred although the security guards do not get full wages. The deployment is unnecessary when casual labourers, TSMs, RMs and illis are available. According to information orders were issued to curtail the expenditures but deployment as before is continuing.

Further, the deployment of vehicles are too much even DEs/ SDEs CAOs/ ADs have been provided vehicles for coming to office and return. The misuse of vehicles are be-

yond description. .

Therefore, we request you to please take appropriate action in the matter.

Deployment of staff in SDCA etc.

No.TF-2013 Dated 6/5/2011 to Director (HR) BSNL, New Delhi

I am enclosing a comparative details of staff posted under SDCA wise in Sriganaganagar SSA. A perusal will reveal that the deployment of staff is not in accordance with the work load Similar situation is in other SSAS also due to fact that thousands of staff were transferred at the instance of recognised union. The criteria of transfer was not the need of the service but to break the NFTE (BSNL). As a matter of fact transfer business has prospered in full saving in last six years and services deteriorated beyond description. Huge expenditures have been incurred in TA/DA but no accountability has been fixed against the erring SSA. Heads. Disproportionate posting of staff caused neglect of services in the urban area.

We may further submit that there are exchanges with one or two Telephones connections but one TM has been posted to take care of these phones. A lot of money is being incurred in the maintenance of the exchanges.

Therefore, we request you to please take appropriate action for proper deployment of staff to prevent the neglect of services.

Redressal of staff grievances at Kolkata TD

No.TF-39/1 Dated 6/5/2011 Shri R.K. Upadhyay, CMD, BSNL, New Delhi

In BSNL HQR letters No. BSNL /37-2 / SR /2007 date 3/9/2007 and BSNL / 7-1 / SR / 2009 it is prescribed that the grievances referred by unrecognised unions be consid-

ered and appropriate action taken. If necessary reply may also be given.

It is painful to mention that the CGM; Kolkata TD called our circle, Com. Shyamal Ghosh, and told that the grievances raised by NFTE (BSNL) will neither be heard nor redressed

The stand and approach of CGM is neither correct nor justified as same is against the orders of BSNL HQR Such approach may prove detrimental to the cause of company.

Therefore, we request you to please take appropriate action so that the approach of CGM is moulded

Expulsion of S/S R.K. Kohli and Utpal Ghosh Dastigar from NFTE BSNL

No. TF-1/2 AIC dated 18-4-2011 to Sr. GM (SR) BSNL with copy to Dy. Registrar TU New Delhi

The National Executive Meeting of NFTE (BSNL), held at Bhopal on 15/16 April, 2011 has decided to expel S/S R.K. Kohli and Utpal Ghosh Dastigar from NFTE BSNL due to their anti union activities during the course of 5th verification. Accordingly they ceased to be central office bearers of the union and their names appearing in the list, sent vide our letter No. TF-1/2 AIC date 14-6-2010 may be treated as deleted.

Non-grant of Pension on upgradation as per NEPP.

No. TF—26/6 Dated 12/5/2011 to Sr GM (Est) BSNL, New Delhi

In National Executive Meeting, held on 15th / 16th April, 2011 at Bhopal, it was mentioned that the DOT cell in Orissa is not sanctioning pension on upgraded Pay scale as per NEPP. This is causing sufferings to the retired employees. The DOT cell is taking a

position that the NEPP is not approved by DOT.

Therefore, we request you to please take appropriate action to resolve the issue and save the employees from hardships and sufferings.

Wasteful expenditures and lootings through limited tenders and power to spend Rs. 25,000/- as per will and fancies.

No. TF—36/1 Dated 29/4/2011 to Shri S. C. Misra, Chairman & Managing Director, BSNL, New Delhi

Presently the SSA / Circle Heads are empowered to incur expenditure to the tune of Rs. two lakhs through limited tenders. These tenders are mostly confined to choice of contractors. The loaves and fishes are distributed through the process in abundance. An enquiry will reveal the truth.

Further, the management at different level is empowered to spend Rs. 25,000/- on items. This power is being utterly misused.

Apart from above even for sports meeting and for participation in events officers and others are making air journeys.

We hold firm view that expenditures are unnecessary and the wealth of company is being looted through limited tenders and freedom to purchase upto Rs. 25,000/- why officers should go by air to participate in sports tournaments?

Kindly, therefore, take appropriate action in the matter in larger interest of the company. ■

Expulsion

Comrades R.K. Kohli and Utpal Ghosh Dastigar have been expelled from union due to disruptive activities. This has been approved by NE Meeting held at Bhopal. ■

Massive Seminar at Chennai on BSNL's Financial viability

On 5th May on the 194th Birth anniversary of great thinker and visionary Karl Marx a seminar was organized in Chennai to discuss about the ways and means to enhance the Financial Viability of BSNL Company which is expecting at least Rs.3000 Crores loss for the second Financial year continuously.

The seminar was attended by more than 400 comrades and the A.K. Naick Bhawan was overflowing. The seminar was presided by Com. C.K. Mathivanan, Dy. General Secretary and inaugurated by Com. P.Lingam, Member of Parliament. Sri A. Subramanian, CGM, Chennai Telephones, Sri Md. Azraf Khan, CGM, Tamil Nadu Circle, Sri G.Alagirisamy, Principal Controller of Communication Accounts, Sri K.K. Vel, Sr. GM(Finance), Sri C.V. Vinod, G.M., Com. G. Jayaraman, Secretary (CHQ) and Com. R. Pattabiraman, Circle Secretary, Tamil Nadu Circle spoke elaborately on the topic and offered number of suggestions to lift the sagging Financial position of the company.

At the end of the seminar a resolution was adopted to request the Central/State Governments to issue instructions to all their Departments/PSUs only to utilize the telecom services from BSNL/MTNL as the case may be since the public fund should go to both BSNL/MTNL so that the Financial position of these Public Sector companies are strengthened.

Comrades from Chennai, Vellore, Cuddalore and Pondicherry SSAs heard the speeches at the seminar with rapt attention for nearly 4 hours from 3 P.M. despite the heat wave and hot summer. ■

BSNLWA meets CMD, BSNL

A meeting of unions of BSNLWA has taken place with the CMD on 12th May at 13.30 hours.

