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TELE LABOUR

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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Editor - General Secretary

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EDITORIAL

WHY NOTO VRS

The BSNL management in course of formal meeting with union on 27th September proposed VRS to employees who have attained the age of 45 years. The union representatives after discussions outrightly rejected the proposal as it is against the solemn assurance and commitments of Government of September, 2000. There are many other issues linked with VRS which cannot be over looked.

The Govt. want illegally to retrench the employees by alluring them and thereafter such vacancies will never be filled up and the job will be outsourced. The work load on employees may increase and large scale transfers will take place causing immense sufferings. Once VRS is implemented there will be chaotic condition and the service will be badly affected. Many skilled workers may leave the company. This has happened in MTNL. Even after VRS the financial condition of the company could not improve. The VRS will damage the opportunely of post based promotion for the employees.

There is presently no money with BSNL for payment of VRS compensation. The Govt. will not pay as finance minister in written communication has very clearly told the communication minister. The company will thus be asked to take loan from Banks which will prove suicidal. Once VRS is implemented the Govt. will disinvest the equity making way for privatisation of the company. Moreover Once the employees opt for VRS payment of wages will be stopped and on availability of fund only they will get the compensation. This happened in MTNL where employees waited for more than 6 month. All these issues will be discussed in the National Executive Meeting at Coimbatore.

The NFTE is determined to thwart the evil designs of Govt. we have to get ready for struggle to ensure that the gov. honour its past assurances and commitments. The task may be difficult but not impossible. The united struggle will force the Govt. to review the matter. ■

**Notice for National Executive Meeting
No. TF-4/1 Dated 23/8/2011**

It is hereby notified that the National Executive Meeting of NFTE-BSNL will take place from 15th to 17th October, 2011 at Coimbatore in Tamilnadu Circle.

The Seminar on "Maximization of Revenue in BSNL" will be organised on 15th October. The following agenda has been drawn up for discussion in the meeting.

- 1) Organisation review.
- 2) Financial viability of BSNL.
- 3) Provision of Materials and Equipments for maintenance and development of Telecom Service.
- 4) (a) Recognition of unions.
(b) Extension of Minimum Trade Union facilities to the registered and applicant union.
(c) Formulation of BSNL rules for recognition of unions of non-executive staff
- 5) Non-Executive Promotion Policy.
- 6) Discrimination in grant of Perk/ Allowances including Medical Allowance as per BSNL.MRS.
- 7) Policy and Programme.
- 8) Joint Action Committee.
- 9) Alliance.
- 10) Publication of Journals.
- 11) CHQ functioning.
- 12) Holding of Departmental Examination.
- 13) VRS/CRS.
- 14) Bonus
- 15) Issue relating to Telecom Factories and Stores. 16) Utilization of Staff Quarters.
- 17) Pension
- 18) Corruption in BSNL.
- 19) Venue of next All India Conference.

- 20) Any other item with the permission of chair.

The meeting will be presided by Com. Islam Ahmad, President of the union.

NOTICE

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

In continuation of Notice of even no. dated 18.8.2011 it is intimated to all concerned that the following additional items have been included in the agenda of National Executive Meeting of NFTE-BSNL scheduled to be held from 15th to 17th October, 2011 at Coimbatore.

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

TELE LABOUR

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Brief report on activities of NFTE BSNL from 17-4-2011 to 30-9-2011

Dear Comrades,

We are immensely pleased to place before the august body the brief report of activities which have taken place after our last meet at Bhopal. The last National Executive Meeting was held on 15/16th April, 2011 at Bhopal after 5th Verification.

1. Background

The suffering of people in general and working class in particular are increasing day by day. The prices of essential commodities and petroleum products are increasing unabated. The PSUs are under attack. There is move of disinvestment and retrenchment of workers through the process of VRS. The labour laws are being flouted. These developments forced the central Trade unions viz. BMS, INTUC, AITUC, HMS, CITU, etc. to launch struggle and organize "Jail Bharo" Andolan on 8th November, 2011. The said decision was taken by central TUS in meeting on 7.9.2011 which was attended by NFTE representatives also.

The financial condition of BSNL has worsened and it is presently in loss of more than Rs. 6,000/- crore. The PSU is under serious threats as Govt. has not only withdrawn various concessions but it is not even reimbursing the fund for fulfilling its social obligations.

The NFTE BSNL made series of representations for filling up the top posts of PSU and fell happy to record that all except the post of Director (F) are filled up. The posts of CMD and Directors were vacant for a very long time.

2. Bhopal Executive Meeting

After Bhopal meeting the CHQ addressed

letter to former secretary General, Com. N.T. Sajwani for change of Editorship and Printer/Publisher of our two journals. He has not responded in a positive way. The postal authorities have withdrawn the concession in posting of the journals causing constraints in posting. The Laptop has also not been returned. The CHQ has sent another letter No. TF-1/2 (AIC) dt. 30-9-2011 to him enlisting many points for his response. The letter will be placed before the house for consideration and appropriate action.

3. JAC

The unions of BSNL workers Alliance held a meeting on 24/25th March, 2011 at Tirupati and decided not to participate in the programme of JAC as convener is entertaining splinter groups of unions and not interested in unity of unions. The BSNLEU is using the platform of JAC for the furtherance of its cause. Subsequently the National Executive meet of Bhopal also decided not to participate in the JAC. However, the National Executive firmly decided to participate in the strikes sponsored against VRS/CRS, Disinvestment and to protect the BSNL. presently BSNL is in loss and management has proposed VRS to employees. The august house should ponder over the issues and suggest proper course of action for implementation by central HQR. The unions of BSNLWA have to be consulted in these respect.

It is strange that the management has proposed VRS but it is failing to supply materials, Equipment for the growth of Telecom service. The NFTE has submitted series of suggestions and proposals for improvement of financial Condition of the entity.

4. BSNL Workers Alliance

Programme

Sequel to the decision of BSNLWA meet at Tirupati the unions organized Dharna/ Demonstration at all levels on 21st July for immediate procurement of materials, No VRS/ CRS, Stoppage of outsourcing, grant of Trade union facilities to all the registered unions and grant of recognition of NFTE BSNL. The issue of recognition has been taken up at the highest level but result is yet to come. The management is taking the plea of pending litigation in High Courts.

5. Change in code of Discipline

The HQR is Continuously persuing for change in code of discipline. The writ petition filed by NFTE in Chennai High court is yet to be heard. Similarly petition filed by FNTU is pending at Ernakulum High court also. The NFTE is respondent in the case.

There is crisis in BSNL and unity of unions is very necessary. It is heartening to know that BSNLEU has realised and understood the present crisis and at their Jaipur conclave have decided in favour of proportionate representation in the Negotiating Machineries and framing of new rules for recognition of union. ***However, no Communication has been sent to management in this respect by BSNLEU.***

6. Conference

There are many circles and District union which have not held their conferences for last many years. This is not a happy state of affairs. The Conference/elections should take place as per provisions of the constitution.

