

TELE LABOUR

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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EDITORIAL

Awake, Arise and Unite to hit hard

The orders of 5th September of BSNL to freeze the facilities of Medical Allowance without voucher, encashment of leave and leave travel concession has shocked and angered the employees to a very large extent. The workers and unions particularly NFTE BSNL were never consulted before issue of the said arbitrary orders. The order has generated avoidable heat and resentment amongst staff which may further affect the performance of the company. No doubt the PSU is presently running into loss to the tune of more than Rs. 6,000/- crores. **But the loss what so ever has not come all of a sudden.**

The deep rooted corruption in PSU, non-performance and Govt's policies have contributed to place it in the present pitiable condition. The Govt., DoT, has not released the subsidy of Rs. 2000/- crores to the BSNL to ensure it to starve financially and become bankrupt. Placed in the situation the BSNLWA headed by NFTE BSNL exhorted

the employees to lodge and record protest against arbitrary orders. After all *workers cant be taken for ride*. There has been spontaneous reaction from the employees throughout the country. The TU action programme of not only 6th Sept. but of 12/13th was also successful.

It is disgusting to record the approach of administration as while they have withdrawn the facilities from staff but have closed their eyes to various benefits including of Black Berry Mobile phones extended to JAG officers and above them. The hired vehicles facility is being recklessly misused. The offices continue to function in rented buildings due to ulterior motives. Is these due to this reason that blood is thicker than water?

The corruption in BSNL is wide spread and well known. But the management has neither will nor courage to contain the erring officers and are allowed to loot the wealth of the entity. The management has not even

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Letters from Administration

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.

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

In pursuance of the directives given by the Deputy Chief Labour Commissioner (Central), New Delhi, in the conciliation meeting held on 20th April, 2011, a meeting between the office bearers of NFTE BSNL and the BSNL management representatives was held on 7th July, 2011. The following were present.

BSNL management

1. Shri N.K. Narang, PGM (SR)
2. Shri D.P. De, Sr. GM (Estt)
3. Shri Harshvardhan Singh, Addl. GM (Estt.)
4. Shri Mukesh Meena, DGM (SR)
5. Shri S.L. Manak, DGM (Estt)
6. Shri L.M. Kandpal, AGM (SR-III)
7. Shri S. Wadhwa, AGM (SR-II)

NFTE BSNL

1. Shri Chandeswar Singh GS
 2. Shri Islam Ahmed, President
 3. Shri Rajpal Secretary
 4. Shri Maneesh Samadhiya
2. After exchange of pleasantries from both the sides, discussions were held on the following issues-

2.1 Rules for recognition of non-executive unions in BSNL- The Staff side

mentioned that in the meeting held on 12-11-2008 in the presence of Dy. Chief Labour Commissioner, management side agreed to record the views of some of the unions that there is a need to frame a new Code of discipline for BSNL. In the meeting it was also recorded that the management is open to consider any change in Code of discipline in future. The new set of rules can be drafted with the consent of all the unions, thus the union is requesting for framing of new Code of Discipline so that recognition is granted to more than one union. In pursuance to the demand of the union, the management side informed that action was initiated approx six months before the conduct of fifth membership verification and a meeting was convened with all the applicant unions on 16-9-2010. In the said meeting, since no consensus emerged amongst all the unions either for change in the Code of discipline or for evolving fresh Code of discipline for BSNL, the management has no option but to have the present membership conducted in accordance with the existing Code of discipline Apart from these conciliation proceedings, the union has also taken up this issue before the Hon'ble High Court of Madras. Since the matter is sub-judice the decision of the Hon'ble Court may be awaited. ***After persuasion form the staff side, the management side agreed to further examine the issue.***

2. Upgradation of Sr. TOAs- The union demanded that the Board has approved upgradation of Sr. TOA from CDA pay scale of Rs. 4000-6000 (IDA pay scale Rs. 5700-8100) to CDA pay scale Rs. 4500-7000 (IDA pay scale of Rs. 6550-9325) in the year 2001. Since nine years have passed but the said decisions of the board has not been imple-

mented, hence the union requested for implementation of the Board decision. In response to the demand, the management side informed that BSNL Board has approved the revision of pay scale of Rs. 4000-6000 to Rs. 4500-7000 as a part of introduction of EDP scheme to Sr. TOAs in BSNL possessing qualification of Graduate from a recognized University in the year 2001. Accordingly all the Telecom Circles were requested to furnish the status of the Graduates and Undergraduates. In the meantime, an informal meeting was held on 9-10-2002 with NFTE representatives who not only wanted for implementation of EDP pay scale but also wanted that the pending issue of pay scale parity with TTA cadre should also be dealt simultaneously. This new development was beyond the scope of recommendations of GOM and decision of BSNL Board. In the 2nd National Council Meeting held on 28-5-2002 with NFTE the item of EDP was collectively discussed with TTA Promotional avenues. Secretary General, NFTE BSNL intimated the firm view on this item could be given only after taking appropriate decision on TTA-Promotional avenues. Then in the 3rd National Council Meeting held on 20-10-2003 with NFTE, this item was again discussed wherein it was decided that action on the EDP issue will be initiated only after decision on the TTA promotional avenues is taken.

With the change of representative Union in the year 2004, the issue of EDP remained silent with the newly representative Union viz BSNLEU. Subsequently, the issue came up in the Committee on Promotion Policy for Non-Executives employees held on 30.05.2007. The official side briefly explained the earlier approved proposal of implementation of EDP scheme for Sr. TOA. The staff side categorically said that in the present scenario, EDP scheme is not relevant and not

acceptable to the staff side. Staff side also demanded that pay scale of Sr. TOA should be upgraded to NE-9 considering the entry qualifications, experience and working in high tech. areas similar to other cadre like TTA. The official side informed that keeping in view the recommendation of earlier committees and 5th CPC recommendation in respect of graduation qualification, only NE-8 is justified. Staff side totally rejected this proposal. Staff side was requested to come up with further justification and it was agreed to continue with the discussion in subsequent meeting. In the meantime Non-Executive Promotion policy (NEPP) has since been issued on 23.03.2010 by BSNL in agreement with the representative Union i.e. BSNLEU which will cover Time Bound IDA scale up-gradation of Non-executives. **Since, NFTE BSNL has now taken up this issue, the management side has submitted the matter before the Management Committee of BSNL.**

2.3 Relaxation of service period from 7 years to 5 years- JTO - The union submitted that BSNL HQrs has not conducted even a single departmental examination ever since its formation. Moreover, The prescribed service period and educational qualification are such that sufficient candidates are not available in the company to appear in the exam. As such, the union made a request to relax the service condition from 7 years to 5 years to appear in the JTO exam. The management side clarified that for the purpose of appearing in the departmental JTO examination, prescribed service period from 10 years to 7 years was reduced on the basis of requests received from Unions/Associations and it was observed that **after giving this relaxation, 8530 people became eligible for appearing in the examination.** However after notifying the examination with the relaxed eligibility period of 7 years, a section of

the staff approached Hon'ble CAT Ernakulam and amongst other issues, they challenged that relaxation given on the plea that such relaxation cannot be given at this stage. The Hon'ble CAT has stayed the examination which continues and hence matter is subjudice at present. The management side also informed that the Hon'ble CAT Ernakulam Bench has disposed of the various OAs filed in the matter by a common order dated 15-03.2011. The legal opinion rendered by the BSNL Counsel has pointed out some errors in the face of the order which is liable to be reviewed. The matter has also been examined by Corporate Office in consultation with Legal cell, and directions have been issued to be circle Office to file Review Petition before Hon'ble CAT Ernakulam Bench against its order dated 15.3.2011 immediately in consultation with the concerned Counsel. The union requested to expedite the matter so that exam could be got conducted.