The CMD told that our expenditures are to the tune of Rs. 2500 crores per month whereas income is 2000 crores only out of Rs. 2500 crores 60% is on account of salary of staff which cannot be curtailed. We can handle the crisis with joint efforts only. At present our agenda is to ensure that BSNL maintains its present position and don't slide to 6th position. He appealed for cooperation and wanted to share the views with the representative of unions.

We mentioned the following points for immediate action.

- i) Disposal of unuseful and condemned materials dumped in stores at Circle and SSA levels within the stipulated period.
- ii) Utilisation of vehicles be reduced to minimum.
- iii) 50% Security Guards be reduced.
- iv) Expenditures in holding of official meeting as well as with unions be reduced.
- v) The offices running in rented building be shifted to BSNL's building forthwith.
- vi) A limited tender system be done away.
- vii) Congenial atmosphere be created so that workers may work without fear.
- viii) Discipline be endorsed.
- ix) Accountability should be fixed from top to bottom.

CMD, BSNL desired a detailed note on the issues.

Comrades Islam, C. Singh (General Secretary, NFTE), S.P. Sharma (WRU), Patwa (AIBETES, Rajpal (Secretary, NFTE), Naresh (NFTE), Gulzar Rai (WRU) etc. attended the meeting. ■

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भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LIMITED
(A Government of India Enterprise)

आर. के. उपाध्याय
अध्यक्ष एवं प्रबंध निदेशक
R. K. Upadhyay
Chairman & Managing Director

Dated: May 5, 2011

Dear colleagues,

I consider it my privilege to take over the reigns of BSNL as its Chairman and Managing Director. Telecom sector is not new to me and I have been associated with this sector for the last 36 years. Starting with the days of the Department of Telecom under the Government and through the thick and thin of opening up of this sector since the early 90s, it has been a most fascinating and enriching experience. The reforms in the sector and the unfolding revolution which is still taking place, has made it the most enthralling opportunity to be a part of the sector. The experience of being a part of the management and leadership of a public sector telecom consulting and turnkey projects organization has made the experience even more rewarding. I take pride in joining this great organization which touches the lives of our teeming millions each day.

BSNL has withstood fierce competition from the private sector over the last one decade and held on to its own as a service provider of choice to millions and millions of our countrymen. BSNL, in my view, has stood the test of the time. It has been able to win over the trust of over 117 million customers. That is a massive number but at the same time that also brings upon us a huge responsibility – to be able to live up to the trust of such a vast multitude of customers across the length and breadth of the country. BSNL through its vast network and resources – technical as well as human – has created a niche for itself as a service provider which reaches where no private operator, driven by consideration of profitability, has ever ventured to reach. I sincerely believe that trust of customers is an area where BSNL has done very well and therein lies an inherent opportunity for us to build upon.

I am fully aware of the turbulent phase through which BSNL is presently passing. For the first time since inception, it has posted a net loss last financial. I believe that we should not lose heart on this ground as ups and downs are a part of the fortunes of any organization, much like they are in human life. At the same time, we should take this as a wake up call for deep introspection as to where we have gone wrong. I would like to share with you that this is the last opportunity given to us to prove our capability to turn around the company. As you are already aware of, there was strong sentiment prevailing to post an outsider at the helm of the affairs of BSNL. We have to prove now that we possess the required technical and managerial skills to take us out of our present predicament. Let us do some brainstorming in our own areas of work and look for solutions to arrest the current trend. This needs to be done at individual level as well as in the respective teams we work in. I have known from experience that even the most daunting of challenges can be surmounted with team-spirit and we should all work towards building such spirit.

पंजीकृत एवं निगमित कार्यालय : भारत संचार भवन, हरीश चन्द्र माथुर लेन, जनपथ, नई दिल्ली-110001
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I am extremely happy to see that the employees of BSNL have already realized the need of the hour and decided on their own to observe this month as "Customer Delight Month". Let this spirit prevail in our heart and mind not only in this month but get absorbed in our approach and attitude. Some words which sound like simple words are actually magic wands. Here I am referring to attributes like loyalty to the organization and complete dedication to the cause of the organization. Combine these with the right kind of attitude and we have a winning formula.

Our top agenda would be to maximize revenue of the company. While we must build on the existing revenue streams on a sustainable basis, we must also mull building newer revenue streams. As a business entity, we should always keep reminding ourselves of the imperatives of top-line and bottom-line. Another area where we need to ponder upon seriously is in being a bit conservative in our expenditure. Even seemingly small measures to reduce unproductive expenditure, in an organization as large as ours, can control outflow of precious revenue. We must give a serious thought to find out ways to reduce our day-to-day operating expenditure.

All along in my life I have been guided by one underlying principle – to keep Service before Self. I strongly believe that there is a larger purpose of our existence besides the mundane aspects. Let us try to attain that level of self-actualization. I am open to consultations and would always welcome suggestions to improve the growth prospects. I look forward to your unstinted support in our collective endeavor to take our beloved organization on road to growth and prosperity.

With best wishes,



(R K Upadhyay) s.k.f.

A great occasion at Chennai

A marvellous building has been built by Tamil Nadu Comrades for Circle union of NFTE - BSNL. Inaugural function took place on 9th May in presence of galaxy of leaders. Comrades, D. Gnaaiah, O.P.Gupta, Chandeshwar Singh (General Secretary), Islam Ahmad (President), C.K. Mathivanan (Dy. General Secretary) Sheshadri (Secretary, Headquarter), Chandra Shekhar (Asst. General Secretary, FNTD), Leaders of Executive unions and AITUC and other addressed the huge gathering.

Comrades of Tamil Nadu have done a great job and Headquarter extends warmest greetings and salute them for the task (Further details will follow). ■

Extra BCR Increment

BSNL HQR has issued orders not to recover the amount upto 23-3-2010 due to grant of extra BCR increment in respect of non-optees of NEPP, NFTE has pursued the matter vigorously.

