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# TELE LABOUR

**Organ of National Federation of Telecom Employees (BSNL)**

**Regd. No. 4906 dated : 17.9.2001**

**C-4/1 Bangla Sahib Road, New Delhi - 110001**

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**September, 2012**

Editor - Chandeshwar Singh

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## EDITORIAL

### **BSNL MUST GET MOMENTUM**

The BSNL Board sequel to strike agreement of 12th June has approved for the extension of 78.2% IDA fixation benefits to employees in pay revision and same is being sent for the nod of the Administrative Ministry ie DOT.

The decision of Board has been very significant in the present scenario at the time when the company's financial Condition is not only bad but running in loss. There are financially bankrupt PSUs where even wage revision has not taken place what to say of **extension of 78.2% IDA fixation benefits. The participation of NFTE BSNL in the joint struggle true to its traditions and commitment for the cause and betterment of the workers impossible task has been made possible.** The NFTE has been impressing upon the management from the very beginning that there will be sharp reaction from the workers in case there is any foul play in the matter. It is expected the DOT will also not take risk to commit mistake and will approve it as it has become matter of life and death for the Workers.

But it be realized that time has come when we should also adopt realistic: and

positive approach and *do not close our eyes in respect of the services and Company's financial health.* The BSNL Board has approved profit - Loss financial statement of the year. The entity is in loss to the tune of Rs. 8820 crores. The loss is higher in comparison of last year as the company has paid Rs. 1500 crores spectrum fee of previous years in pursuance of Court's, direction. The USO fund is also not released causing less revenue. Some feel that the BSNL will get momentum but the NFTE cannot close its eyes over the developments. The PSU is in loss for the third occasion which is matter of serious concerns. The Department of Public Enterprise may withdraw the Mini Ratna status of the company besides other action. Time is ripe for all of us to come forward to protect the bread earner before it becomes too late.

There is huge outstanding Telephone Revenue amounting to the tune of Rs. 40807057000. All out efforts are needed to recover maximum amount to increase the revenue. The workers should move shoulder to shoulder with the management in the most difficult task. If we can move together for 78.2% IDA benefit why not to realize the

outstanding revenue. Wealth is necessary for the PSU undoubtedly there is stiff and fierce competition in the market due to which BSNL's market share has decreased. But the management equally failed to take appropriate action as per situation. Even then the PSU is leading service provider in land line, Broad band etc. But of late the basic phones are being surrendered in large number causing serious alarm. The materials viz cables etc have still not reached in the field despite promises resulting non-restoration of phones. There is no dispute that from top to bottom have to perform or perish. The BSNL has to get momentum defeating the hurdles and odds. The service has to improve defeating the impediments faced around.

Let us unitedly strive hard to ensure that the BSNL- gets momentum. The survival of BSNL is not only vital but of great importance for the future of the workers. Should we lag behind in the pious task to bring sufferings and miseries to workers. Let us dedicate ourselves to attain the goal by better performance.

**BSNL Board has approved profit - Loss financial statement:**

The loss in real terms is hike that of previous year only. But due to Court direction spectrum Fee of yester years to the tune of 1500 crores added to the expenditure side and made the loss higher to 8820 crores. The depreciation is 9100 cr. Revenue was less because of absence of USO fund. The BSNL can gain momentum is the hope spelt by the management.

**Money deposited in USO fund in last five years**

Year	Money deposited in USO fund in crores	Expenditures in crores
2007-08	5405	1290
2008-09	5515	1600
2009-10	5778	2400
2010-11	6114	3100
2011-12	6723	1687

Total money in USO fund = 24839.45 crores.

**Distribution of free Mobile in Villages**

The Govt. is contemplating to distribute mobile in free from this USO fund. There will be additional expenditure of Rs. 7000 crores in the project which can be adjusted from the USO fund (Based on NB dt-04-09-2012.)

**TELE LABOUR**

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MEMBER OF PARLIAMENT  
(LOK SABHA)

GENERAL SECRETARY  
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Dear Shri Sibal ji,

Dated 21.8.2012

As you know the financial viability of the BSNL is fast deteriorating day by day. The assurances given by the Govt. (EGOM) to the National Federation of Telecom Employees at the time of formation of BSNL to the effect that Govt. will compensate BSNL in full for undertaking socially desirable but economically unviable activity like rural Telephony has been implemented more in breach than in compliance. The end result is that huge giant among PSUs which was earning more than 25000 crores in profit is today running into loss, all due to policies pursued by the Govt. of India.