7. Journals

The HQR is bringing out Journals regularly although postal Concession has been

withdrawn. The issue of change of editorship/ Printer-Publisher is being persued vigorously.

8. Formal Meeting with the BSNL Management

The BSNL management granted formal meeting to NFTE BSNL. On 27th September, 2011 on important and significant issues. The NFTE BSNL has very strongly Conveyed its displeasure and resentment. On freezing the facilities of leave encashment, LTC and Medical Allowance without vouchers. It stoutly maintained that the decision will be counter productive. The proposal of VRS was out rightly rejected by the union. The management was told in clear terms that the administration is not following Industrial culture which may affect harmony and peace in the company. The HQR had called upon the workers to organise demonstration on 6th, 12/13th Sept. against pernicious orders of 5th September

9. Transfers

Immediately after completion of the process of verification CHQ represented against mass transfers and orders were issued by corporate office putting almost blanket ban on transfers. Despite this at certain places partisan and vindictive transfers have taken place. The HQR has tried its best to protect the employees from the sufferings.

NEPP

Many issues relating to NEPP were referred by Hqr. The Corporate office issued 3rd instalment of 23 clarifications on 28th September. Thus very large number of clarification have been issued causing confusion.

The creation of NE12 scale is very much delayed. The senior employees are placed in immortal disadvantages. Indications are high that it may be resolved before Diwali.

Bonus

NFTE has urged the management for payment of non-PLB Bonus akin to central Govt. employees as a good will gesture. The demand could not get positive response due to financial condition of BSNL. The employees are deprived of Bonus as the formula is linked with the profit as per agreement with the recognised union.

10. Conclusion

There is crisis and challenges before us. We cannot close our eyes over the changing scenario. The interests of the workers have

to be safeguarded at all cost. We reiterate that the ***NFTE BSNL is not averse to joint struggle and unity of unions but at no circumstance the prestige of the organization and employees having allegiance with this can be compromised.*** The NFTE will play a leading role in protecting the interest of workers and company both.

Long live NFTE BSNL

Long live NFTE BSNL

Placed at
Coimbatore

on 15th Oct. 2011

on behalf of Secretarial NFTE BSNL New Delhi

Fraternally yours
(Chandeshwar Singh)

General Secretary

Letters from Administration

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

BSNL F.No. 13-2 /2010-TE dtd. 28.9.2011 to All Heads of Telecom Circles

Kindly refer to this Office letter No. 27-7/2008-TE-II dated 23/03/2010, vide which Non-Executive Promotion Policy (NEPP) for employees of IDA pay scales of NE- 1 to NE-10 of BSNL has been circulated. After issuance of the NEPP, this Section has received letters from various Non-Executive Unions as well as various Telecom Circles, seeking clarifications with regard to implementation of NEPP.

The matter has been examined in this Office and it has been decided to issue additional clarifications with regard to the points raised by these Unions and Telecom Circles. Accordingly, the points raised and their clarifications are enclosed herewith as Annexure. In the light of the clarifications given in the Annexure of this letter, it is requested to ac-

cept fresh options from the Non-Executives covered under Non-Executive Promotion Policy (NEPP), as per Option Form-I and Option Form-II, if they want to change their earlier option, in accordance with the instructions contained in point no. 8 of these clarifications.

Immediate necessary action may be taken for implementation of Non-Executive Promotion Policy (NEPP) in accordance with the above clarifications.

Annexure

Points raised: 1. Whether the higher Executive Pay Scales given to the Stenographers with reference to their 1st and 2nd upgradations under ACP Scheme has to be regularized with reference to the clarification issued vide BSNL C.O. letter No. 13-2/2011-TE dated 06.1.2011 and difference of pay has to be recovered?

Clarifications issued: No. As per Para 5.2 of NEPP Order dated 23.03.2010, 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.

Points raised: 2. Due to the orders issued by CAT/High Court, some Telecom Mechanics were granted OTBP/BCR pay scales on completion of 16/26 years of service, after counting RM and TM service together. Subsequently, the Hon'ble Supreme Court has granted stay on the said orders and as a result, those who already got the benefit are allowed to continue with the benefit and those not yet got the benefit are not given any further favourable orders by the Courts. Some officials got OTBP pay scale in TM cadre by counting RM and TM service together before 1.10.2000, making them eligible for first upgradation under NEPP on 1.10.2004 and some got the same OTBP pay scale after 1.10.2000, making them eligible for second upgradation under NEPP after seven years of getting the OTBP scale. How the cases of these Telecom Mechanics of both the categories is to be settled?

Clarifications issued: Since the matter is sub-judice, the cases of these Telecom Mechanics of both the categories may be kept pending. These cases may be settled after outcome of the cases pending in various courts of law.

Points raised: 3. Some officials, appointed as Telecom Mechanics before 1.10.2000, were promoted as TTA in the year 2008. Whether these officials may be granted first upgradation in the scale of Telecom Mechanic from or 1.10.2004?

Clarifications issued: These officials may be granted first upgradation by placing them in the next immediate higher Non-Executive IDA pay scale from 1.10.2004 notionally and actual benefit w.e.f. 1.4.2008 and the post based promotion got in the TTA cadre in the year 2008 may be treated as their second financial upgradation under NEPP.

Points raised: 4. Whether the merger of some posts with another post of higher

pay scales involving upgradation in the pay scales is to be treated as first upgradation under NEPP?

Clarifications issued: Yes. As per the instructions contained in Para 6.4 of NEPP Order dated 23.03.2010, any upgradation in the pay scale due to any reason is to be treated as the first upgradation under NEPP.

Points raised: 5. Whether the financial upgradation of Motor Drivers is to be done at Circle level or at SSA level.

Clarifications issued: As Motor Driver is a Circle Cadre, the financial upgradation under NEPP is to be done at Circle level.

Points raised: 6. Some officials, who are in receipt of 3 or 4 average/satisfactory entries in their ACRs, are being deprived of upgradation under NEPP. Whether these officials can be given opportunity to represent for upgrading their grading during conduct of prescribed Screening Committee for granting financial upgradation under NEPP ?

Clarifications issued: It has already been clarified vide BSNL C.O. letter No. 27-7/2008-TE dated 20-9-2010 that the instructions/guidelines issued by DOP&T vide their O.M. No. 21011/1/2010 -Estt.A dated 13-4-2010 may be followed while implementing NEPP and granting financial upgradation through prescribed Screening Committee.

Points raised: 7. Whether the ACRs of the non-executives are to be considered for the previous five years from the due date of promotion or from the date of DPC/Screening Committee in the cases where in financial upgradations were to be considered from the back date ?

Clarifications issued: As per Para 4.2 of NEPP Order dated 23.3.2010, the ACRs of the non-executives are to be considered for the previous five years from the due date of financial upgradation under NEPP.