The Continuance of Extra BCR Increment in respect of non-optees is under serious consideration of the management. ■

Next National Executive Meeting

The next National Executive meeting of NFTE BSNL will be held at coimbatore in Tamilnadu. ■

समय की पुकार

ढाई लाख से अधिक कर्मचारियों को रोटी देने वाली कंपनी बीएसएनएल आज गहरे कठिन दौर से गुजर रही है। समय का तकाजा है कि इस वक्त सभी एकजुट संयुक्त कार्यवाही के द्वारा फिर से कंपनी को सही मार्ग पर लाने का शिरकत करें।

एनएफटीई (बीएसएनएल) एवं बीएसएनएल वर्कर्स एलायंस के समर्थक कर्मि कंपनी के विकास में अगली कतार में खड़े होकर सहयोग करेंगे तथा लक्ष्य की प्राप्ति में सहयोग करने में किसी से पीछे नहीं रहेंगे।

बीएसएनएल वर्कर्स एलायंस ने मई माह को "कस्टमर केयर मंथ" के रूप में मनाने का संकल्प दिया है। हमें पता है हमें क्या कहना तथा करना है और हम दिखावे में विश्वास नहीं करते हैं। धरातल पर कर्मचारी खुद नकारात्मक आचरण वालों की पहचान करें और प्रबंधन के संज्ञान में लायें यह समय की मांग है।

इसमें संदेह की कोई गुंजाइश नहीं है कि वर्तमान स्थिति एकाएक नहीं आ सकती है। आवश्यक साज सामान का घोर अभाव है यहां तक कि केबल और ड्राप वायर के दर्शन बहुत इलाकों में दुर्लभ है। कुछ एसएसए के प्रधान अपने को शाहंशाही अंदाज में पेश करने में मशगुल हैं और अनावश्यक एवं ऐय्याशी पूर्ण खर्च पर लाखों, करोड़ों फूंक रहे हैं। छः-सात वर्षों से एक ही स्थान पर कार्यरत एस एस ए प्रधानों ने अपने जिले का सत्यनाश कर दिया है परंतु लचार निगमित मुख्यालय प्रबंधन मूकदर्शक बना हुआ है। सेवाओं को चौपट करनेवालों को चिन्हित नहीं किया जा रहा है।

एनएफटीई ने अपने गौरवशाली चरित्र के अनुकूल माननीय प्रधानमंत्री एवं संचार मंत्री का ध्यान बोर्ड स्तरीय निदेशकों एवं सीएमडी के रिक्त पदों पर शीघ्र भर्ती हेतु आकृष्ट किया क्योंकि खंडित एवं लचार प्रबंधन असहाय हो गई है।

हमारा यह कभी दृष्टिकोण नहीं रहा कि अध्यक्ष एवं प्रबंध निदेशक के दो पद कर दिये जाएं क्योंकि यह कंपनी के लिए घातक होगा। कुछ लोग बाह्य निगमित पेशेवर के हाथ प्रबंधन का बागडोर सौंपने की वकालत कर रहे थे। एनएफटीई ने दृढ़ता से अपने बात को हमेशा रखा और आज हमारी समझ सही साबित हो चुकी है।

हमें विश्वास है कि निदेशक के दो रिक्त पद भी शीघ्र ही भर दिये जायेंगे। हमें पूर्ण विश्वास है कि नये नेतृत्व के हाथों बीएसएनएल सही मार्ग पर शीघ्र ही आयेगी और जंगलराज का शीघ्र खात्मा होगा।

प्रशासन से पत्र

एनईपीपी-स्पष्टीकरण आदेश सारांश

बीएसएनएल पत्र संख्या 13-2/2010 -टीई दिनांक 4.5.2011 सभी सीजीएमस को

जिन कर्मचारियों ने ओटीबीपी/बीसीआर/ ग्रेड फोर में ही रहने का विकल्प दिया है तथा एक अतिरिक्त इंक्रीमेंट 23.3.2010 तक मिल चुका है उनके मामले पुनः नहीं खोले जाएं तथा रिकवरी (कटौती) नहीं की जाय। परंतु यदि कर्मचारी ने एनईपीपी का विकल्प दिया है तो 20.8.2010 के अनुसार कार्यवाही की जाय।

एलआईसीई द्वारा राजभाषा अधिकारी के पदों की पूर्ति

बीएसएनएल पत्र संख्या 30-1/2011-पर्स II दिनांक 4.5.2011

भर्ती नियम 2005 के अनुसार पत्र संख्या 23-35/2001-पर्स II दिनांक 5.8.2005 तथा 27-2/2009-पर्स II दिनांक 16.8.2005 के अनुसार परीक्षा आयोजित होगी।

I.31.3.2011 तक की रिक्तियों को शामिल किया जाएगा।

II. जिन सर्किलों में "स्टे" है। वहां परीक्षाएं नहीं होंगी।

प्रशासन को पत्र

टीएफ-26/6 दिनांक 6.5.2011 सीनियर जीएम, बीएसएनएल को

संघ के प्रतिनिधियों को 20 अप्रैल को आश्वस्त किया गया था कि कर्मचारियों को औसत प्रविष्टियों के विरुद्ध प्रतिवेदन देने का अवसर दिया जाएगा। परंतु आश्वासन के विरुद्ध कार्यवाही हो रही है। नार्दन टेलीकाम रीजन में कर्मचारियों को औसत प्रविष्टियों के कारण अपग्रेड नहीं किया एवं उन्हें इसके विरुद्ध प्रतिवेदन देने का कोई अवसर भी नहीं दिया गया। एनटीआर पत्र संख्या 7-128/2010 -ईस्ट/अपग्रेडेशन ग्रेड सी/114 दिनांक 23.4.2011 संलग्न है।

कृपया उचित कार्यवाही करें।

दिसंबर, 2010 के हड़ताल में भाग लेने के कारण वेतन में कटौती

टीएफ-38/3 दिनांक 6.5.2011 सीनियर जीएम (एसआर) को

कार्पोरेट कार्यालय ने दिसंबर, 2010 की

हड़ताल में भाग लेने के कारण दो दिन की वेतन कटौती का आदेश दिया था परंतु विभिन्न स्थानों पर यह कटौती फरवरी में की गई है जिसके कारण कर्मचारियों को हानि हुई है। यह त्रुटिपूर्ण है।

कृपया उचित कार्यवाही करें।

बीसीआर अतिरिक्त इंक्रीमेंट की स्वीकृति

टीएफ-26/3(बी) दिनांक 7.5.2011 सीएमडी बीएसएनएल को

कृपया संघ के पत्र संख्या 26/6 दिनांक 4.4.2011 का संदर्भ लें।

कार्पोरेट कार्यालय ने पत्र संख्या 13-2/2010-टीई दिनांक 4.5.2011 द्वारा आदेश जारी किया है कि जिन कर्मचारियों ने ओटीबीपी/बीसीआर/ग्रेड फोर का विकल्प दिया है उनसे कटौती नहीं की जाय तथा 23.3.2010 तक के मामलों को नहीं खोला जाय परंतु इसके पश्चात इंक्रीमेंट बंद होगा। यह दोषपूर्ण आदेश है। एक अतिरिक्त इंक्रीमेंट ओटीबीपी/ बीसीआर का एक भाग है तथा डीओटी से अनुमोदित है। यह ग्रेड फोर के स्थान पर है। इंक्रीमेंट वापसी से कर्मचारियों में असंतोष होगा जो कि कंपनी के हित में नहीं होगा।