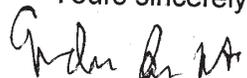
The Telecom Regulatory Authority of India, TRAI, has recommended to Govt. of India to grant to BSNL Rs.2750 crores as subsidy for rural telephony. This, I am told is more than 2 years back. But, till date no payment has been made to BSNL by Govt. This is most unfortunate and highly regrettable to say the least.

What is worse, BSNL has surrendered BWA spectrums in respect of many states/circles for which it had deposited money. The deposits according to rules should have been refunded to BSNL. This too has not been done.

I shall be grateful if you kindly look into the above issues & ensure payments in question are made to BSNL

With regards,

Shri Kapil Sibal,  
Minister of Communication & IT,  
Govt. of India,  
Sanchar Bhawan,  
New Delhi.

Yours sincerely,  
  
(Gurudas Das Gupta)

**GOVERNMENT OF INDIA MINISTRY OF COMMUNICATION AND  
INFORMATION TECHNOLOGY RAJYA SABHA  
QUESTION NO 1466  
ANSWERED ON 24-08-2012**

**Regularisation of casual workers in BSNL**

**1466 SHRI TAPAN KUMAR SEN**

Will the Minister of Communication AND information Technology be pleased to state:-

- a) how many casual workers are engaged in BSNL and for how many years;
- b) whether there is any proposal to regularize them as was done earlier;
- c) if so, the time-frame thereto; and
- d) if not, the reasons therefor?

**Answer**

The Minister of state in the Ministry of Communications and Information Technology (Shri Milind Deora)

- a) 3348 casual workers are presently working in BSNL. These causal workers have been in engagement prior to formation of BSNL on 01-10-2000.
- (b) to (d) : There is no proposal to regularise causal workers in view of Hon'ble Supreme Court Constitution Bench Judgement in the matter so Secretary, State of Kranataka & Others Vs Uma Devi & Other which has held that regularisation of casual labourers without following the provisions of the statutory Recruitment Rules is illegal

## Letters From Administration

**JAO Part.II Internal Competitive  
Examination against 40% quota to  
be held on 17th, 18th & 19th  
December, 2012**

***No. 28-2/2012-Rectt Dated: 3rd September,  
2012***

I am directed to state that it has been decided to hold the JAO Part.II Internal Competitive Examination against 40% quota for year 2012 on 17th, 18th & 19th December, 2012 for already qualified JAO Part-I Candidates and screening test qualified candidates. The examination will be held in

accordance with the scheme/Syllabus and pattern circulated vide letter No. 4-29/2003 - SEA (BSNL) dtd. 12-10-2004 at the centers as may be fixed by the Heads of Telecom Circles. The eligibility, service conditions and other details for appearing in the said examination will be as prescribed in Recruitment Rules of JAO, which was circulated by the SEA Section vide their letter No. 36-2/2001-SEA dtd. 31-08-2001 and amended from time to time. This will be the last examination under OLD SYLLABUS.

2. The detailed time-table of the examination is given below:

	<b>Subject</b>	<b>Paper</b>	<b>Day &amp; Dated</b>	<b>Hours (IST)</b>
I.	Telecom Account - I Theory (With out books)	I	Monday 17.12.2012	10.00 AM to 12.00 Noon
I.	Telecom Account - I Practical (With books)	II	Monday 17.12.2012	02.00 PM to 04.30 PM
II.	Telecom Account - II Theory (With out books)	III	Tuesday 18.12.2012	10.00 AM to 12.00 Noon
II.	Telecom Account - II Practical (With books)	IV	Tuesday 18.12.2012	02.00 PM to 04.30 PM
III.	Civil Works Account Rules & Procedure (With books)	V	Wednesday 19.12.2012	10.00 AM to 01.00 PM

3. Any doubt regarding eligibility for admission to the examination or scheme and syllabus may kindly be addressed to the AGM (SEA), BSNL C.O, 7th Floor, Bharat Sanchar Bhawan, Janpath, New Delhi -1.

4. The question papers would be set centrally by Recruitment Branch of Corporate office. All post examination work such as nomination of examiner, evaluation of answer books by such examiners preparation and declaration of result etc. will be undertaken by the respective Telecom Circles as being done in a decentralized examination. Officers not below the level of JAG from outside the Circle be appointed as examiners for evaluation of the answer books. Procedure as detailed in letter No. 7-3/2005 - DE dt. 08.08.2005 may be followed for appointment of examiner.

5. The candidates will have the option to answer the question papers in Hindi/English. The answering of question papers partly in Hindi and partly in English will Not be permissible. The option once exercised by the candidates will be final.