2.4 Pension to regularized employees-

The union submitted that the temporary status mazdoors regularized on or after 1.10.2000 are entitled for Government Pension as per DOT letter dated 20-10-2006, but in the wage revision agreement signed on 15-1-2010, the pension benefit has been taken away. The union accordingly disputed the same. In response, the management side proposed that the relevant Para 5 of the agreement dated 7.5.2010 [not agreement dated 15-1-2010] on Pension benefits can be got replaced in consultation with the recognised union, the contents of which are as follows:-

"5.1 (a) pension

The DOT/DTS/DTO employees absorbed in BSNL are eligible for pension from Central Government as per provisions under rule 37-A of CCS (Pension) Rules 1972.

Temporary status conferred mazdoors on or before 30-9-2000 and regularized on 1-10-2000 are also eligible for pension from Central Government as per provisions under rule 37-A of CCS (Pension) Rules, 1972.

(b) EPF

The other BSNL recruited/regularized employees are governed by provisions of Employees provident fund and Miscellaneous Provisions Act, 1952.

5.2 Gratuity

Payment of Gratuity will be regulated-

As per statutory Rules/orders of Central Government/DoT for

- (a) DOT/DTS/DTO employees absorbed in BSNL
- (b) Temporary status conferred mazdoors on or before 30-9-2000 and regularized on 1-10-2000

As per provisions under "the payment of Gratuity Act, 1972", in case of all other BSNL recruited/regularized employees."

2.5 Regularisation of casual labourers-

The union submitted that on 8th September, 2000 there was strike agreement with three federations that all casual labourers will be regularized. The left out casual labourers have not been regularized as yet and demanded their regularisation. In response to the demand of the union, it was clarified by the management side that in BSNL, regularization of casual labourers was being governed by "Casual Labourers (Grant of Temporary Status and Regularisation) Scheme, 1989 of the Department of Telecom and other rules of the DOT. On 10.04. 2006, the Hon'ble Supreme Court vide a Constitution Bench judgement in the matter of Secretary, State of Karnataka and other Vs. Uma Devi and others has held that regularization of casual labourers dehors the provisions of the Recruit-

ment Rules is unconstitutional and hence illegal. Accordingly legal advice was solicited in the matter and as per the opinion given by the Learned Addl. S.G., the rules on regularization being followed in BSNL have become legally untenable. This view has been upheld by the Hon'ble Supreme Court in a judgment dated 16-01-2009 in SLP (C) No. 7803 of 2006 in the case of BSNL Vs. Taja Singh has held that the Temporary Status Scheme of DOT cannot be enforced anymore. The left out casual labourers and temporary status Mazdoors have already been extended with social security measure of EPF, ESI vide order dated 11.1.2011 and their pay wages have been revised vide orders dated 1.1.2010. Therefore it is no more possible for BSNL to grant temporary status/regularise any casual labourer without following the provision of the Constitution.

2.6 Upgradation of qualified and trained Regular Mazdoor as Telecom Mechanic - The union submitted that there are qualified and trained Regular Mazdoors, who are awaiting appointment to the cadre of Telecom Mechanic and demanded their upgradation as Telecom Mechanic on the ground that they are sufficiently senior employees and their present drawn pay will not result in financial implication. In reply, the management side pointed out that Regular Mazdoors who has qualified to the cadre of Telecom Mechanics are awaiting appointment as there were no vacancies against which they could be promoted. Accordingly an option was given to all such Telecom Mechanics to seek transfer and get adjusted in any other SSA/Circle wherein the vacancy existed. This option was kept open for a very long time and a large number of such Group D officials have exercised this option and got adjusted in other SSA's /Circles where such vacancies existed. This option has since been

closed as there were few SSAs/Circles where vacancies of Telecom Mechanics existed but nobody was willing to join there on transfer. This option cannot be kept open for indefinite period. With a view to evolve any solution. Sr. GM (Estt.) suggested that Addl. GM (Estt.) and the union representatives can discuss this issue separately.

2.7 Distribution of DOT assets-The union was informed that the issue pertains to DOT and not with BSNL. ■

Policy for utilization of vacant staff quarters in BSNL (Amendment)

No. 482-16/2007-BG, Dated: 01.09.2011

The policy for utilization of vacant quarters in BSNL to Central Govt. Organizations/PSUs was issued vide BSNL C.O letter No. 482-16/2007-BG (Staff Quarters) dated 26.11.08. There is a demand of vacant quarters from the BSNL employees posted at other stations for the use of their family members. The Management Committee of BSNL Board has approved the amendment to the existing policy to allow CGMs to allot the vacant quarters to BSNL employees for the use of their family members at the places other than their place of posting. Therefore following is added to the existing policy:-

i) CGMs are empowered to allot the vacant quarters to the BSNL employee though posted at outstations (i.e. other than his place of posting) for the residential use of the family member(s) who have to stay at that place for any reason.

ii) CGMs can *allot* vacant quarters to the BSNL employee for the use of his family members, if there is no immediate (say for six months) need of the quarters for BSNL employee or quarters are lying vacant for the last six months.

iii) The BSNL employee concerned shall

be responsible for all the acts and/or *omissions* of *his family members* to whom such vacant quarters are allotted.

iv) The allotment of accommodation should be done on the application submitted by the concerned employee of BSNL and duly recommended by the Controlling Officer of the BSNL employee/ officer.

v) *The accommodation can be allotted for* a maximum period of 2 years with the condition of either side's notice of 2 months for vacation. The minimum lock in period for occupancy shall be 3 months in case of medical requirement and 6 months in other cases.

vi) *The allotment of these accommodation should be for the use of immediate family members* of the BSNL employees only i.e. wife/husband, children & their spouses and parents only,

vii) Vacant quarters of any type limiting to the entitlement of the BSNL employee can be allotted and no *sharing* or *sub-letting* will be allowed. *All the rules, conditions in FR SR Part I* on this subject are applicable for such allotments also.

viii) The allottee has to apply afresh for re-allotment, if he proposes to occupy the same after 2 years of initial allotment.

ix) Rent for *the* quarters so allotted will be as *approved vide. Annexure A*

All income tax liabilities, other taxes, if any, applicable will be borne by the employee concerned only. Employers' share of income tax borne by BSNL, if any, will be admissible only for the quarters allotted to the employee at his head quarters only.

x) In Case accommodation is required for allotment for any BSNL employee, the allottee has to vacate the quarters on 2 months' notice. No appeal against such notice will be entertained. If the quarter is not

vacated by that time, the employee will be liable to pay twice the actual market rent of such quarter without prejudice to disciplinary action.

xi) The allottee will be bound by all the rules and regulations which are applicable for allotment of BSNL accommodation in the normal course regarding conduct, sharing, payment of water and electricity charges etc.

xii) Only minimum maintenance for providing labour connected with water supply, sanitation etc. will done by BSNL and any material replacement has to be borne by the allotted himself/herself. However, no addition/alteration/damages etc. Will be allowed to the existing structure by allottee. The major repair, if required, shall be done by BSNL. Allottee shall handover quarter in the same condition as it was handed over to him/her and if any damage is found, the same shall be rectified at his/her cost.

xiii) An amount equal to 3 months rent has to be taken as Security Deposit refundable on vacation, deducting the charges/losses, if any, payable by the employee.

xiv) The amount due, if any will be recovered from the salary of the employee through the concerned drawing officer.

xv) CGMs can incur expenditure on minimum maintenance/repairs necessitated before allotment to make the quarter livable. The expenditure which can be incurred on such works shall be limited to 3 months rental amount received as security deposit.

xvi) This type of allotment shall be allowed to the working BSNL employee only and if the employee retires/expired or transferred from BSNL to DOT or other organizations, then such allotted quarter shall be vacated within 2 months of such transfer/retirement.

xvii) Separate waiting list may be maintained for such allotments.

Details of Amount to be recovered for various types of Quarters from BSNL Employees/Officers working in out station.