Points raised: 8. Some officials who had initially given option as per Option-I and Option-II now wants to change their options in view of the clarifications issued subsequently. Whether these officials may be allowed to change their option.

Clarifications issued: These officials may be allowed to change their initial options as a onetime measure within 30 days from the issuance of this letter. Accordingly, options may be called for from the employees. However, the options exercised in pursuance to this clarification will be treated as final and cannot be changed under any circumstance. No further extension to furnish option except above may be allowed.

Points raised: 9. In the case of some officials due to court orders, the date of BCR Gr. III promotion was preponed to the year 2002 on par with their immediate juniors and they were placed in the PRC pay scale of NE-9. Thereafter, on completion of 26 years of service in the year 2005, they were placed in the higher RC pay scale of NE- 10. In this case, which date is to be taken as first financial upgradation under NEPP ?

Clarifications issued: In this case, since the pay upgradation of the officials happened prior to 1.10.2004, the date of preponment of BCR Gr. III promotion i.e. 2002 is to be treated as the first financial upgradation under NEPP. Thereafter, since the placement of the officials in the higher pay scale of RC happened after 1.10.2000, the date of actual completion of 26 years of service i.e. 2005 is to be treated as the second financial upgradation under NEPP.

Points raised: 10. In the case of some officials due to court orders, the date of BCR Gr. III promotion was Preponed prior to 1.10.2000 on par with their immediate juniors and they were placed in the PRG Pay scale if NE-9. Thereafter, on completion of

26 years of service in the year 2003, they were placed in the higher RC Pay scale of NE-10. in this case, which date is to be taken as first financial upgradation under NEPP ?

Clarifications issued: In this case, the placement of the officials in the higher pay scale of the Restructured Cadre on actual completion of 26 years of service i.e. 2003 is to be treated as the first financial upgradation under NEPP, if they opt for treating the pay scale upgradation granted to them in the year 2003, as their first financial upgradation under NEPP, as per the provisions of Para 6.4 of NEPP Order dated 23.3.2010.

Points raised: 11. A TOA (G) drawing NE-6 Pay scale as on 1.10.2000 got the first promotion after 1.10.2004 in NE-7 on completion of restructuring training. Whether the official is eligible for first upgradation under NEPP in NE-7 on 1.10.2004, if he opt for foregoing his first promotion?

Clarifications issued: Yes. As per the instructions contained in Para 6.4 of NEPP Order dated 23.3.2010, the official may opt for first upgradation under NEPP by foregoing the promotion availed under the erstwhile OTBP/BCR/ Gr. IV/ACP Schemes etc. or by way of conversion/restructuring/ pay scale upgradation etc.

Points raised: 12. Whether the minutes of earlier DPC which had assessed the ACRs for the preceding five years are to be assessed or the ACRs or the period 1999-2004 are to assessed for the first upgradation due on 1.10.2004 under NEPP?

Clarifications issued: For the first financial upgradation due on 1.10.2004 under NEPP, the ACRs for the period 1999-2000 to 2003-2004 are to be assessed for the first upgradation due on 1.10.2004 under NBPP.

Points raised: 13. As per the clarification issued vide point no. 3 of letter dated

20.8.2010, minutes of DPC held during the earlier promotion may be placed on record and considered by the prescribed Screening Committee for the purpose of granting first upgradation under NEPP. However, the grading criteria as per Para 4.3 of NEPP Order dated 23.03.2010 was not existing in the erstwhile promotion policies. In this case, whether earlier DPC held without observing grading criteria can be treated as valid for first upgradation under NEPP?

Clarifications issued: The minutes of DPC held during the earlier promotion is required to be placed before the prescribed Screening Committee in order to give treatment of the said promotion under NEPP and not to review the grading criteria as per Para 4.3 of NEPP Order dated 23.3.2010. Accordingly, minutes of earlier DPC held without observing grading criteria, as specified in Para 4.3 of NEPP Order, may be considered by the Screening Committee for granting first or subsequent financial upgradations under NEPP.

Points raised: 14. Some officials drawing non-executive IDA scales as on 1.10.2000 and had not got any cost based promotion/ upgradation etc. under their erstwhile promotion policies between 1.10.2000 to 1.10.2004 and subsequently regularly promoted in Executive Cadre i.e. JTO /JAO / Assistant Manager/ P.A. between 1.10.2004 to 23.03.2010. Whether these officials are also eligible for being granted first financial upgradation on 01 / 10/2004 under NEPP ?

Clarifications issued: The DOT recruited non-executive officials, who had not got any post based promotion/upgradation etc. between 1.10.2000 and 23.3.2010 are eligible for being granted first financial upgradation on 1.10.2004 under NEPP, if these officials opt for NEPP as per Option Form-I of NEPP Order dated 23.03.2010.

Points raised: 15. Some non-executive officials drawing non-executive IDA scales as on 1.10.2000 and had not got any post based promotion/upgradation etc. under their erstwhile promotion policies between 1.10.2000 to 23.03.2010 and subsequently regularly promoted in Executive Cadre i.e. JTO/JAO/ Assistant Manager/ P.A. after 23.03.2010. Whether these officials are also eligible for being granted first financial upgradation on 1.10.2004 under NEPP ?

Clarifications issued: The DOT recruited non-executive officials, who had not got any post based promotion/upgradation etc. between 1.10.2000 and 23.3.2010 are eligible for being granted first financial upgradation on 1.10.2004 under NEPP, if these officials opt for NEPP as per Option Form-I of NEPP Order dated 23.03.2010.

Points raised: 16. Whether the above promotions are to be counted as first and second upgradation when the officer is due for upgradation under Executive Promotion Policy (EPP) ?

Clarifications issued: The promotion granted on 1.10.2004 is to be treated as first financial upgradation under NEPP and after regular promotion of the officials to the Executive cadre, the officials will be covered under NEPP and not NEPP.

Points raised: 17. Some non-executive officials had not got any regular promotion/ upgradation etc. under their erstwhile promotion policies between 1.10.2000 to 1.10.2004 and subsequently promoted regularly to the higher non-executive post under post based promotion as per the provisions of RRs between 1.10.2004 to 23.03.2010. Whether these officials are eligible for first financial upgradation on 1.10.2004 under NEPP?

Clarifications issued: The DOT recruited non-executive officials, who had not got any post based promotion/upgradation

etc. between 1.10.2000 and 1.10.2004 are eligible for being granted first financial upgradation on 1.10.2004 under NEPP, if these officials opt for NEPP as per Option Form-I of NEPP Order dated 23.3.2010. However, the post based promotion got by them is to be treated as second financial upgradation under NEPP.