अतः कृपया हस्तक्षेप करें जिससे कि एक अतिरिक्त इंक्रीमेंट के आदेश प्रभावी रहें।

टीएफ-16/1 (बी) दिनांक 6.5.2011 श्री एक के गर्ग, निदेशक (कार्मिक) को

कृपया अर्धशासकीय पत्र संख्या बीएसएनएल 20-7/एसआर/2011 दिनांक 27 अप्रैल का संदर्भ लें जिसमें आदेश दिया गया है कि कस्टमर केयर सेंटर्स प्रातः 8 बजे से रात्रि 8 बजे तक कार्य करेंगे। 20 अप्रैल की बैठक में संघ के प्रतिनिधियों ने बताया था कि सीनियर टीओएज् सीसी सेंटर्स में एसडी/जेटीओज्/टीटीएज् के साथ कार्य करते हैं परंतु

बीएसएनएल के पत्र में इसका उल्लेख नहीं है। आदेश की एक प्रतिलिपि भी आपको दी थी। इस प्रकार की लापरवाही से संबंधित वर्ग के कर्मचारियों में रोष उत्पन्न हुआ है।

नान-एक्जीक्यूटिव कर्मचारियों को शनिवार/रविवार को सीएस सेंटर्स में कार्य करने में कोई एतराज नहीं है। परंतु डीईज, एसडीईज तथा जेटीओज को भी आना चाहिए तथा उन्हें छूट नहीं मिलनी चाहिए।

कृपया मामले में उचित विचार करके कार्यवाही करें।

रिक्त विभागीय क्वार्टरों का सदुपयोग

टीएफ-27/1 दिनांक 6.5.2011 सीनियर जीएम (एसआर) को

विभिन्न स्थानों पर वर्षों से क्वार्टर्स रिक्त पड़े हैं। यूपी(पूर्व) इसका उदाहरण है।

कृपया इनका उपयोग सुनिश्चित करें।

खर्चों में कमी

टीएफ-40 दिनांक 6.5.2011 सीएमडी को

वर्तमान में बीएसएनएल घाटे में है। अतः बिना सेवा को बाधित करते हुए खर्चों में कटौती आवश्यक है।

दूरभाष केंद्रों में सिक्योरिटी गार्ड आवश्यकता से भी अधिक हैं। स्थानीय प्रशासन तथा कान्ट्रैक्टर की मिलीभगत है। सिक्योरिटी गार्ड्स को पूर्ण वेतन भी नहीं मिलता है। सिक्योरिटी गार्ड्स का रखना उचित नहीं है। यह कार्य कैजुअल मजदूर, टीएसएमएस आदि से लिया जा सकता है। कार्पोरेट कार्यालय ने इस आशा का पत्र लिखा है। परंतु इस पर कार्यवाही नहीं हो रही है। साथ ही साथ गाड़ियों का उपयोग प्रचुर है। डीईज/एसडीएज/सीएओज/ एओज आदि अधिकारियों को गाड़ी मिल रही है।

कृपया उचित कार्यवाही सुनिश्चित करें।

एसएसएज में कर्मचारियों का उपयोग

टीएफ-20/3 दिनांक 6.5.2011 निदेशक (कार्मिक) को

मैं कार्यरत स्टाफ का एक तुलनात्मक चार्ट संलग्न कर रहा हूँ। इसके अध्ययन से स्पष्ट होगा कि कार्यभार के अनुसार कर्मचारियों को उपयोग नहीं किया जाता है। ऐसी स्थिति अन्य एसएसएज में भी है। कर्मचारियों को मान्यता प्राप्त संघ के दबाव से ट्रांसफर किया जाता है। ट्रांसफर आवश्यकता के अनुसार नहीं होकर केवल एनएफटीई के विघटन के लिए किया जाता है। विगत छः वर्षों में ट्रांसफर का उद्योग फलाफूला है। हजारों कर्मचारियों को ट्रांसफर द्वारा प्रताड़ित किया गया तथा बीएसएनएल के ऊपर आर्थिक भार में वृद्धि हुई। सेवाएं निरंतर गिरावटी की ओर अग्रसरित हुई हैं। कम स्टाफ के कारण शहरी क्षेत्रों में सेवाएं बाधित हुई हैं। बहुत से ऐसे दूरभाष केंद्र हैं जहां पर एक अथवा दो टेलीफोन्स कनेक्शन हैं परंतु एक टेलीकाम मैकेनिक की नियुक्ति की गई तथा मेंटेनेंस में धन खर्च किया जा रहा है।

कृपया उचित कार्यवाही सुनिश्चित करें।

टीएफ-4/6 दिनांक 6.5.2011 श्री आर के उपाध्याय, सीएमडी बीएसएनएल को

हमें अपार प्रसन्नता है कि आपने चेयरमैन-कम-मैनेजिंग डायरेक्टर पद का कार्यभार ग्रहण कर लिया है इस समय कंपनी कठिन परिस्थितियों से गुजर रही है तथा घाटे में है। हमारे समक्ष बहुत बड़ी चुनौती है जिसका मुकाबला संयुक्त रूप से ही हो सकता है। एनएफटीई तथा इसके समर्थक संघों ने मई माह को "कस्टमर केयर माह" मनाने का आवाहन किया है एनएफटीई 35 प्रतिशत कर्मचारियों का प्रतिनिधित्व करती है तथा हमने स्पष्ट दृष्टिकोण अपनाया था कि सीएमडी पद का विभाजन नहीं होना चाहिए। हमारी

यह भी मांग थी कि बीएसएनएल का मुखिया टेलीकाम क्षेत्र की जानकारी रखने वाला हो। हमें प्रसन्नता है कि सरकार ने संघ के दृष्टिकोण पर विचार किया तथा स्थिति यथावत रखी है।