S. No.	Type of Quarters	Entitled Type of quarters on IDA Pay Scale	Minimum Pay on IDA Scale (Rs.)	Maximum Pay on IDA Scale (Rs.)	Average Pay on IDA Scale	Rent for Class 'C' Cities Rs.per month	Rent for Class 'B & A' Cities Rs.per month	Rent for Class 'A1' Cities Rs.per month	Remark
1	I	NE-1 to NE-4	7760	15340	11550	1155	2310	3465	
2	II	NE-5 to NE-9	8700	25420	17060	1706	3412	5118	
3	III	NE-10, NE-11, E1A & E2A	14900	46500	30700	3070	6140	9210	
4	IV	E-3, E-4 & E-5	24900	58000	41450	4145	8290	12435	
5	V-A & V-B	E-6 & E-7	36600	66000	51300	5130	10260	15390	
6	VI-A	E-9 & Above	62000	80000	71000	7100	14200	21300	
7	VI-B	E-9 & Above	75000	100000	87500	8750	17500	26250	

Notes:

1. In addition to the above License Fee, water charges, electricity charges and service tax as applicable will also be paid by the allottee.
2. In the place of E IA, E 2A scales, the maximum pay of E 2 is taken for calculation.
3. For Type VIA, E.9 scale is taken.
4. For type VIB, BSNL Board Director's scale is taken. ■

Non-Executive Promotion Policy (NEPP) - Clarification with regard to Temporary Status Mazdoors/Casual Labourers

BSNL No. 13-2/2010-TE (Pt) dated 8.9.2011 to All Heads of Telecom Circles, Metro Districts & Administrative Units, BSNL.

Ref.: This office letter of even no. dated 6-1-2011

Kindly refer to this office letter of even no. 27-7/2008-TE-II dated 23-3-2010, vide which Non-Executive Promotion Policy (NEPP) has been circulated. Subsequently, vide sl. No. 24 of letter No. 13-2/2010-TE dated 6-1-2011, it was clarified that Temporary Status Mazdoors /Casual Labourers as on 30-9-2000 and regularised on or after 1-10-2000 will be treated as BSNL recruited officials.

Thereafter, this section has received letters from various unions as well as from various Telecom Circle requesting for re-examining the matter for treating these TSMs/CLs as DoT recruitees, for the purpose of NEPP.

3. The matter was taken up with the Administrative Ministry i.e. DOT, who has commented "Since the Casual Labourers who

were granted temporary status did not hold any post under the Govt. of India, the service rendered by them, on casual basis, on need basis cannot be counted as duty under the provisions of FR-26 (a). Despite grant of temporary status they were paid wages on actual basis and not the time scale of pay of the regular post. Besides, the provisions of FR are not applicable to the casual employees. By virtue of grant of temporary status they have been extended certain dispensations, as a special case and cannot be allowed all the benefits as available to holders of civil posts. The comparison of casual employees with regular employees is, therefore, not appropriate. DoT has further commented that the need for issuance of P.O. in respect of TSMs was only for the limited purpose of pensionary benefits for the 50% of casual service rendered by them."

4. In view of the aforementioned comments of the Administrative Ministry i.e. DoT, the clarification issued vide sl. no. 24 of this office letter of even no. dated 6-1-2011 may be strictly adhered to by all Telecom Circles. ■

Expenditure control in BSNL

No. 7-8/2001/EF/Part/1 Dated: 5-09-2011 to All Head of Telecom Circles /Metro Districts BSNL.

Keeping in view the financial condition of BSNL, the competent authority has decided to modify the eligibility criteria for items mentioned hereunder

1) Medical Expenditure: All outdoor treatment facilities under BSNLMRS will be with vouchers only. The facility of "without voucher" is withdrawn

w.e.f.1st October 2011. Those who have opted for "without vouchers" during the financial year 2011-12, can avail the benefit for "with voucher" for 6 months proportionately. The number of bills for outdoor treatment may increase and the units should make arrangement for payment of these bills without delay. This applies to BSNL pensioners also.

The indoor facility under BSNLMRS will continue without any change

2) LTC Keeping in view financial position the competent authority has approved the withdrawal of Leave Encashment while availing. All India LTC / Home Town LTC for all categories of BSNL employees including absorbed/ directly recruited on deputation/deemed deputation.

All India LTC is frozen for two years for all BSNL employees and officers except those who are retiring during this period but Home Town LTC shall continue.

Freezing of LTC and withdrawal of Leave Encashment linked to All India LTC and Home Town LTC are with immediate effect. ■

Expenditure Control in BSNL

No. 7-8/2010/EF/Part/2 Dated 05-09-2011.

Keeping in view the financial condition of BSNL, the competent authority has decided to modify the eligibility criteria for item mentioned hereunder

News paper supplied in offices: The number of newspapers supplied to PGMs, Sr. GMs & GMs in corporate office is reduced to one newspaper

However in respect of CMD/ DIRs/ EDs they may decide the issue for themselves. This should take effect immediately. ■

Letters to Administration

Subsidy from USO fund to BSNL.

No.TF—6/7 Dated 3/9/2011, to Shri Kapil Sibal, Hon'ble Minister of Communications and IT Govt. of India Sanchar Bhavan New Delhi

It is submitted that the BSNL has provided Telephone services in rural and remote areas and has undergone operational losses in crores of Rupees. The BSNL Corporate office has submitted the demand for grant of subsidy to DOT long ago. It is strange that the DOT is not responding on the issue although company has undertaken and discharged the social obligations of Govt. The action and approach of DOT is not in consonance with the cabinet decision of Govt. which was taken in September, 2000. The govt had committed in cabinet decision to keep the BSNL financially viable.

We, therefore, implore upon you, sir, to direct the DOT to release the subsidy from USO fund for BSNL very urgently. ■

Upgradation of employees to NE 12 scale as per NEPP.

No.TF—26/6 Dated 27/8/2011 to Shri R.K.Upadhyay Chairman-cum-Managing Director B.S.N.L New Delhi

In continuation & our letter No. TF 26/6 date 18/5/2011 we wish to draw your kind attention towards enormous delay in creation of NE-12 scale as envisaged in NEPP. The DPE / DOT has approved the scale in for creation in November / December 2010. The upgradation of employees to NE 12 scale is prospective. In the situation you will agree, sir, that delay in creation is putting the employees in disadvantageous position beyond description. The hundreds of senior employ-

ees are retiring every month with immortal financial loss.

We, therefore, impress upon you to please intervene into the matter so that the settlement of the issue is hastened and creation of hurdles are stopped. ■

Grant of Minimum Trade Union facilities to unions.

No.TF—1/1 (C-5) Dated 27/8/2011 to Chairman-cum-Managing Director, B.S.N.L New Delhi

I am seeking your intervention on behalf of unions of BSNL Workers Alliance.

In the meeting, held on 16/9/2010, the Chairman agreed to submit the case of unions for grant of limited trade union facilities for consideration of the management. The para-6 of the minute circulated vide BSNL letter No. BSNL / 5-1 / SR / 2010 dated 20/9/2010 are as below :

“However, he agreed to submit the unions for grant of limited trade union facilities for consideration of the Management”.

Further vide Para (2) of BSNL letter No. BSNL / 7-12 / SR / 2010 dated 28/9/2010 it was conveyed to union that the issue will be brought to the notice of management. About evolving of BSNL's own rule for recognition of union it was mentioned as under :-

“It is felt that further efforts can be made to evolve consensus amongst all the union”

We are extremely sorry to state that the “SR Cell” which is supposed to maintain harmony and Industrial Peace has not taken any initiative on above issues causing irritation amongst the employees. We have no hesitation in stating that the tendency of inertness on the part of “SR Cell” in redressing

the grievances will not help in maintaining Industrial Peace.

Therefore, we request you to please intervene into the matter so that the issues are sorted out and we are not forced to agitate.

An early action is urged for. ■

Financial viability of BSNL

No. TF—6/7 Dated 3/9/2011 Chairman-cum-Managing Director, B.S.N.L, New Delhi

Kindly recall our informal talks of 2nd instant regarding stoppage of encashment of leave, L.T.C. etc.