Points raised: 18. Some non-executive officials had not got any Promotion/upgradation etc. under their erstwhile Promotion Policies between 1.10.2000 to 23.3.2010 and subsequently promoted regularly to the higher non-executive Post under Post based promotion as per the provisions of RRs after 23.03.2010. Whether these officials are eligible for first financial upgradation on 1.10.2004 under NEPP?

Clarifications issued: The DoT recruited non-executive officials, who had not got any post based promotion/upgradation etc. between 1.10.2000 and 23.3.2010 are eligible for being granted first financial upgradation on 1.10.2004 under NEPP, if these officials opt for NEPP as per Option Form-I of NEPP Order dated 23.03.2010. However, the post based promotion got by them is to be treated as second financial upgradation under NEPP.

Points raised:19. Some non-executive employees are working in the executive posts viz. JTO/JAO/ADOL/ Assistant Manager/PA on adhoc/ local officiating basis. How the cases of these officials would be treated, if these officials opt for NEPP?

Clarifications issued: NEPP is applicable to all regular non-executives who are in the substantive non-executive post. Hence, in case of local officiating, the pay would have been fixed as per existing FR SR. However, on their reversion to their substantive non-executive post, the residency period in the officiating post will be counted, treating the

same to have been spent in their substantive Post and the upgradations will be granted as per the provisions of NEPP.

Points raised: 20. Some Motor Drivers have been promoted to the next higher grade on the basis of Post based promotion after 1.10.2004 and before 23.3.2010. As they are promoted to the higher Post after 1.10.2004, whether they are eligible for first upgradation under NEPP ?

Clarifications issued: These Motor Drivers are eligible for being granted first financial upgradation on 1.10.2004 under NEPP, if they give Option -II under Para 6.4 of NEPP Order dated 23.03.2010, opting for first financial upgradation as per NEPP. However, the post based promotion got by them is to be treated as second financial upgradation under NEPP.

Points raised:21. If not, how their case will be regulated under NEPP?

22. Regular Mazdoors in NE-I Pay scale promoted as Telephone Mechanic in NE-6 Pay scale after 1.10.2004. In this case, whether first upgradation to NE-2 is to be granted on 1.10.2004 or the date of Promotion as Telephone Mechanic is to be treated as first upgradation?

23. What would be the date of second upgradation in this case?

Clarifications issued: These Regular Mazdoors are eligible for being granted first financial upgradation on 1.10.2004 under NEPP, if they give Option -II under Para 6.4 of NEPP Order dated 23.3.2010, -opting for first financial upgradation as per NEPP. However, the post based promotion as Telephone Mechanic got by them after 1.10.2004 is to be treated as second financial upgradation under NEPP.

Formation of Works committees at SSA level and their satisfactory

functioning -regarding

No. BSNL/39-11/SR/2007 dtd. 26 Sept. 2011 to All CGMs, BSNL

Reference this office letter of even number dated 9th October, 2007 regarding formation of Works Committees at SSA level and subsequent instructions issued from time to time in this regard.

2. After conduction of 5th membership verification exercise, it is presumed that Works Committees have already been formed in all the SSAs in accordance with the existing instructions and are totally functional. In the present scenario when all our efforts are being made to improve our services and expand the customer base, these Committees can play a significant role in this regard.

3. The Circle Heads are requested to confirm formation of Works Committee in accord-

ance with the extant instructions and their optimal utilisation in the interest of service. ■

Corrigendum

BSNL No. BSNL /9-11/SR/2010 Dated, the 29th September, 2011

In partial modification of this office reference no. BSNL/9-11/SR/2010 dated 29th August, 2011 relating to Record of discussions of the meeting held on 7th July, 2011 with the office bearers of NFTE BSNL in pursuance of the directives given by the Deputy Chief Labour Commissioner (C), New Delhi, the words "Temporary status conferred mazdoors on or before 30.9.2000 and regularized on 1.10.2000" under heading 'Pension' and "Gratuity" of Para 2.4 may be read as "Temporary status conferred mazdoors on or before 30.9.2000 and regularized on or after 1.10.2000". ■

Letters to Administration

Items of Conciliation Proceeding

No.TF-36/6 Dated : 30.09.2011 to Chairman cum – Managing Director BSNL and Copy to Dy. CLC (D), New Delhi

Kindly refer to letter No. BSNL/9-11/SR/2011 dated 29.08.2011 regarding settlement of items pending with Dy. CLC. The items have not been settled as yet despite the meeting of 7th July. We are mentioning the details of items as below.

1. Rules for recognition of non-executive union in BSNL : It is not correct to say that there has been no consensus amongst the unions in the meeting of 16.10.2010. There were only two unions which opposed and majority of unions were in favour of framing of new rules for recognition. The code of discipline is for central TUS and it is not a rule of recognition for nonaffiliated union. More over, the management is following discriminatory policy as it has framed rules for

recognition of executive union and not for non-executive staff.

The NFTE BSNL has not given any undertaking for accepting the code of discipline as such it should be recognised to represent the staff grievances. If the matter is sub-judice why BSNL EU has been recognised. The NFTE be recognised in the same analogy.

2. Upgradation of Sr To As

2.2 The minutes are avading and confusing. The union demand is simple and precise that BSNL Board's decision, based on GOM recommendations be implemented. The GOM's recommendations cannot be ignored and by passed.

2.3 Relaxation of service for 7 years to 5 years for promotion to JTO Cadre.

The circle office Kerala is not taking suitable steps for disposal of review petition. Due to this the departmental examination is not being held. Contd. on next page

Why we lost Bonus (or) Incentive?

For Consecutive two years our employees were denied bonus/incentive for no fault of them. Although revenue has increased due to the huge expenditure the company could not record profit. No body will disagree that due to the hard and efficient work of the employees/executives only the revenue was generated. But due to the mismanagement of finance 'loss' to the company was created by the top management. Hence the employees/executives were in no way responsible for the financial mismanagement of the company. However they had to bear the loss for the omissions and commission of the top management.

The government employees whether they are central (or) state get bonus despite loss and ensured a minimum bonus of 8.33% and exgratia amount over and above that when loss making postal department and printing press employees were granted bonus there is no justification for denying the minimum bonus to BSNL employees who have marginally increased the revenue. Due to the faulty formula accepted by the minority union now the employees are suffering without bonus. *Those who "Cried" for linking the productivity for bonus by NFTE's leadership now shamelessly agreed silently an atrocious formula linking bonus/incentive with profit. Only due to this mistake we lost bonus (incentive) last year and this year too.* The responsibility for this solely rest on the shoulders of BSNLEU. But to deflect the criticism on this count some leaders of BSNLEU started blaming the NFTE for agreeing for the formation of BSNL converting the DTS/ DTO government departments. This is not only wrong but also misleading argument. If bonus has lost only due to the formation of BSNL then how we got bonus from 2000 to 2009 continuously?