एनएफटीई 80,000 कर्मचारियों की तरफ से आपको कंपनी के विकास तथा सेवा सुधार में सहयोग का वादा करता है। आपसे आशा है कि कार्य करने हेतु केवल सुंदर वातावरण ही स्थापित नहीं करेंगे बल्कि उनकी समस्याओं के समाधान हेतु उचित प्रबंध करेंगे। समस्याओं तथा कष्टों के समाधान के अभाव में लक्ष्य की प्राप्ति संभव नहीं होगा।

हम सहयोग की पेशकश करते हैं तथा आशा करते हैं कि संघ को भी सहयोग मिलेगा।

कोलकाता टेलीफोन्स के कर्मचारियों की समस्याओं का समाधान विषयक

टीएफ-39/1 दिनांक 6.5.2011

बीएसएनएल मुख्यालय ने पत्र संख्या बी एस एन एल /37-2/एसआर /2007 दिनांक 3.9.2007 के माध्यम से निदेशित किया है कि गैर मान्यता प्राप्त संघ द्वारा अर्पित समस्याओं पर प्रबंधन विचार करेगी तथा उचित कार्यवाही करेगी, आवश्यकतानुसार प्रबंधन पत्रोत्तर भी देगी।

दुख के साथ कहना है कि मुख्य महाप्रबंधक कोलकाता टेलीफोन्स ने हमारे परिमंडलीय मंत्री श्री श्यामल घोष को बुलाकर कहा कि एनएफटीई द्वारा उठाये गये मुद्दे को न तो सुना जा सकता है और ना ही इसका समाधान किया जा सकता है।

मुख्य महाप्रबंधक का पहल वाजिब तथा न्यायसंगत नहीं है क्योंकि यह बी एस एन एल मुख्यालय के आदेश के विरुद्ध है और ऐसी समझ कंपनी के लिए घातक साबित हो सकती है।

हम निवेदन करते हैं कि उचित कार्यवाही की जाय ताकि मुख्य महाप्रबंधक के विचार सापेक्ष हो सकें।

एनईपीपी द्वारा वित्तीय अपग्रेडेशन तथा पेंशन नहीं देना-उड़ीसा सर्किल का मामला

टीएफ-26/6 दिनांक 12.5.2011 सीनियर जीएम (स्थापना) बीएसएनएल को

राष्ट्रीय कार्यकारिणी की बैठक में संघ के संज्ञान में लाया गया है कि कर्मचारियों को एनईपीपी अपग्रेडेशन में पेंशन की स्वीकृति नहीं की जा रही है। "डीओटी सेल" का कहना है कि डीओटी ने इसका अनुमोदन नहीं किया है।

कृपया उचित कार्यवाही करें जिससे कि कर्मचारियों को पेंशन में कष्टों का सामना नहीं करना पड़ा।

लिमिटेड टेन्डर्स द्वारा अनावश्यक खर्च

टीएफ-36/1 दिनांक 29.4.2011 सीएमडी बीएसएनएल को

वर्तमान में सर्किल तथा एसएसए हेड्स लिमिटेड टेन्डर्स द्वारा 2 लाख रूपया तक खर्च करने हेतु अधि कृत है। यह मनपसंद कान्ट्रैक्ट्स को दिया जाता है। तत्पश्चात् बंटवारा होता है। इसी भांति 25,000/- आईटम पर खर्च किया जा सकता है। इस प्रकार उपर्युक्त दोनों प्रक्रियाओं द्वारा कंपनी को चूना लगाया जाता है।

कृपया उचित कार्यवाही सुनिश्चित करें।

संघ से निष्कासन

संघ विरोधी तथा विघटनकारी कृत्यों के फलस्वरूप साथी कोहली तथा उत्पल घोष दस्तीगार को संघ से निष्कासित कर दिया गया है। राष्ट्रीय कार्यकारिणी ने इसका अनुमोदन किया है।

अध्यक्ष सह प्रबंध निदेशक का पदभार ग्रहण करने के उपरांत दिनांक 5 मई 2011 को श्री आर के उपाध्याय के द्वार प्रसारित संदेश का भावअनुवाद

मैं बीएसएनएल के अध्यक्ष सह प्रबंध-निदेशक का पद ग्रहण कर गौरवान्वित महसूस कर रहा हूँ। दूरसंचार क्षेत्र मेरे लिए नया नहीं है और मैं पिछले छत्तीस वर्षों से इससे जुड़ा हूँ। सरकारी दूरसंचार विभाग से शुरू कर नब्बे के दशक में इसके खुलापन की शुरुआत के सभी बारीक स्थितियों का चित्ताकर्षक एवं धनात्मक अनुभव है। इस क्षेत्र में परिवर्तन एवं सम्यक जारी क्रांति ने इसको अत्यंत सम्मोहक बनाया और इसका हिस्सा होने का अवसर प्राप्त हुआ। प्रबंधन का हिस्सा होने, लोक उपक्रम का नेतृत्व प्रदान करने एवं परियोजना संगठनों का प्रधान होना और भी गुणात्मक अनुभव दिये हैं।

पिछले दस वर्षों से बीएसएनएल विभिन्न निजी क्षेत्र की कंपनियों से कठोर प्रतिस्पर्धा की दौर से गुजरते हुए अपने को उपभोक्ता के पसंद का सेवादाता बनाये रखा है। मेरे विचार में बीएसएनएल समय की पसंद है। इसने एक करोड़ सत्रह लाख ग्राहकों का विश्वास अर्जित किया है। यह एक बड़ी संख्या है परंतु इससे हमारे ऊपर एक बहुत बड़ी दायित्व भी हो गई है कि देश के कोने-कोने में फैले विशाल संख्यक ग्राहकों का विश्वास बनाये रखें। अपने अपार तकनीकी एवं मानव संसाधन के बंदोबस्त बीएसएनएल ने सेवा प्रदान करने में अपने विशिष्ट स्थान बनाया है और इसने वहां भी अपनी सेवाएं अर्पित की हैं जहां निजी कंपनियां नहीं पहुंच पाई हैं।

मुझे पूर्ण विश्वास है कि उपभोक्ता का विश्वास अर्जन में बीएसएनएल ने उपलब्धि हासिल की है और इसी संबल के बंदोबस्त हमें आगे बढ़ने की बहुत गुंजाइश है।