We could not react on the proposal as data of expenditures (with and without vouchers) on Medical Allowance was not available. There is scope for discussions before final decision is taken to stop the Medical Allowance etc.

Further, we wish to draw your kind attention that the officers of J.A.G level and above have been sanctioned Black Berry Mobile Phones. The orders for providing Black Berry Mobile phones be withdrawn forthwith. Similarly Dy. G.M.Ts were not entitled for vehicles. Later on they have been provided the vehicle facility. This may also be withdrawn to maintain the BSNL's financial health.

Apart from above corruption is in abundance in BSNL. Very serious action is needed against acts of corruption and misdeeds.

We impress upon you to please take appropriate action on above issues. Let higher ups *also sacrifice the items of Luxuries and comforts.* ■

Disconnection of facility of Black Berry Mobile Phones to Dy. GMs and others

No. TF-6/7 dated 9-9-2011 to Shri R.K. Upadhyay, CMD, BSNL, New Delhi

There is great resentment amongst staff against discontinuation of LTC, Encashment of Leave and Medical facilities. It is strange while the above facilities have been withdrawn. The Dy. GMTs and above are enjoying many facilities including Black Berry Mobile Phones, why austerity measures are not being applied in respect of facilities being enjoyed by officers.

Therefore, we request you to please take appropriate action, so that facilities of LTC etc. are not withdrawn. ■

Transfer from one circle to another circle under Rule 8 of Transfer Policy.

No. TF—20/3 (a) Dated 27/8/2011 to Shri A.K. Garg, Director, (HR) BSNL, New Delhi

Kindly refer to corporate office letter No. 250-8/2010-Pers III date 17/1/2011 regarding information in respect of TTAs seeking transfer from one circle to another in accordance with Rule 8 of BSNL's Transfer Policy. We are sure by now the details are available with the corporate office. In HQR letter No. 250-7/2007-Pers III date 7/4/2010 also the CGMS have been advised to consider Rule 8 cases.

However, we are told that Rule 8 cases are pending and these are not settled by the circles causing hardships to employees.

Kindly, therefore, use your good offices so that their cases are settled. ■

Partisan and motivated transfers at Chennai Telecom District:- Request for intervention.

No. TF—20/3 Dated 2/9/2011 to Chairman-cum-Managing Director, B.S.N.L, New Delhi

Kindly recall our phonic requests on the subject. Till date the CGM Chennai Telecom

District has not spared time to discuss and settle the arbitrary and partisan transfers resorted to at Chennai T.D. We are reasonably aggrieved over this and strongly feel this may not help in maintaining harmony and Industrial peace at the place where NFTE has established victories in all the five elections conducted upto February, 2011. We have already drawn the attention of Director (HR), PGM (SR) and GM (Est.) in the matter.

The transfers ordered in Chengalpatti SSA is not only erroneous but partisan as well and have been ordered to break and disrupt the NFTE.

In this connection following points are mentioned for your consideration and intervention:

- 1) Transfers have been ordered in August, 2011 in utter violation of orders of BSNL Headquarter Transfer policy.
- 2) The employees so displaced are not longest stay officials and pick and choose policy has been adopted at the behest of BSNLEU which is evident in GM (S)'s letter although the transfer is the domain of management alone.
- 3) The employees repatriated now were transferred earlier due to surplus. Their repatriation on govt cost is uncalled for as strength has not increased causing repatriation.
- 4) The management has not called any option from the staff for transfer and arbitrarily transferred aged lady staff to far away place. This is also in defiance of Transfer Policy.

We, therefore, request you to please intervene into the matter to prevent occurrence of unpleasant situation in the circle. ■

Redeployment / Merger of staff of CTS, Kolkata.

No. TF—04 -Dated 29.8.2011 to GM.(Est) B.S.N.L New Delhi

Kindly refer to corporate office letter No. 250-4712002-Pers III date 24.2.2004.

There are Industrial staff who opted for posting at Telecom stores circle office as well as Kolkata TD. These staff are not being released as per their option. Apart from this there are 7 regular employees of CTS who originally belong to west Bengal circle 'are also not being released to their parent unit.

Kindly, therefore, intervene so that staff are released CTS, Kolkata which should be disbanded as per orders. ■

Holding of screening Test for promotion to the cadre of Sr TOA (G).

No. TF-14/2 (e) Dated 29/8/2011) to GM. (Est) B.S.N.L New Delhi

There are still some TOA (G), TOA (P) and TOA (TG) who are awaiting absorption into the restructured cadre. The concerned circles are not holding the screening Test due to less number of staff Contrary to above there are sufficient number of TOA (G) staff Some circles viz Tamilnadu is holding the examination in respect of TOA (G) for induction into the cadre of Sr TOA (G). You will agree that other category of staff may not be left out on the plea of less number of staff.

Kindly, therefore, issue orders so that screening Test is held in respect of all the four streams. ■

Commissioning of STM-16/MADM at Unnao, Hamirpur SSAs in East UP Circle :- Request for enquiry.

No. TF-5/2 Dated 29.8.2011 to Chief Vigilance officer B.S.N.L New Delhi

The SSA Head Allahabad has approved the tender for installation/ commissioning of STM at the rate of Rs.18,000 (copy enclosed), contrary to above the SSA Heads of unnao and Hamirpur have given the work to same vendor/ contractor for same work at the rate of Rs. 36,000/- i.e. almost double. This is naked fraud and accountability be fixed against the erring officers.

Kindly get the matter investigated by vigilance cell of BSNL HQR and take action against erring officers. ■

Posting of officers in SSA / Circles.

No.TF-36/3 Dated 3.9.2011 to the Chairman-cum-Managing Director B.S.N.L New Delhi

We are informed that there are SAG officers who are working in the SSA / Circle for more than the prescribed period fixed by BSNL Headquarter. In this connection some of the names are mentioned for your perusal and remedial action.

- 1) Shri K.Ananth Ram, GM Eluru in Andhra is working at the place / circle for more than 8 years.
- 2) Shri A.Narender, GM Warangal who is allegedly deeply involved in misdeeds and corruption practices was earlier at the place and after completion of the tenure was shifted to Karimnagar and after some period has again been posted at Warangal i. e. Second time. He has been charge-sheeted under Rule 36 being absorbed employee. Surprisingly even this aspect has been ignored and is being allowed to continue as SSA Head
- 3) Shri Gopi, GM Nellore has completed prescribed period of the stay. We may also point out that there are specific orders that the officers should not be retained on sensitive posts beyond 2/3

years. The transfer and posting is no doubt the domain of the administration and as a responsible union we don't want to involve in this arena but we strongly feel that none is above the law and rule of the department. The guidelines of CVC should be implemented for congenial atmosphere in the company.

We may add that Shri S.P. Shukla, GM Farrukhabad was transferred to Gaya but this order was modified all of sudden for Silcher as per usual practice of Corporate office. The GM at Silcher, Shri Sriram, has retired and the post is lying vacant despite this Shri Shukla continues to be at Farrukhabad due to obvious reasons. A question arises why his orders were modified when he is not moving for Silcher to fill up the vacant post. Such tendencies are harmful to the Company.

We, therefore, request you to take appropriate action keeping in view the interest of the Company. ■

Editorial: Contd. from page 1

learnt lesson from the Andolan of Shri Anna Hazare which has not only awaken the people of the country but shaken the govt. as well. A question arises why all absorbed employees numbering more than 2.50 lakhs can't fight to shaken and force the DoT and management to put the company on right track. The DoT and Govt. both are committed to ensure the financial viability of BSNL. This can be made possible provided proper atmosphere is created to unite all non-executive unions but someone has to take lead in this respect. The workers who will undergo sufferings will never forgive if we fail to evolve and build unity of unions.