Few years ago when our employees received Rs. 10,000 as bonus the same people promptly took credit for the increase in the quantum of bonus amount although the amount of bonus was increased only on account of huge profit to the company. At that time they did not advance the argument that only due to the formation of BSNL we could get higher amount of bonus. This double talk and false propaganda by the minority union is not new. It is their old and time tested method of operation. They will take full credit for all good things that are happening in BSNL and blame others including NFTE whenever there is something bad (or) wrong in BSNL. Lastly we would like to question the leadership of the 'minority' but recognised union who forced them to name their newly formed union as BSNL employees union if they really opposed the formation of BSNL? What are all the agitations they conducted to stop the formation of BSNL? Simply blaming corporation for every wrong thing is pure escapism and nothing but irresponsibility.

C.K. Mathivanan, Dy. G. Secretary

Contd. from pre. page

2.4 Pension to regularised employees - Neither the minutes of meeting have been rectified nor the para 5 of the wage agreement date 7/5/2010 has been modified.

The issue is still unsettled.

2.5 Regularisation of casual Laboures: There is no bar in the Supreme Court judgment for regularization of TSMs and left out casual Laboures who have put in more than 10 years of service.

2.6 Upgradation of qualified RMS to the cadre of TM : The demand has not been considered in real perspective. The item be studied and action taken.

Therefore, we request you to hold another meeting for settlement of the issues.■

वीआरएस क्यों नहीं?

दिनांक 27 सितम्बर की औपचारिक बैठक में एनएफटीई बीएसएनएल ने प्रबंधन के वीआरएस प्रस्ताव का दो टूक शब्दों में अस्वीकार किया है। संघ ने प्रस्ताव का विरोध केवल विरोध दर्ज कराने हेतु हेतु नहीं किया है। प्रस्ताव का विरोध करने के पीछे कारण है जिनको नकारा नहीं जा सकता है। इसमें सत्यता है कि वीआरएस के कार्यान्वयन के दूरगामी परिणाम होंगे।

कर्मचारियों में उत्सुकता है कि आखिर संघ प्रस्ताव का विरोध क्यों कर रहा है। वीआरएस कर्मचारियों की छंटनी का केवल एक प्रक्रिया है। यह छंटनी प्रलोभन देकर किया जाता है। छंटनी से उत्पन्न रिक्तियों की पूर्ति कभी नहीं होगी। छंटनी से सेवा अस्त व्यस्त होगी जिस पर चिंतन आवश्यक है। वीआरएस के कारण कर्मचारियों की संख्या में भारी कमी होगी तथा शेष कर्मचारियों पर कार्यभार की वृद्धि होगी। कर्मचारियों के ट्रांसफर होंगे। ट्रांसफर में कर्मचारियों को कष्टों का सामना करना पड़ेगा। इसके अतिरिक्त निपुण कर्मचारियों का पलायन होगा जिसका सेवा पर बुरा प्रभाव पड़ेगा।

वीआरएस का कम्पेनसेशन देने हेतु धन कहां से आएगा। सरकार धन नहीं देगी। वित्त मंत्री संचार मंत्री को पत्र लिखकर पूर्व में ही सूचित कर चुके हैं कि बीएसएनएल को आर्थिक सहायता देना संभव नहीं है। वीआरएस के पश्चात् पूंजी विनिवेश तथा तत्पश्चात् निजीकरण का मार्ग भी प्रशस्त होगा।

वीआरएस के विकल्पियों को कंपनी निश्चित माह से वेतन भुगतान नहीं करेगी। कम्पेनसेशन धनराशि प्राप्ति के पश्चात् ही विकल्पियों को भुगतान होगा। एमटीएनएल में ऐसा हो चुका है। छः माह तक कम्पेनसेशन धनराशि का भुगतान नहीं किया गया था। हमें ध्यान में रखना होगा कि आखिर इतनी धनराशि कब तथा कहां से प्राप्त होगी? कर्मचारियों को कितने समय तक प्रतीक्षा करनी होगी? किसी को पता नहीं है।

निगमीकरण के समय सरकार ने कर्मचारियों की नौकरी की सुरक्षा, बीएसएनएल की आर्थिक जीवनक्षमता तथा पेंशन की गारंटी दी थी। पेंशन नियम 37ए संविधान के आर्टिकल 309 के अनुसार बना है। इसका कानूनी अस्तित्व है। वीआरएस का प्रस्ताव उपर्युक्त नियम का खुला उल्लंघन है। आखिर संघ प्रबंधन के गैरकानूनी प्रस्ताव को कैसे स्वीकार कर सकता है?

अतः एनएनटीई का वीआरएस विरोध दिखावे के लिए नहीं है। विरोध दलीलों तथा तर्कों पर आधारित है। जिम्मेदार संघ सिद्धांतः वीआरएस को स्वीकार नहीं कर सकता है। विशेषकर जिसके साथ सरकार ने नौकरी गारंटी का लिखित समझौता किया हो।

एनएफटीई/बीएसएनएल की 17-4-2011 से 30-9-2011 तक की कार्यों की संक्षिप्त विवरणी

प्रिय साथियों,

भोपाल में सम्पन्न राष्ट्रीय कार्यकारिणी बैठक के उपरांत के कार्यों का संक्षिप्त ब्यौरा प्रस्तुत है। पिछली बैठक 15/16 अप्रैल, 2011 को हुई थी।

1. पृष्ठभूमि

यह दुखद है कि जनता विशेषकर श्रमिक वर्ग के लोगों के कष्टों में वृद्धि हुई है। आवश्यक सामग्रियों की कीमत में निरंतर वृद्धि हो रही है। पेट्रोलियम पदार्थों के मूल्यों में वृद्धि जारी है। सरकारी उपक्रमों पर हमला प्रारंभ है। पूंजी विनिवेश तथा वीआरएस द्वारा कर्मचारियों की छंटनी प्रस्तावित है। इनके कारण लगभग सभी सेंट्रल ट्रेड यूनियन्स बीएमएस, इंटक, एआईटीयूसी, एचएमएस, सीआईटीयू आदि एकत्रित होकर 8 नवंबर को "जेल भरो" आंदोलन का निर्णय लिया है। उपर्युक्त निर्णय 7.9.2011 के सम्मेलन में लिया गया जिसमें एनएफटीई ने भी भाग लिया था।

बीएसएनएल की वर्तमान वित्तीय दशा खस्ता है। यह रूपया 6,000/- करोड़ से भी अधिक हानि में है। उपक्रम खतरों से घिरा हुआ है। सरकार ने लगभग संपूर्ण रियायतें वापस कर ली हैं। यहां तक कि सामाजिक जिम्दारियों के निर्वाह के कारण उत्पन्न हानि की भी भरपाई नहीं हो रही है।

बीएसएनएल में सीएमडी, निदेशक आदि के पद काफी समय से रिक्त थे। इस संबंध में संघ ने सरकार को प्रतिवेदन भेजे थे क्योंकि उचित प्रबंधन के अभाव में कंपनी ठीक से नहीं चल रही थी।