मुझे जानकारी है कि बीएसएनएल विषम परिस्थिति से गुजर रही है और स्थापना काल से अभी तक प्रथम बार इसने हानि दर्ज की है। इस कारण हमें हिम्मत हारने की जरूरत नहीं है अपितु हमें इससे जागृति पैदा करने का संकेत मानकर यह देखना चाहिए कि हमने कहीं भूल किया है। मैं आपके साथ यह कहना चाहूंगा कि यह हमें कंपनी को उन्नत करने हमारी क्षमता को साबित करने का अंतिम अवसर हमें मिला है। आप सभी इस बात से अवगत है कि बीएसएनएल के शीर्ष पद पर बाहरी व्यक्ति को बैठाने की भावना प्रबल हो रही थी। यह अवसर मिला है कि हम लोग यह साबित कर दें कि हमारे पास तकनीकी एवं प्रबंधन की पूर्ण क्षमता है। आइये हम अपने कार्य क्षेत्र में ध्यान दें और वर्तमान परिस्थिति से उबरने का समाधान निकालें। यह व्यक्तिगत स्तर पर एवं समूहबद्ध होकर किया जाना चाहिए। मुझे अनुभव है कि वृहत धमाकेदार ललकार को भी सामूहिक प्रयास से पस्त किया जा सकता है और हमें वैसे ही समूह भावना का निर्माण करना है। मुझे यह जानकर अत्यंत प्रसन्नता हुई है कि अब कर्मचारी भी समय की मांग को समझते हुए सामूहिक कार्यवाही की ओर अग्रसर हुए हैं। राजस्व वृद्धि हमारा प्रथम मुद्दा होगी। हमें अपने प्राप्त होने वाले राजस्व की स्थिरता प्रदान करते हुए इसे उच्चतम आधार देने की जरूरत है। एक और बिंदु है जिस पर हमें विशेष ध्यान केन्द्रित करना है। वह है खर्च में कटौती, हमें छोटे खर्च से भी बचना होगा जो अनुत्पादक है। हमें दैनिक परिचालन खर्च में क्रमशः कटौती करनी होगी।

मेरे समस्त जीवन में यह मौलिक सिद्धांत रहा है कि स्वयं से पहले सेवा का स्थान हो। यह स्पष्ट मानता हूँ कि सेवा में अग्रसर होना ही हमारे होने का अहसास है। मैं हमेशा विचार-विमर्श के लिए तैयार

मिलूंगा। कंपनी के विकास से जुड़े सलाह का हमेशा स्वागत है। मुझे विश्वास है कंपनी को विकास की उच्चतम श्रेणी देने में आपका हरसंभव सहयोग मिलेगा।

सीएमडी के साथ बीएसएनएल वर्कर्स एलायन्स की बैठक

दिनांक 12 मई अपराह्न 1300 को सीएमडी के साथ बीएसएनएल वर्कर्स एलायन्स की बैठक हुई।

सीएमडी ने बताया कि बीएसएनएल इस समय कठिन परिस्थितियों से गुजर रहा है। समय की पुकार है कि संयुक्त रूप से कार्य किया जाय जिससे कि परिस्थितियों पर नियंत्रण हो। कम्पनी की आमदनी रूपया 2000 करोड़ है जब कि खर्च 2500 करोड़ है जिसमें 60 प्रतिशत कर्मचारियों का वेतन है। इसमें कटौती सम्भव नहीं है। खर्चों को इस प्रकार कम करना है जिससे कि व्यापार में प्रभाव नहीं हो। इस समय लक्ष्य यह है कि कम्पनी पांचवे स्थान से खिसककर छठवे पर नहीं जाय। उन्होंने कर्मचारी पक्ष से सुझाव मांगा। संघ के प्रतिनिधियों ने निम्न सुझाव प्रस्तुत किये :

- 1) स्टोर्स में जमा उपकरण आदि को निश्चित समय के भीतर नीलाम किया जाय।
- 2) वाहनों में तत्काल कमी की जाय।
- 3) सिक्योरिटी गार्ड्स की संख्या ने 50 प्रतिशत कमी की जाय। उनके कार्य को दैनिक मजदूर, टीएसएम आदि से लिया जाय।
- 4) किराए के भवनों को खाली कराके बीएसएनएल के भवनों में कार्यालय चलाया जाय।
- 5) बैठकों, संघों की बैठकों सहित, में न्यूनतम खर्च किया जाय। होटलों में बैठक नहीं हों।
- 6) लिमिटेड टेन्डर की व्यवस्था को बन्द किया जाय।
- 7) सुन्दर वातावरण स्थापित हो जिससे कर्मचारी

निर्भय होकर कार्य करें।

- 8) अनुशासन हो।
- 9) नीचे से ऊपर तक के अधिकारियों की जवाब देही सुनिश्चित हो।

बैठक में साथी इस्लाम, सी सिंह, (अध्यक्ष एवम् महामंत्री एनएफटीई), साथी राजपाल (सचिव), नरेश (एनएफटीई), एस पी शर्मा (अध्यक्ष राष्ट्रीय यूनियन) पवार (बैकवर्ड संगठन) आदि कर्मी पक्ष से थे।

सीएमडी से एनएफटीई की भेंट

सीएमडी से भेंट करके संघ ने उनका ध्यान जेटीओ में प्रोन्नति हेतु विभागीय परीक्षा, डिस्सिपलीनरी मामलों का निस्तारण तथा संवाद का उचित प्रबंधन की ओर आकर्षित किया है।

बी सी आर का अतिरिक्त इन्क्रीमेंट

23.3.2010 तक भुगतान राशि की कटौती रोक दी गई है। एनएफटीई ने मुद्दे पर निरन्तर प्रयास किया है।

बीसीआर के इन्क्रीमेंट को जारी रखने हेतु प्रबंधन गम्भीरता से विचार कर रहा है।

मध्य प्रदेश सर्किल

मध्य प्रदेश सर्किल में दिन-प्रतिदिन संगठन मजबूत हो रहा है। साथी हबीब खान, सी के जोशी, मिश्र, ठाकुर, तोतरे आदि कंधे से कंधा मिलाकर कार्य कर रहे हैं। परिणामस्वरूप पूर्व की तुलना में संगठन आगे बढ़ा है।

एएलटीटीसी

पूर्व की भांति आज भी संगठन मजबूत हुआ है। एनएफटीई के सदस्य चट्टान की भांति खड़े हैं। हताश-निराश तथा तिरस्कृत लोग झूठे प्रचार में है तथा एनएफटीई को तोड़ने का सपना देख रहे हैं। ■

Brief Report of Proceedings of National Executive Meeting held on 15th/16th April, 2011 at Bhopal

After flag hoisting ceremony the house assembled with President Com. Islam in Chair.