Time is ripe to awake, arise and unite to hit hard before it is too late to save the entity. ■

Rajasthan Circle Conference held with great enthusiasm and glamour

4th Circle Conference of NFTE-BSNL Rajasthan Circle was held from 4-9-2011 to 6-9-2011 at Suratgarh Dist. Sriganganagar. The arrangement was done by the Reception Committee under the leadership of Com. Ved Prakash Gaur, Chairman. The arrangement was appreciated by all. The Open Session and seminar was addressed by Com. Islam along with General Manager T.D., Shri Devender Singh and Deputy General Manager. The delegate session was also addressed by Com. Islam and other leaders. While speaking on the accusing Com. Islam appealed to the workers to get ready for struggle against withdrawal of facility of LTC and encashment of leave and medical allowance. He congratulated circle Union for registering victory in ten SSAs in fifth verification. The house unanimously decided not to participate in the programme of JAC. Com's Dinesh Kumar Gahlot, R.G. Dixit and S.P. Sharma have been elected as President, Secretary and Financial Secretary. Com's Jaswant Singh Bundela, Ram Lakhan Maurya and L.P. Vijay have been elected as Asstt. Secretaries of the union. The All India President and outgoing Circle Secretary congratulated the New Circle union team and appealed to work unitedly. The Conference has been a grand success for which the comrades of Sriganganagar deserve appreciation for their hard work and dedication. ■

Chhattisgarh Circle

The District Conference and Seminar on "our responsibility towards BSNL" was held in Nagar Mahapalika Town Hall, Raipur on 8th Sept. The CGM, GMTD and CCA participated in the seminars.

Com. Islam, Chilamwar and District Secretaries of other SSAs addressed the seminar and Conference.

Comrades M.L. Gavel, H.P. Sahu and

Chamanlal Thakur have been elected as President, District Secy. and Treasurer. A very large number of employees including ladies participated in the function. ■

Pension revision

In Chhattisgarh pension revision work has been completed. Only few cases have been left because papers are pending with Bhopal CCA. The leadership of Shri G.K. Padhi CCA has been extremely good. The DOT/BSNL pensioners association garlanded him for his splendid work. ■

Durg

A very grand meeting of employees was held on 9th at Durg SSA. The meeting was addressed by circle Secy. and Com. Islam, President of the union. The circle secy, Com. Chilamwar assured to get problems of workers settled speaking on the occasion Com. Islam opposed recent freezing orders on LTC, encashment of leave and medical facility. He gave details on VRS, bonus and NEPP. The govt. has still not released subsidy of Rs. 2000/- crores to BSNL. It is govt's responsibility to keep BSNL financially viable. He appealed the workers to get ready to fight with govt. to protect BSNL and to keep it financially viable Com. H.R. Sahu listed problems and Com. Shankar Pandera presided Com. Zafar Iqbal Qureshi conducted the meeting. ■

Convention of All Central Trade Union

A convention of all central Trade Unions viz BMS, INTUC, AITUC, CITU etc. was held at Mavlankar Hall on 7th September.

Comrade Dr. Sanjeeva Reddy (President INTUC), General Secy, AITUC (Com Gurudas Das Gupta) and others addressed the large gathering. The Convention was against disinvestment, Price rise, violation of labour laws etc. The leaders gave a call for "Jail Bharo Andolan" on 8th November, 2011.

Comrades Islam, Rajmouli, Dhaka attended the convention on behalf of NFTE BSNL. ■

जागो, खड़े हो तथा एकत्रित प्रहार करो

5 सितम्बर का एल टी सी, छुट्टी का नगदीकरण तथा चिकित्सा भत्ता (बिना वाउचर) पर बंदी के आदेश ने कर्मचारियों में आग में घी डालने का कार्य किया है। इससे कर्मचारी अधिकांशतः दुःखित, व्यथित तथा उत्तेजित हुए हैं। इस मनमाने आदेश जारी होने के पूर्व कर्मचारियों तथा संघों विशेषकर एनएफटीई बीएसएनएल को कदापि विश्वास में नहीं लिया गया है। यह औद्योगिक संस्कृति के विरुद्ध है। एकतरफा आदेश से कर्मचारी उत्तेजित हैं जो कि कार्य सम्पादन में बाधक होगा। यह सत्य है कि वर्तमान में कम्पनी 6,000/- करोड़ रूपए से अधिक हानि में है। परन्तु क्या यह स्थिति अचानक उत्पन्न हुई है।

भ्रष्टाचार, नॉन-परफारमेंस तथा सरकार की गलत नीतियां तथा उदासीनता वर्तमान दशा के प्रमुख कारण हैं। सरकार (डीओटी) ने बीएसएनएल को रूपया 2,000/- करोड़ की सब्सिडी अभी तक नहीं दी है। डी ओ टी की सोच है कि बीएसएनएल आर्थिक रूप से दिवालिया हो। इस परिपेक्ष्य में एनएफटीई की अगुवाई में बना बीएसएनएल वर्कर्स एलायन्स विरोध दर्ज करने हेतु 6, 12 तथा 13 सितम्बर को भोजनावकाश के समय प्रदर्शन तथा भूख हड़ताल करने का आह्वान किया। **आखिर मजदूरों के साथ मनमानी को कैसे सहन किया जा सकता है?** संघ के प्रोग्राम का कर्मियों द्वारा जबरदस्त कार्यान्वयन हुआ है। केवल 6 सितम्बर का ही नहीं अपितु 12 एवं 13 सितम्बर के प्रोग्राम भी सफल हुए हैं।

प्रबंधन का वर्तमान दृष्टिकोण तथा कार्यवाही

उचित नहीं है। नॉन-इक्जीक्युटिव कर्मचारियों की सुविधाओं पर अकुंश लगाया गया है। परन्तु जेएजी तथा उच्च अधिकारियों को ब्लैकबेरी मोबाइल्स, किराए के वाहनों की सुविधा जारी है। आज भी कार्यालय किराए के भवनों में चल रहे हैं। क्या यह सभी खूनी रिश्तों के कारण है।

बीएसएनएल में भ्रष्टाचार का बोलबाला है। यह सर्वविदित है कम्पनी की दौलत लूटने वालों के प्रति कोई कार्यवाही नहीं होती है। प्रशासन के पास कार्यवाही करने हेतु इच्छा शक्ति तथा साहस का अभाव है। प्रबंधन ने श्री अन्ना हजारे को आन्दोलन से भी सबक नहीं लिया है जिसने जनता को जागृत किया तथा फलस्वरूप सरकार हिल गई। प्रश्न है क्या 2.50 लाख से अधिक कर्मचारी एकजुट होकर डीओटी तथा बीएसएनएल प्रबंधन को उपक्रम को ठीक से चलाने हेतु मजबूर नहीं कर सकते हैं? निगम बनाते समय सरकार ने इसकी आर्थिक सुदृढ़ता का वादा कैबिनेट निर्णय द्वारा किया था। इस संदर्भ में सरकार ने संघों से लिखित वादा भी किया है। एकजुटता हेतु सुन्दर वातावरण का बनना आवश्यक है। परन्तु इस दिशा में अर्थात् सभी नॉन-इक्जीक्युटिव संघों को एकीकृत करने हेतु किसी को विशेषकर वयोवृद्ध नेताओं में एक को पहल करनी होगी। यदि एकता स्थापित करने में हम असफल रहे तो कर्मचारी वर्ग को कष्ट झेलना पड़ेगा। वे हमें कभी माफ नहीं करेंगे।

समय की मांग है कि हम जागें, खड़े हो तथा एकीकृत होकर शीघ्रता से जबरदस्त प्रहार करें अन्यथा उपक्रम को बचाना कठिन हो जाएगा। ■