2. जे ए सी

बीएसएनएल वर्कर्स एलायंस संघों की बैठक 24/25 मार्च, 2011 को तिरुपति में हुई थी। संघों ने जेएसी के प्रोग्रामों में भाग नहीं लेने का निर्णय लिया था क्योंकि जेएसी का संयोजक संघों की एकता को नहीं स्थापित करना चाहता तथा उसका मुख्य उद्देश्य संघों के टूटे घड़ों को बड़ावा देना है। जेएसी का माध्यम से बीएसएनएलईयू अपना विकास विस्तार चाहता है। संघ की भोपाल राष्ट्रीय कार्यकारिणी बैठक ने भी प्रोग्राम में भाग नहीं लेने का निर्णय लिया। परंतु निर्णय यह भी था कि वीआरएस/ सीआरएस, पूंजी विनिवेश तथा बीएसएनएल की सुरक्षा से संबंधित संघर्षों में संघ भाग लेगा। बी एस एन एल इस समय हानि में है तथा प्रबंधन ने वीआरएस का प्रस्ताव किया है। इस मुद्दे पर बैठक को गहन तथा गंभीर चर्चा करके निर्णय लेना होगा जिसे सेंट्रल हेडक्वार्टर कार्यान्वित करेगा। बीएसएनएल वर्कर्स एलायंस के संघों से भी विचार करना आवश्यक होगा।

यह आश्चर्य की बात है कि प्रबंधन सेवाओं के विस्तार के लिए सामग्रियों तथा उपकरणों की पूर्ति में असफल रहा है। इसके बावजूद इसने वीआरएस का प्रस्ताव रखा है। एनएफटीई ने कंपनी की वित्तीय दशा को सुधारने हेतु अनेकों सुझाव दिए हैं।

3. बीएसएनएल वर्कर्स एलायंस

प्रोग्राम

बीएसएनएल वर्कर्स एलायंस की तिरुपति बैठक के

निर्णयानुसार सभी स्तरों पर वीआरएस/सीआरएस नहीं, आउटसोर्सिंग की बंदी, सामग्रियों का प्रबंध, ट्रेड यूनियन सुविधाओं की मांगों के संबंध में 21 जुलाई को धरना तथा प्रदर्शन आयोजित किया गया। मान्यता के मुद्दे को उच्चतम स्तर पर उठाया गया है। परंतु परिणाम की प्रतीक्षा है। प्रबंधन न्यायालयों में लंबित वादों की दलील प्रस्तुत करता है।

4. कोड आफ डिस्सिपलिन में परिवर्तन

सेंट्रल हेडक्वार्टर कोड ऑफ डिस्सिपलिन में परिवर्तन हेतु प्रयासरत है। बीएसएनएल को मान्यता के अपने नियम बनाना चाहिए जिससे कि एक से अधिक संघों को मान्यता मिल सके। संघ ने चेन्नई हाईकोर्ट में याचिका दाखिल की है जिसकी सुनवाई अभी तक नहीं हुई है। एक याचिका अर्नाकुलम हाईकोर्ट में है जिसमें एनएफटीई एक रिस्पॉडेंट है।

आज बीएसएनएल संकट में है। संकट में संघों की एकता आवश्यक है। यह प्रसन्नता की बात है कि बीएसएनएलईयू ने भी परिस्थितियों को समझ लिया है। अपनी जयपुर राष्ट्रीय कार्यकारिणी बैठक में निगोशिएटिंग मशीनरी में समानुपातिक प्रतिनिधित्व तथा मान्यता के नवीन नियम बनाने के पक्ष में निर्णय लिया है परंतु अभी तक उपर्युक्त संदर्भ में बी एस एन एल ई यू ने प्रबंधन को कोई पत्र नहीं भेजा है।

5. सम्मेलन

अनेक सर्किल/एसएसएज स्तर के संघों ने अभी भी अपने सम्मेलन/चुनाव संघ के संविधान के प्रावधानों के अनुसार नहीं किया है। सम्मेलन तथा चुनाव का होना आवश्यक है।

6. पत्रिकाएं

पोस्टल कन्सेशन की बंदी के पश्चात् भी "टेलीकाम" एवं "टेलीलेबर" पत्रिकाएं प्रकाशित हो रही हैं। संपादक/प्रिंटर/पब्लिशर में परिवर्तन हेतु प्रयास जारी है।

7. प्रबंधन से औपचारिक बैठक

दिनांक 27 सितम्बर को प्रबंधन से महत्वपूर्ण मुद्दों पर संघ के प्रतिनिधियों से बैठक हुई। एनएफटीई ने जोरदार ढंग से छुट्टी नगदीकरण, एलटीसी तथा बिना वाउचर

चिकित्सा सुविधा पर बंदी आदेश पर रोष व्यक्त किया। प्रबंधन को बताया गया कि निर्णय का गलत प्रभाव होगा। प्रबंधन औद्योगिक संस्कृति के विरुद्ध कार्य कर रहा है। प्रबंधन के वीआरएस प्रस्ताव को भी चर्चा के उपरांत अस्वीकार किया गया। उन्हें स्पष्ट रूप से बताया गया कि यह निगमीकरण के समय के सरकार के वादों के विरुद्ध है।

8. ट्रांसफर्स

पांचवे वरीफिकेशन के पश्चात् संघ के प्रतिवेदन पर कार्पोरेट कार्यालयों में ट्रांसफर पर रोक के आदेश जारी किए। इस पर भी कुछ स्थानों पर ट्रांसफर्स हुए हैं। इस दिशा में सेंट्रल हेडक्वार्टर का अथक प्रयास रहा है कि त्रुटिपूर्ण आदेश निरस्त हो।

9. भोपाल कार्यकारिणी बैठक

भोपाल कार्यकारिणी की बैठक के पश्चात् हेडक्वार्टर ने भूतपूर्व सेक्रेटरी जनरल, साथी एन टी सजवानी को पत्रिकाओं के संपादक, प्रिंटर/पब्लिशर आदि मुद्दों पर पत्र लिखा। परंतु उनका उत्तर सकारात्मक नहीं रहा है। लैपटाप की वापसी नहीं हुई है। हेडक्वार्टर ने उन्हें एक पत्र संख्या टीएफ-1/2 (एआईसी) दिनांक 30.9.2011 को पुनः भेजा है। इसमें अनेक मुद्दे हैं। पत्र को कार्यकारिणी के समक्ष आवश्यक कार्यवाही के लिए प्रस्तुत किया जाएगा।