President declared that house is in order as quorum is complete. Thereafter President requested the General Secretary to initiate discussions on items of agenda after its approval by the house.

House approved the agenda notified by the CHQ. :

The General Secretary explained the difficulties in detail which he faced after Patna conference. There is difficulty in printing and posting of Journals due to non-cooperation by Com. N.T.Sajwani. Com. Kohli and Sajwani both had not kept their promises before verification. It is now learnt that Com. Kholi is member of National council on behalf of BSNLEU. All Worked hard in verification but could not get success. Organizational work should start right from now. CHQ is trying to get recognition to NFTE. There is no cause for disappointment. The BSNLWA meeting took place at Tirupati and it was decided to oppose VRS/CRS. He explained the difficulties in functioning at Delhi. Some secretary should come and work at Headquarter.

President: Recommendations of BRPSE be also discussed. BSNL management will hold formal meeting with the NFTE.

C/S. Tamilnadu (Com. Pattabiraman): Expressing thanks to Bhopal comrades for wonderful arrangement of the meeting explained the voting in circles is 5th verification. There is increase in votes in all circles. He referred Neyveli Lignite corporation case

where second union has been recognized. Headquarter should make efforts to secure recognition. He questioned why VR (voluntary retirement) be opposed by union? It is an option only. No trade union will accept VRS as it will increase outsourcing of Job.

ITI should be given Govt. packages and its merger with BSNL will not desirable. CMD BSNL has been given arbitrary power to reduce pension in CDA Rule. He favoured participation in JAC.

C/S. Jharkand (Com. Mahabir Singh): We prepare ourselves to participate in election only two months before. 20% voters decide the result. Our preparation should be form very beginning. Future policy and programme should be evolved. BSNLEu is winning the election without performance. VRS be opposed. Praised the Coms. of Bhopal for excellent arrangement. Efforts should be made to improve organizational position in west Bengal, Kerala, Assam etc. opposed participation in JAC.

President: NFTE is not opposed to voluntary retirement but it is against VRS. The house should decide whether NFTE should participate in JAC or not? The decision of the house will be binding on Headquarter.

Dy. General Secretary (Com. C.K. Madhivanan) : Participating in the debate he said NFTE has been defeated 4 times at All India level but com. Habib Khan has taken courage to hold National Executive meeting without cooperation of Com. Sajwani. Two cases are pending at Chennai and Emakulam High Courts. Kerala case is likely to be heard.

Com. Gurudas Gupta is helping for grant of recognition to NFTE. Two meeting have taken place for change of code of Discipline. BSNLEU is giving one seat to NFTBE to disrupt NFTE. He advocated that the NFTE should have its own programme to fight on common issues. About JAC he felt there should be compromise formula.

C/S. Karnataka (Com. Sheshadri): There is improvement in votes. Alliance should be formed in advance and not just before election. MTNL should not be merged with BSNL. Similarly merger of ITI with BSNL is not acceptable. Recommendations of BRPSE be opposed. There is lot of corruption in BSNL opposed participation in JAC. 14/10- House adjourned for lunch.

15.30 – House reassembled with Com. Islam in Chair.

C/S. Andhra (Com. K.Anjiah): Due to transfers we lost the election in Andhara. Stressed for discipline in the organization. G.M. Nellore is harassing the staff. He felt Trade union class is necessary to strengthen the organization. Demanded liberalization of C.G. appointments.

Com. K.K. Singh, Secretary (Headquarter): Headquarter is not serious about Haryana Circle. He told that agenda be changed in future to face the election. M.Ps be contacted to apprise the situation in BSNL. Victimisation has started in some circles.

Chennai T.D. (Com. Ramaswami, Deputising C/S): BSNLEU spent rupees one crore to defeat NFTE in Chennai but in vain. All problems are addressed by Circle union. He demanded action against traitors.

Bihar (C/S. Com. B.N. Sinha): In Bihar BSNLEU is not in JAC. All problems are solved in the circle. He pressed for timely election at all levels.

Chhattisgarh (Com. Chilamwar, C/S.):

Praised the working of website.

In absence of President and General secretary nobody is there in CHQ to help. The issue of Bilaspur is pending with the CHQ.

ALTTC - Ghaziabad (Deputising C/S): NFTE has won the election but accommodation not provided.

C/S. Punjab (Com. M.L. Sharma): NFTE won the election in Punjab due to support of snatta. We have to fight against the recommendations of BRPSE Pitroda committee report is mouth piece of PMO. Orders dated 7.3.2011 is good so for transfer is concemed. All unions should fight through JAC on common issues. He favoured political support at the juncture. CHQ President is propagating against participation in JAC. CHQ should take up genuine demands of Snatta.

Com. Ashique (C/S. J&K) : He felt satisfied with CHQ leaders. BSNLEU is propagating that due to NFTE Corporation has been formed.

In elections Executive staff support BSNLEU. Atleast informal meetings be arraged with the SSA Head.

Com. Mahabir (C/S Jharkhand): CHQ should monitor court cases. Trade union leaders should possess positive approach. We have not grievance against CHQ. Work Should be distributed in CHQ.

Com. C.N.Javia (Deputising c/s., Gujarat): He referred VRS example of electricity employees. Gujarat has won the election.

Com. M.P. Singh (C/S. Corporate office): He did not favour participation in JAC. In absence of President General Secretary CHQ is calm and quiet. He demanded that only one magazine be published.

Com. Michel (Deputising C/S. Kerala): NFTE should not be JAC till next election.

Kerala is not organizationally strong. Financial crunch is there. He demanded special package for Kerala to publish magazines in regional language. Management is adamant with NFTE. He demanded SNATTA should not be neglected. They are the futures. Officiating JTO be made regular.

18.30- House adjourned.

16-4-2011:

10.30 – House reassembled with President in Chair.

Com. K.Tripathy (C/S. Orissa): NFTE should not participate in JAC. In Orissa only snatta was with NFTE. CHQ should try to get grace marks for JAO (final) examination. DOT cell is not sanctioning pension to those who availed NEPP upgradation.