8 नवम्बर 2011 को जेल भरो
देश के सभी केन्द्रीय ट्रेड यूनियनों का एकताबद्ध आह्वान

<p>AGAINST :</p> <ul style="list-style-type: none"> ◆ PRICE RISE ◆ JOB LOSSES DUE TO ECONOMIC DOWNTURN ◆ LABOUR LAW VIOLATIONS ◆ DISINVESTMENT OF PROFIT MAKING PSUs 	<h2>श्रमिकों का राष्ट्रीय सम्मेलन</h2> <p>7 सितम्बर, 2011</p> <p>बीएमएस इंटक एटक एचएमएस सीटू एआईयूटीयूसी टीयूसीसी एआईसीसीटीयू यूटीयूसी एलपीएफ सेवा</p>	<ul style="list-style-type: none"> ◆ बढ़ती मंहगाई; ◆ आर्थिक मंदी की आड़ में रोजगार कटौती; ◆ श्रम कानूनों का उल्लंघन; ◆ लाभकारी सार्वजनिक उद्यमों के विनिवेश के विरोध में।
<p>FOR:</p> <p>CREATION OF NATIONAL FUND FOR UNORGANISED WORKERS SOCIAL SECURITY AND UNIVERSAL COVERAGE</p>	<h2>National Convention of Workers</h2> <p>7th September, 2011</p> <p>BMS INTUC AITUC HMS CITU AIUTUC TUCC AICCTU UTUC LPF SEWA</p>	<p>असंगठित मजदूरों के लिए राष्ट्रीय सामाजिक सुरक्षा कोष के निर्माण एवं सर्वव्यापी कवरेज के समर्थन में</p>



साथी गुरुदास दासगुप्ता, एटक

संपूर्ण भारतीय मजदूर वर्ग का प्रतिनिधित्वपूर्ण राष्ट्रीय सम्मेलन दिल्ली के मावलंकर हाल में 7 सितम्बर 2011 को सम्पन्न हुआ, जिसमें भामस, इंटक, एटक, हिमस, सीटू, एआईयूटक, टीयूसीसी, एक्टू, यूटक, एलपीएफ और सेवा के प्रतिनिधियों के अलावा बैंक, बीमा, रेलवे, सरकारी, गैरसरकारी सभी श्रेणी के कर्मचारियों के प्रतिनिधि शामिल हुए। सम्मेलन में देश के सभी राज्यों से बड़ी संख्या में प्रतिनिधियों ने भाग लिया। हॉल खचाखच भर गया।

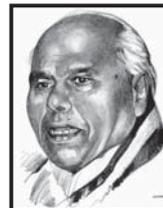
सम्मेलन में श्रमिकों का घोषणा पत्र पेश करते हुए इंटक अध्यक्ष डा. जी. संजीव रेड्डी ने शासक वर्ग की उपेक्षापूर्ण मजदूर विरोधी रवैये के प्रति रोष प्रकट करते हुए कहा कि भारत का मजदूर वर्ग इसे बर्दाश्त नहीं करेगा और वह अपनी गरिमा और अधिकारों की रक्षा के लिये संघर्ष करेगा। उन्होंने दुख प्रकट किया

कि यह ऐसी सरकार है, जो उद्योगपतियों से तो बात करती है, किंतु मजदूर प्रतिनिधियों की उपेक्षा करती है। यह सरकार उद्योगपतियों के साथ मिलकर मजदूरों के अधिकारों को कुचलना चाहती है, लेकिन मजदूर इस मंसूबे को निश्चय ही नाकाम करेंगे।

डा. संजीव रेड्डी ने घोषणा पत्र प्रस्तुत करते हुए 8 नवम्बर 2011 को अपने अधिकारों की रक्षा के लिये जेल भरो आंदोलन का आह्वान किया।

आंदोलन के घोषणा पत्र का समर्थन करते हुए एटक महासचिव गुरुदास दास गुप्ता ने समस्त मजदूर वर्ग का आह्वान किया कि वे इस महान मौके पर उठ खड़े हों और सरकार को हिलाने के लिये जुझारू संघर्ष करें। उन्होंने प्रसन्नता व्यक्त की कि देश के सभी मजदूर संगठन आज एक मंच पर उपस्थित हैं।

अन्य सभी वक्ताओं ने 8 नवम्बर 2011 को



डा. संजीव रेड्डी इंटक

सभी प्रान्तों की राजधानियों तथा प्रमुख औद्योगिक क्षेत्रों में सत्याग्रह करके 'जेल भरो' आंदोलन का भरपूर समर्थन जाहिर किया और मजदूर वर्ग से इसमें शामिल होने का आह्वान किया।

यह खुशी की बात है कि सरकार की मजदूर विरोधी नीतियों के खिलाफ संपूर्ण भारतीय मजदूर वर्ग की एकताबद्ध कार्रवाई नये उत्साह के साथ तेज हो गयी है।

एनएफटीई के प्रतिनिधियों ने भी सम्मेलन में भाग लिया।

राजस्थान अधिवेशन

राजस्थान परिमण्डल का चतुर्थ अधिवेशन दिनांक 4.9.2011 से 6.9.2011 को सूरतगढ़ जिला श्री गंगानगर में सम्पन्न हुआ। श्रीगंगा नगर एसएसए द्वारा आयोजित तीन दिवसीय अधिवेशन की व्यवस्था श्री वेद प्रकाश गौड़ के चेयरमैन सिप में स्वागत समिति ने बड़े सराहनीय तरीके से की। अधिवेशन में राष्ट्रीय अध्यक्ष श्री इस्लाम अहमद तीनों दिन उपस्थित रहे। सभा को श्री गंगा नगर के जीएमटीडी एवं डिप्टी जीएम प्रशासन एवं राजस्थान के कई वरिष्ठ कर्मचारी नेताओं ने सम्बोधित किया। राष्ट्रीय अध्यक्ष ने सदस्यों को विभागीय गतिविधियों से अवगत कराया। उन्होने बिना वाउचर का मेडिकल बिल एवं एलटीसी की सुविधा को बहाल करवाने हेतु संघर्ष के लिये तैयार



मंच का दृश्य



साथी मौर्य, स्वागत समिति के सचिव स्वागत करते हुए



डेलीगेट सेशन

रहने का आह्वान किया। राष्ट्रीय अध्यक्ष ने निर्वतमान कार्यकारिणी के द्वारा किये गये कार्यों की प्रशंसा की एवं सदस्यता सत्यापन 2011 के चुनाव के वोटों में बढ़ोतरी एवं 10 जिलों में जीत हासिल करने की बधाई दी।

अधिवेशन में एक मत से बीएसएनएलइयू के साथ जेएसी कमेटी में सम्मिलित नहीं होने का प्रस्ताव पारित किया है। अधिवेशन में सर्वसम्मति से साथी दिनेश कुमार गहलौत, टीएम को अध्यक्ष, आर जी दीक्षित को प्रांतीय सचिव तथा जसवन्त सिंह बुन्देला टीएम, रामलखन मौर्य तथा एल पी विजय, Sr. TOA को क्रमशः सहसचिव के पद पर निर्वाचित किये हैं।

नई कार्यकारिणी को आउटगोइंग परिमण्डल सचिव शुभकामनाएं दी, एवं एक साथ कार्य में जुट

जाने का आह्वान किया। राष्ट्रीय अध्यक्ष ने नई टीम को बधाई दी एवं सजगता के साथ कार्य करने हेतु प्रोत्साहित किया।

छत्तीसगढ़ सर्किल

रायपुर में जिला अधिवेशन

8 सितम्बर को नगर महापालिका टाउन हाल, रायपुर में एनएफटीई बीएसएनएल का अधिवेशन तथा एक गोष्ठी "बीएसएनएल के प्रति कर्तव्य" पर आयोजित हुई। इस समारोह को सर्वश्री किशोरीराम (सीजीएम), ए.के. साहू (जीएम टीडी), सीसीए आदि अधिकारियों ने अपनी उपस्थिति तथा भागीदारी से सुशोभित किया। सेंट्रल हेडक्वार्टर से साथी इस्लाम ने भाग लिया। सीजीएम तथा अन्य अधिकारियों ने कर्मचारियों से सहयोग की अपील की जिससे कि छत्तीसगढ़ विशेषकर रायपुर को दूरसंचार क्षेत्र में पुनः बुलंदी पर पहुंचाया जा सके।