10. उपसंहार

हमारे समक्ष चुनौतियां तथा संकट दोनों हैं। परिवर्तित परिस्थितियों के प्रति आंख बंद करना अथवा उदासीन रवैया अपनाना उचित नहीं होगा। प्रत्येक दशा में कर्मचारियों की सुरक्षा करना है। हम पुनः दोहराते हैं कि **एनएफटीई संयुक्त संघर्ष तथा संघों की एकता स्थापित करने के विरुद्ध नहीं है। परंतु संघ की प्रतिष्ठा तथा इसमें निष्ठा रखने वाले कर्मचारियों के सम्मान की कुर्बानी संभव नहीं है। कर्मचारियों तथा कंपनी के हितों की रक्षा में एनएफटीई अग्रणी भूमिका का निर्वाह करेगी।**

एनएफटीई बीएसएनएल जिंदाबाद

एनएफटीई बीएसएनएल जिंदाबाद

कोयम्बटूर

15.10.2011

आपका सदैव

(चन्देश्वर सिंह)

महामंत्री

एनएफटीई बीएसएनएल सेक्रेटरिएट की तरफ से

प्रबंधन से पत्र

एनईपीपी के स्प्टीकरण आदेश

बीएसएनएल 13-2/2010 टीई दिनांक 28.9.2011

सभी मुख्य महाप्रबंधकों को

बिंदु: क्या स्टेनोग्राफर का प्रथम तथा द्वितीय एसीपी को 13-2/2011-टीई दिनांक 6.1.2011 के संदर्भ में नियमित करके वेतन अंतर की कटौती करना है।

स्प्टीकरण आदेश: नहीं। दिनांक 23.3.2010 के पूर्व के मामलों को नहीं खोलना है जब तक कि कर्मचारी स्वयं निवेदन नहीं करता है।

बिंदु: 2. कैट/ हाईकोर्ट के आदेशानुसार कुछ टीएमएस को आरएम की सेवाकाल जोड़कर ओटीबीपी /बीसीआर दिया गया है। सुप्रीम कोर्ट ने इस पर रोक लगा दी है। इस प्रकार ओटीबीपी/बीसीआर लाभान्वित यथावत स्थिति में है। कुछ को इस प्रकार का लाभ कोर्ट ने नहीं दिया है ऐसे मामलों का निपटारा कैसे हो।

स्प्टीकरण आदेश: मामला अदालत में है। अतः दोनों प्रकार के मामलों को लम्बित रखा जाय।

बिंदु: 3. कुछ टेलीकाम मैकेनिक्स 1.10.2000 से पूर्व नियुक्त हुए थे। इन्हें 2008 में टीटीए वर्ग में प्रोन्नति मिली है। क्या ऐसे कर्मचारियों को 1.10.2004 से टेलीकाम वर्ग का प्रथम अपग्रेडेशन दिया जाय।

स्प्टीकरण आदेश: ऐसे कर्मचारियों को 1.10.2004 से प्रथम अपग्रेडेशन नोशनल (काल्पनिक) अपग्रेडेशन दिया जाय तथा टीटीए वर्ग में पद आधारित 2008 की प्रोन्नति को द्वितीय अपग्रेडेशन माना जाय।

बिंदु: 4. क्या कुछ पदों का उच्च वेतनमान के पद से मर्जर करने से उत्पन्न अपग्रेडेशन को प्रथम अपग्रेडेशन माना जाय।

स्पष्टीकरण आदेश: हां। किसी भी कारण से अपग्रेडेशन को प्रथम अपग्रेडेशन माना जाय।

बिंदु: 5. मोटर ड्राइवर्स का अपग्रेडेशन सर्किल अथवा एसएस स्तर पर होगा।

स्पष्टीकरण आदेश: मोटर ड्राइवर्स सर्किल कैंडर है। अतः अपग्रेडेशन सर्किल स्तर पर होगा।

बिंदु: 6. चरित्र पंजिका में कुछ कर्मचारियों को औसत/संतोषजनक प्रविष्टि मिली है। क्या उन्हें अपग्रेडेशन के समय प्रतिवेदन देने का अवसर दिया जाय।

स्पष्टीकरण आदेश: इस संदर्भ में पत्र संख्या 27-7/2008-टीई दिनांक 20.9.2010 द्वारा स्पष्ट किया गया है कि डीओपी एंड टी के ओएम 21011/1/2010-इस्ट ए दिनांक 13.4.2010 का पालन किया जाय।

बिंदु: 7. क्या एनईपीपी में अपग्रेडेशन हेतु चरित्र पंजिका की पांच वर्षों की प्रविष्टियों को डीपीसी स्क्रीनिंग कमेटी ध्यान दे। कुछ कर्मचारी जिन्होंने प्रारंभ में विकल्प I तथा विकल्प II का विकल्प दिया था। वे अब परिवर्तन चाहते हैं। क्या उन्हें परिवर्तन का अवसर दिया जाय।

स्पष्टीकरण आदेश: पात्र तिथि से पिछले पांच वर्ष की प्रविष्टियों को ध्यान में रखा जाय। ऐसे कर्मचारियों को प्रारंभ का विकल्प परिवर्तित करने का अवसर दिया जाय। यह 28 सितम्बर से एक माह के भीतर होना चाहिए।

बिंदु: 9. कुछ कर्मचारियों का बीसीआर ग्रेड III प्रीपोन (पूर्व में लाकर) कनिष्ठ के समकक्ष करने हेतु 2002 में आदेश किया गया था। तत्पश्चात 26 वर्ष होने के पश्चात पुनर्गठित उच्च पुनर्गठित वेतनमान में 2005 में किया गया। उनका एनईपीपी में प्रथम अपग्रेडेशन कौन सा माना जाय।

स्पष्टीकरण आदेश: वर्ष 2002 का प्रथम अपग्रेडेशन तथा 2005 का द्वितीय अपग्रेडेशन होगा।

बिंदु: 10. कुछ कर्मचारी कोर्ट के आदेशानुसार कनिष्ठ के समकक्ष लाने हेतु 1.10.2000 से पूर्व ही बीसीआर

प्राप्त कर लिया तथा 26 वर्ष की सेवा होने पर 2003 में उच्च पुनर्गठित वेतनमान प्राप्त कर लिया। ऐसी दशा में प्रथम अपग्रेडेशन कौन सा होगा।

स्पष्टीकरण आदेश: कर्मचारी के विकल्प देने पर वर्ष 2003 के अपग्रेडेशन को प्रथम अपग्रेडेशन माना जाए।

बिंदु: 11. एक टीओए (जी) जो कि 1.10.2000 से एनई-6 वेतनमान में था तथा उसे पुनर्गठित वर्ग का प्रथम प्रमोशन 1.10.2004 के पश्चात् मिलता है तो क्या उसे 1.10.2004 से एनई-7 का प्रथम अपग्रेडेशन मिलेगा। यदि वह प्रथम प्रमोशन को वापस करता है।

स्पष्टीकरण आदेश: हां। पूर्व के ओटीबीपी/बीसीआर/ ग्रेड फोर/ एसीपी अथवा कन्वर्सन/ पुनर्गठन अपग्रेडेशन को वापस करके एनईपीपी का प्रथम अपग्रेडेशन ले सकता है।