Com. Tumram (Deputising C/S. Maharashtra): He demanded efforts be made to get recognition of NFTE. Matter should go even upto Supreme Court. He agreed with the resolution moved by Dy. General Secretary for participation in JAC.

Com. Rajpal (C/S. NTR): He appreciated the working of CHQ, Two leaders at Headquarter are not enough to run the organization only one magazine be published and NFTE should not be in JAC.

Com. Saini (C/S. U.P. West): We should not participate in JAC. There is shortage of leaders at Headquarter.

12/00 – Com. Samadhia, All India President snatta entered in the conference hall.

Com. Shyamal Ghosh (C/S. Kolkata) : NFTE should not be part of JAC.

Com. Mahabir Singh (C/s. Jharkhand): Snatta's All India President is very young. NFTE will try its level best to solve their problems. Holding of exam. and pay erosion are important issues.

Com. Sanjay Dube (Deputising C/S. U.P. East): Efforts should be made to enlist the support of FNTTO. We should concentrate on 5 circles to improve the strength of organization. There is no need to participate in JAC programme.

Com. Uniyal (C/S. Uttarakhand): Snatta coordinator is always with NFTE lauded their cooperation. Preferred publication of one magazine only. CHQ should decide to participate in JAC or not.

12.45 – Shri R.K.P. Hinduza, CGM M.P. and other senior officers entered in the hall for open session/seminar.

14.30 – Open session/seminar concluded and house adjourned to meet again at 15.30 hours.

15.30- House resembled with President in Chair.

Resolution Committee moved resolutions on 5th verification, BRPSE recommendations, JAC, Endorsement of BSNLWA decision, TTA's qualifying service for departmental examination, NE-12 scale, posting of qualified TTAs as JTO.

A resolution was also moved by Com. C.K. Mathivanan for expulsion of Com. R.K. Kohli. Com. Utpal Dastigar and Com. N.T. Sajwani. The house unanimously resolved to expel Coms. R.K. Kohli and Utpal from the union for anti-union and disruptive activities.

Regarding Sajwani President & General Secretary impressed the house to give time to him to reconcile.

Com. Habib Khan (C/S. M.P.): Nothing should be done against Com. Sajwani without consulting the M.P. circle.

Com. Gopal Krishan (Org. Secretary): Supported the General Secretary's stand.

Com. President : The resolution for expulsion of Comrades R.K. Kohli and Utpal is

passed. The house is authorising the General Secretary to take action against Com. Sajwani as per his response on the issues of change of Editor/Printer-Publisher, return of Laptop, handing over of circle accommodation to new body.

Com. Dwivedi (Bihar) : Felt sorry and told the house that despite persuasion there is no change in approach and attitude of Com. Sajwani.

Com. Gopal Krishan (Org. Secretary): He declared that next CWC will be hoisted by Coimbatore in Tamilnadu Circle.

General Secretary : It is observed that District conferences are not taking place which affect the functioning of the union. Such conferences should take place by 31st July, 2011. Circle conferences be completed by 30-9-2011. Package for Kerala will be decided after consulting the Treasurer. Rajasthan Circle is not working properly. CHQ is functioning unitedly. Expressed sincere thanks to Com. Habib for excellent arrangement.

President (Com. Islam Ahmed) : Expressed thanks to all for whole-hearted co-operation for conducting the business. We have to take care of West Bengal and Kerala. CHQ's 1st priority is recognition of the union. VRS is nothing new. Formal meeting will take place on 20-4-2011 with the management. FDI was increased to more than 74% during UPAI Govt. We have to discuss the issues. Workers have to be protected. We will oppose merger of ITI, MTNL with the BSNL. It is Secretariat which decided not to participate in JAC meeting due to hostile attitude of BSNLEU. It is wrong to say that President does not want participation in JAC. The house decision will be binding on all. In the last he said it is now becoming difficult for me to stay at Hqr. on permanent basis.

He finally declared the house closed. ■

बीएसएनएल की आर्थिक जीवंतता चेन्नई में भव्य सेमिनार

दुनियां के महान विचारक कार्ल मार्क्स के 194वें जयंती के अवसर पर दिनांक 5 मई 2011 को चेन्नई में बीएसएनएल की आर्थिक जीवंतता पर एक सेमिनार का आयोजन हुआ।

ए.के. नायक भवन में 400 से ज्यादा साथियों ने एकत्र होकर सेमिनार को शानदार बनाने में सहयोग किया। सेमिनार की अध्यक्षता साथी सी.के. मदिवानन उपमहामंत्री, एनएफडी ने की तथा इसका उद्घाटन का. पी.लिंगम सांसद ने किया। श्री ए. सुब्रामणियम मु. महाप्रबंधक, चेन्नई टेलीफोन्स, श्री मो. अज्जाफ खान, सी जी एम, तमिलनाडू परिमंडल, श्री जी अलागिरीसामी प्रधान महाप्रबंधक निगमित लेखा, श्री के के भेल, वरीय महाप्रबंधक (वित्त), श्री सी वी विनोद, महाप्रबंधक वाणिज्य, का. जी जयारमन राष्ट्रीय सचिव एन एफ टी ई एवं आर पट्टाभिरमण परिमंडलीय मंत्री एनएफटीई तमिलनाडू ने सेमिनार को संबोधित किया तथा कंपनी की आर्थिक सुदृढ़ता हेतु अनेकों सुझाव दिये।

अंत में एक सर्वसम्मत प्रस्ताव के माध्यम से केंद्र/राज्य सरकार से अनुरोध किया गया कि वे अपने अधीनस्थ सभी विभागों /लोक उपक्रमों के निदेशित करें कि वे बीएसएनएल /एमटीएनएल के सेवा का उपयोग करें ताकि सरकारी पैसा सरकारी उपक्रम को मजबूत बनाने में सहायक हो।

चेन्नई, वेल्लोर, कुडालोर, पांडिचेरी आदि एस एस ए से साथी सेमिनार में भाग लें। सेमिनार की कार्यकारी विशिष्ट सफलता के साथ चार घंटे संचालन के उपरांत समाप्त की गई। ■

National Executive Meeting at Bhopal



Com. Islam delivering concluding speech



Dias view



Welcome to Shri Hinduja, CGM, MP



Com. N.T.Sajwani being greeted in the house



Com. Samadhiya and Shri Hinduja, CGM addressing the House