साथी चिलमवार (प्रांतीय मंत्री) तथा साहू (जिला मंत्री) ने अधिकारियों का ध्यान ट्रांसफर व अन्यायों के प्रति आकर्षित किया। नेटवर्क की समस्या गंभीर है।

साथी इस्लाम उपस्थित जनसमूह को बी एस एन एल की वर्तमान परिस्थिति से अवगत कराते हुए बताया कि एलटीसी, छुट्टी का नगदीकरण तथा चिकित्सा सुविधाओं को बंद करके बीएसएनएल की आर्थिक दशा में सुधार नहीं किया जा सकता। प्रबंधन का दायित्व है कि वह उपकरणों का प्रबंध करे जिससे कि सेवा का विस्तार हो। बीएसएनएल में भ्रष्टाचार का बोलबाला है। इस पर लगाम नहीं लग रहा है। एनएफटीई वीआरएस के विरुद्ध है। बीएसएनएल प्रबंधन एलटीसी, नगदीकरण तथा चिकित्सा सुविधाओं के आदेश को वापस ले। इस सम्मेलन में सर्किल के लगभग सभी जिला मंत्री उपस्थित थे तथा

उन्होंने अपना पक्ष भी रखा। सम्मेलन में कर्मचारियों की उपस्थिति अत्यधिक थी। महिला कर्मचारी भी अधिक संख्या में उपस्थित थीं। साथी एन एल गावेल, एच पी साहू तथा चमन लाल क्रमशः अध्यक्ष जिला मंत्री तथा खजांची निर्वाचित हुए हैं।

दुर्ग में महती सभा

9 सितंबर को महाप्रबंधक दूरसंचार कार्यालय में कर्मचारियों की एक महती सभा साथी पंडेरा की अध्यक्षता में हुई। इस सभा में जिला मंत्री, एच आर साहू ने विभिन्न समस्याओं का ब्यौरा दिया। जिला मंत्री, रायपुर, प्रांतीय अध्यक्ष तथा सचिव भी उपस्थित थे। बैठक को संबोधित करते हुए प्रांतीय मंत्री ने बताया कि पुराने समय का अंत हो गया है। नए सीजीएम के आने से समस्याओं का समाधान होगा। साथी इस्लाम अपने संबोधन में एलटीसी, छुट्टी नगदीकरण, वीआरएस, एनईपीपी आदि मुद्दों की विस्तृत जानकारी दी। एनएफटीई एलटीसी चिकित्सा आदेश पर पाबंदी के विरुद्ध है। सरकार की जिम्मेदारी है कि वह बीएसएनएल को आर्थिक रूप से सुदृढ़ रखे। डीओटी ने अभी तक 2000/- करोड़ रूपए सब्सिडी का भुगतान बीएसएनएल को नहीं किया है। **डीओटी तथा मंत्रालय के हस्तक्षेप के कारण बीएसएनएल का विकास रुका है। हमें सरकार के विरुद्ध टक्कर लेना है।**

दूरसंचार का किया जा रहा चीरहरण

राजा, दयानिधि या कुप्रबंधन ये हैं पापी दुर्योधन,
क्या हम बने रहे धृतराष्ट्र, ये कैसी है लाचारी,
उठो साथियों पट्टी खोलो, गांडीव धरो, करो लड़ाई,
दुःशासन की भुजा उखाड़ो, दुर्योधन की जंघा तोड़ो,
बीएसएनएल है इज्जत हमारी, लूटने न दो॥

प्रबंधन/प्रशासन को पत्र

यूएसओ फन्ड से बीएसएनएल को सब्सिडी
टीएफ-6/7 दिनांक 3 सितम्बर, 2011 श्री कपिल
सिब्वल, संचार मंत्री को

बीएसएनएल कार्पोरेट कार्यालय ने रूपया 2,000/- की सब्सिडी की मांग डीओटी से की है। यह काफी समय से लम्बित है। यह आश्चर्य की बात है कि मुद्दे पर डीओटी चुप्पी साधे है यद्यपि कि कम्पनी ने सरकार की सामाजिक जिम्मेदारियों का निर्वाह किया है। दूरदराज तथा ग्रामीण क्षेत्रों में इसने दूरसंचार सेवा प्रदान की है। डीओटी का रवैया भारत सरकार के कैबिनेट निर्णय के भी विरुद्ध है। सरकार ने बी एस एन एल की आर्थिक सुदृढ़ता हेतु वचन दिया था।

कृपया डी ओ टी को उचित निर्देश दें।

एनईपीपी में कर्मचारियों को एनई-12 में
अपग्रेडेशन

टीएफ-26/6 श्री उपाध्याय, सीएमडी को

कृपया संघ के पत्र टी एफ 26/6 दिनांक 18.5.2011 का सन्दर्भ लें। वेतनमान एनई-12 को सृजन में काफी विलम्ब हो रहा है। यद्यपि कि डीपीई/डी ओ टी का अनुमोदन कम्पनी को प्राप्त है। ज्येष्ठ कर्मचारी प्रत्येक माह सेवानिवृत्त हो रहा है।

कृपया हस्तक्षेप करें जिससे कि एनई-12 वेतनमान का सृजन हो सके।

संघों को न्यूनतम ट्रेड यूनियन सुविधाएं

टीएफ-1/1 (सी-5) सीएमडी का

दिनांक 16.9.2010 की बैठक में चेयरमैन ने वादा किया था कि मांग को प्रबंधन के समक्ष प्रस्तुत करेंगे। नवीन मान्यता नियम बनाने हेतु चेयरमैन ने कहा था कि इस दिशा में प्रयास होगा जिससे मतैक्य

स्थापित हो सके। परन्तु "एस आर सेल" जिसका दायित्व है कि वह उद्योग में शांति रखे चुप्पी साधे है। "एस आर सेल" कर्मचारियों के कष्टों के प्रति भी उदासीन है।

कृपया हस्ताक्षेप करें जिससे कि मुद्दों का समाधान सुनिश्चित हो।

बीएसएनएल की आर्थिक जीवनक्षमता

टीएफ-6/7 दिनांक 3.9.2011 सी एम डी को

उच्च अधिकारियों को ब्लैकबेरी मोबाइल फोन्स तथा वाहनों की सुविधा से बीएसएनएल की आर्थिक जीवन क्षमता पर प्रभाव पड़ता है।

कृपया उचित कार्यवाही करें।

नियम 8 के अन्तर्गत एक सर्किल से दूसरे में
ट्रान्सफर

टीएफ-20/3(ए) दिनांक 27.8.2011

टीटीएज से संबंधित ट्रान्सफर मुद्दे पर कार्पोरेट कार्यालय के पत्र संख्या -8/2010-पर्स III दिनांक 17.1.2011 का सन्दर्भ ले। संघ की सोच है कि वांछित सूचनाएं अब उपलब्ध है। पत्र संख्या 250-7/2007 पर्स III दिनांक 7.4.2010 में सीजीएम्स को नियम 8 के अन्तर्गत ट्रान्सफर करने का निर्देश था सर्किलों में अनेक मामले वर्तमान में लम्बित हैं।

कृपया कार्यवाही सुनिश्चित करें।

चेन्नई में भेदभाव के ट्रान्सफर

टीएफ-20/3 दिनांक 2.9.2011 सीएमडी का

चेन्नई में पांचों सत्यापन में एनएफटीई ने विजय प्राप्त की है। प्रबंधन ने अगस्त माह में मनमाने ढंग से चार कर्मचारियों को ट्रान्सफर करके अन्यो को चेगल पट्टी में स्थापित किया है। यह हेडक्वार्टर की पॉलिसी