बिंदु: 12. क्या पांच वर्ष के पूर्व की डीपीसी के मिनट्स का अवलोकन किया जाय अथवा प्रथम अपग्रेडेशन 1.10.2004 के लिए 1999-2004 के सीआर को देखा जाय।

स्पष्टीकरण आदेश: प्रथम अपग्रेडेशन 1.10.2004 के लिए 1999-2004 के सीआरएस को देखा जाय।

बिंदु: 13. दिनांक 20.8.2010 के पत्र में अंकित संख्या 3 के स्पष्टीकरण के अनुसार पूर्व में दिए गए प्रमोशन के मिनट्स को प्रथम अपग्रेडेशन के लिए स्क्रीनिंग कमेटी के समक्ष रखा जाय। परंतु पूर्व की प्रोन्नतियों में ग्रेडिंग की व्यवस्था नहीं थी। ऐसी दशा में क्या पूर्व की डीपीसी को उचित माना जाय।

स्पष्टीकरण आदेश: पूर्व की डीपीसी जिसमें ग्रेडिंग की व्यवस्था नहीं थी उचित माना जाय।

बिंदु: 14. कुछ कर्मचारी ऐसे हैं जिन्हें 1.10.2000 से 1.10.2004 तक कोई पद के साथ प्रोन्नति/अपग्रेडेशन नहीं मिला है तथा वे बाद में एकजीक्युटिव वर्ग जेएओ/जेटीओ आदि में प्रोन्नत हो गए हैं। क्या उन्हें 1.10.2004 से एनईपीपी का अपग्रेडेशन

मिल सकता है।

स्पष्टीकरण आदेश: विकल्प फार्म I के अनुसार यदि विकल्प देते हैं तो उन्हें प्रथम अपग्रेडेशन 1.10.2004 से मिल सकता है।

बिंदु: 15. कुछ कर्मचारी जिन्हें 1.10.2000 से 23.3.2010 तक कोई पद सहित प्रमोशन/ अपग्रेडेशन नहीं मिला है तथा बाद में जेटीओ/जेएओ आदि में 23.3.2010 के पश्चात् प्रोन्नत हो जाते हैं तो उनकी एनईपीपी की पात्रता होगी।

स्पष्टीकरण आदेश: आप्शन फार्म I के अनुसार एनईपीपी का विकल्प देने पर प्रथम अपग्रेडेशन 1.10.2004 से उनकी पात्रता होगी।

बिंदु: 16. क्या उपर्युक्त प्रोन्नतियां प्रथम तथा द्वितीय माना जाय जब वह एनईपीपी (एकजीक्युटिव प्रमोशन पॉलिसी) का पात्र हो।

स्पष्टीकरण आदेश: प्रथम अपग्रेडेशन 1.10.2004 से तथा तत्पश्चात् वह ईपीपी की परिधि में आएगा।

बिंदु: 17. कुछ कर्मचारी जिन्हें पूर्व की प्रोन्नत नीतियों के अनुसार 1.10.2000 से 1.10.2004 तक कोई प्रमोशन नहीं मिला तथा तत्पश्चात् भर्ती नियमों के अनुसार पद सहित उच्च वेतनमानों में प्रोन्नत हुए क्या उनकी प्रथम अपग्रेडेशन 1.10.2000 से पात्रता है।

स्पष्टीकरण आदेश: आप्शन फार्म I के विकल्प के अनुसार 1.10.2004 से पात्रता है परंतु पद सहित अपग्रेडेशन द्वितीय प्रमोशन माना जाएगा।

बिंदु: 18. कुछ कर्मचारियों को 1.10.2000 से 23.10.2010 तक कोई प्रोन्नति नहीं मिली। परंतु इसके पश्चात् भर्ती नियम के अनुसार पद सहित प्रोन्नति मिली। क्या इन्हें 1.10.2004 से प्रथम अपग्रेडेशन मिलेगा।

स्पष्टीकरण आदेश: आप्शन फार्म I के अनुसार विकल्प देने पर 1.10.2004 से प्रथम प्रमोशन/पद सहित प्रमोशन को द्वितीय अपग्रेडेशन माना जाएगा।

बिंदु: 19. कुछ कर्मचारी जेटीओ/जेएओ/ एडीओएल

आदि में ऑफिसिएट कर रहे हैं। उन्हें कैसे अपग्रेडेशन मिलेगा।

स्पष्टीकरण आदेश: आफिशिएटिंग समय काल की गणना होगी। सबसेंटी पोस्ट के आधार पर अपग्रेडेशन किया जाएगा।

बिंदु: 20. कुछ मोटर ड्राइवर्स पद के आधार पर 1.10.2004 के पश्चात् तथा 23.3.2010 के पूर्व प्रोन्नत हुए हैं। क्या उनकी पात्रता प्रथम अपग्रेडेशन की होगी?

स्पष्टीकरण आदेश: आप्शन फार्म II के अनुसार विकल्प देने पर 1.10.2004 से प्रथम अपग्रेडेशन की पात्रता होगी। परंतु पद सहित प्रोन्नति द्वितीय अपग्रेडेशन माना जाएगा।

बिंदु: 21. यदि नहीं तो एनईपीपी में कैसे नियमित होगा।

22. नियमित मजदूर जो कि एनई -1 में है उसे टीएम में 1.10.2004 के पश्चात् एनई -6 में प्रोन्नत किया जाता है तो क्या प्रथम अपग्रेडेशन 1.10.2004 से एनई-2 में दिया जाय अथवा टीएम में प्रोन्नति को प्रथम माना जाय।

23. द्वितीय अपग्रेडेशन की कौन सी तिथि होगी?

स्पष्टीकरण आदेश: आप्शन फार्म II के अनुसार विकल्प देने पर प्रथम अपग्रेडेशन 1.10.2004 से दिया जाय। परंतु टीएम में प्रोन्नति को द्वितीय अपग्रेडेशन माना जाएगा।

वर्कर्स कमेटी का उचित ढंग से गठन करो

बीएसएनएल पत्र संख्या बीएसएनएल/39-11/एसआर /2007 दिनांक 26.9.2011 सभी सीजीएम्स को

कृपया विषय कार्पोरेट कार्यालय के पत्र संख्या बीएसएनएल /39-11/एस आर /2007 दिनांक 9.10.2007 का संदर्भ लें। वर्तमान समय में हम सेवा सुधार तथा विस्तार में प्रयासरत हैं। वर्कर्स कमेटी इस दिशा में महत्वपूर्ण भूमिका का निर्वाह कर सकती है।

अतः सभी सीजीएम्स से अनुरोध है कि वे वर्कर्स कमेटी का नियमानुसार गठन कराएं तथा इसका अधिकतम उपयोग सुनिश्चित करें। ■