के विरुद्ध है। कर्मचारियों से विकल्प भी नहीं लिया गया है।

कृपया हस्तक्षेप करें

कोलकता सीटीएस स्टाफ का रिडिप्लायमेंट टीएफ-04 दिनांक 29.8.2011 जीएम (स्थापना) को

कृपया पत्र संख्या 250-47/2002-पर्स III दिनांक 24.2.2004 का सन्दर्भ लें। कर्मचारियों को विकल्प के अनुसार कलेक्टर टीडी तथा टीएस सर्किल ऑफिस के लिए कार्यमुक्त नहीं किया जा रहा है। इसके अतिरिक्त पश्चिम बंगाल के 7 अन्य कर्मचारियों को भी कार्यमुक्त नहीं किया जा रहा है।

कृपया कार्यवाही करें।

सीनियर टीओए (जी) वर्ग में प्रोन्नति हेतु स्क्रीनिंग टेस्ट

टीएफ-14/2 (ई) दिनांक 29.8.2011 जीएम (स्थापना) को

आज भी टीओए (टी), टी ओ ए (पी) तथा टी ओ ए (टी जी) वर्गों में कर्मचारी हैं जिन्हें पुनर्गठित वर्ग में आना है। संबंधित सर्किल परीक्षा इस लिए नहीं कर रहे हैं क्योंकि कर्मचारियों की संख्या अधिक नहीं है। तमिलनाडु सर्किल टी ओ ए (जी) कर्मियों हेतु परीक्षा आयोजित कर रहा है। परन्तु अन्य वर्गों के लिए नहीं। उनका तर्क है कि कर्मचारी अधिक संख्या में नहीं है। यह दलील उचित तथा न्यायसंगत नहीं है।

कृपया निर्देश जारी करें जिससे सभी वर्गों हेतु स्क्रीनिंग टेस्ट आयोजित हो।

अधिकारियों का एसएसए/सर्किलों में पोस्टिंग

टीएफ-36/3 दिनांक 3.9.2011 सी एम डी को

बहुत से एसएजी अधिकारी एसएसएज में निर्धारित कार्यकाल की समाप्ति के पश्चात भी कार्यरत है।

1) श्री के अनन्थ राम, जीएम इलूरु आठ वर्षों से अधिक एक ही स्थान पर है।

2) श्री ए. नरेन्द्र, जी एम वारंगल को नियम 36 में चार्जशीट मिली है। वह पूर्व में भी वारंगल में रह चुके हैं।

3) श्री गोपीराम, जीएम नेल्लौर ने भी निर्धारित समय पूर्ण कर लिया है।

4) श्री एस. पी शुक्ला का ट्रांसफर गया हुआ था परन्तु सदैव की भांति आनन-फानन इसे निरस्त करके सिलचर को कर दिया गया है। रिटायरमेंट के कारण सिलचर में जी एम का पद रिक्त है। परन्तु श्री शुक्ला कारणोंवश फरूखाबाद में डटे हुए हैं।

कृपया कम्पनी के हित में कार्यवाही करें।

टीएफ-5/2 दिनांक 29.8.2011 चीफ बिजिलेन्स ऑफिसर, बीएसएनएल को

जीएम, इलाहाबाद ने एस टी एम इन्सटेलेशन /कमीशनिंग हेतु 15,000/- रूपए की दर से टेन्डर अनुमोदित किया है। प्रतिलिपि संलग्न है। इसी कार्य हेतु उसी वेन्डर/कान्ट्रैक्टर को उन्नाव हमीरपुर जिलों ने रूपया 36,000/- की दर से टेन्डर किया है। यह फ्राड है। संघ की मांग है कि जांच हो तथा दोषी अधिकारियों के विरुद्ध कार्यवाही हो।

प्रशासन से पत्र

एनएफटीई बीएसएनएल तथा बीएसएनएल प्रबंधन के मध्य दिनांक 7.7.2011 की सम्पन्न बैठक का ब्यौरा

बीएसएनएल/9-11/एसआर/2010 दिनांक 29.8. 2011

कर्मचारी पक्ष से संघ के अध्यक्ष, महामंत्री सचिव (साथी राजपाल) तथा प्रबंधन से पीजीएम (एसआर), सीनियर सीएम (स्थापना), अतिरिक्त जीएम (स्थापना),

डीजीएम (एस आर), डीजीएम (स्थापना), एजीएम (एम आर II तथा III) आदि थे।

मान्यता के नियम

चर्चा के उपरान्त निर्णय हुआ कि प्रबंधन मुद्दे पर पुनः विचार करेगा।

सीनियर टीओएज का अपग्रेडेशन

मुद्दे को निर्णय हेतु प्रबंधन समिति को भज दिया गया है।

नियमित मजदूरों की पेंशन

1.1.2000 अथवा इसके पश्चात नियमित, टीएसएमस की सरकारी पेंशन 37ए के अनुसार मिलेगी।

दिनांक 7.5.2010 के वेज ऐग्रीमेंट के पैराग्राफ 5 में तदनुसार संशोधन किया जाएगा।

दैनिक मजदूरों का नियमितीकरण

सुप्रीम कोर्ट के निर्णय के कारण दैनिक मजदूरों को टेम्पारेरी स्टेटस देना अथवा इनका नियमितीकरण सम्भव नहीं है।

अर्हता प्राप्त तथा प्रशिक्षित नियमति मजदूरों का टीएम पद पर अपग्रेडेशन

अतिरिक्त (जीएम) तथा संघ के मध्य पुनः चर्चा होगी।

डी ओ टी सम्पदा का बंटवारा

यह मामला डी ओ टी का है।

रिक्त क्वार्टरों का आवंटन

बीएसएनएल पत्र संख्या 482-161/2007- बीजी दिनांक 1.9.2011

बीएसएनएल प्रबंधन नियमों में संशोधन करते हुए सीजीएमस को रिक्त क्वार्टरों को ऐसे कर्मचारियों के परिवारों को रहने के लिए आवंटन हेतु अधिकृत

किया है जो कि दूसरे स्टेशनों पर कार्यरत हैं। यह निर्धारित शर्तों के अनुसार ही होगा। (विस्तृत अंग्रेजी में देखें)

नॉन-इक्जीक्युटिव प्रमोशन पॉलिसी टैम्पोरेटी स्टेटस मजदूरों/ दैनिक मजदूरों संबंधित स्पष्टीकरण आदेश

बीएसएनएल 13-2/2010-टीई (पार्ट) दिनांक 8.9.2011

स्पष्टीकरण आदेश 6.1.2011 के संदर्भ में है।

डी ओ टी का कहना है कि टीएसएमस का पी ओ सीमित लाभों के लिए है। जिससे कि उनकी 50 प्रतिशत सेवाकाल की गणना सम्भव हो। एफ आर के प्रावधान दैनिक मजदूरों पर लागू नहीं होता है।

अतः 1.10.2000 अथवा इसके पश्चात नियमित मजदूरों को "बीएसएनएल भर्ती" कर्मचारी माना जाएगा।

खर्चों में कटौती

बीएसएनएल पत्र संख्या 7.8.2010/ई एफ पार्ट/1 दिनांक 5.9.2011

आउटडोर चिकित्सा सुविधा सभी कर्मचारियों, पेंशनर्स सहित, बने केवल वाउचर सहित उपलब्ध होगी। इन्डोर सुविधा जारी रहेगी।

एलटीसी:- छुट्टी का नगदीकरण सभी हेतु बंद। एलटीसी सुविधा दो वर्षों हेतु बंद। परन्तु सेवानिवृत्त होने वाले इस पारिधि में नहीं आएंगे।

खर्चों में कटौती

बीएसएनएल संख्या 7.8.2010/ई एफ/पार्ट/2 दिनांक 5.9.2011 पीजीएमएस, सीनियर, जीएमस, जीएमस को केवल एक समाचार पत्र

सी एम डी, निदेशक इक्जीक्युटिव निदेशक विषय में अपना स्वयं निर्णय लेंगे। ■