6. All arrangements for conducting the examination will be made by the circles strictly in accordance with the rules laid down in

Appendix No. 37 of P&T Manual Vol. IV (5th Edition), The Heads of Telecom Circles will be responsible for actual conduct of the examination in respect of the candidates permitted to appear by the Heads of other Administrative office situated within their territorial jurisdiction. For the candidates of Chennai Telephones & Kolkata Telephones, the examination will be conducted by the concerned Telephone District. In Delhi, Chief General manager, Maintenance, NTR, New Delhi will conduct the examination including for the candidates of BSNL Corporate office. The candidates of BSNL C.O. will submit their applications to the respective cadre controlling authorities within the prescribed last date for submission of application as below. The cadre controlling authority, after verification of the applications, will forward them to CGM Maintenance, NTR, New Delhi.

7. The eligible candidates may be advised to submit their application to the Head of Telecom Circle under whose jurisdiction, they are working. The last date of submission of application may be fixed as 06-10-2012. Application received after the last date i.e. 06-10-2012 shall not be entertained.

### **Regarding Safety from fire incidents**

**BSNL No: 19-30/2012/NWO-CFA/MSE/  
Dated 30.08.2012 to, All Chief General  
Managers Telecom Circles/ Metro Districts**

Fire incidents had occurred recently in Power Room of a telephone exchange in Vijayawada, A.P.Circle. The investigation committee of Inspection Circle has recorded that the incident has occurred due to inadequate ventilation in power plant room which resulted in excessive heating of capacitors & blowing of the condensers in the circuit.

It has been suggested by the committee that the following measures be taken to avoid such fire incidents in Telecom buildings in future:-

1. All Power Plant Rooms should have proper ventilationècooling. At least arrangement for letting out the hot air by making cross ventilation should be made.

2. Periodic Checking of power cables and their terminations to be done.

3. All conventional power plants needs to be replaced by switch mode power supply units. The switched mode power supply units require very less space & may be installed in air conditioned switch rooms.

4. Paper condensers in the capacitor bank may be replaced with suitable metallic condensers.

5. The firefighting equipment should be available in all equipment rooms in working condition and the maintenance staff should be aware of using them.

Above instructions along with the other instructions issued from time to time by this office may please be followed strictly to avoid and such incident in future and compliance to this effect may be sent to this office.

### **Delegation of financial power to Heads of Circle for obtaining ISO certification - regarding.**

**BSNL No.7-6/EF/08-Part-II Dated: 29-08-  
2012 to All C.G.Ms of BSNL**

A Kind reference is invited to Corporate Office letter No. 6-25/2002-EB dated 01.04.2004 and dated 20-4-2005 regarding obtaining ISO Certification.

In this connection, the Decision of Competent Authority is hereby conveyed that the Financial Power delegated to Heads of Circles under item No. 1.9 - Obtaining of ISO Certification is kept in abeyance till further orders. Hence forth no expenditure should be incurred against obtaining/renewal of ISO Certification.

### **Clarification on processing of Pension /DCRG -Cases of absorbed BSNL employees who have rendered continuous service in DoT and BSNL regarding**

**DoT File No: 40-14/2012-Pen(T) Dated  
the 28th July, 2012 to The Jt. Controller  
of Communication Accounts, Tamil  
Nadu Circle**

I am directed to refer to your communication dated 12.6.2012 addressed to DDG(Estt.) received through AGM (Pen. & Estt.), BSNL CO on 16.7.2012 on the above mentioned subject and to say that cases of employee who are dismissed from BSNL, to process their pension papers, as per sub-rule 24(c), cases may be processed in the respective CCA offices like other normal cases and necessary confirmation, as required in the Rule may kindly be taken referring the cases to this Department through BSNL Co and concerned Vigilance Wing.

## Letters to Administration

### **Grant of subsidy to BSNL and refund of BWA spectrum deposits.** **TF-6/7 Dated:-01-09-2012 to CMD BSNL New Delhi.**

The National Executive meeting of NFTE BSNL took place on 27th/28th August at Delhi and expressed deep concerns over the present financial health of the company. The meeting after detailed discussions has adopted a resolution and a copy of the same is attached herewith with the request to forward it to the Administrative Ministry for appropriate action.

Apart from above the meeting also observed that necessary materials have still not reached in the field due to which landline phones are being surrendered affecting the growth of Broadband.

Kindly take appropriate action.

### **Wage erosion in respect of some categories of staff viz TTAs, Sr. TOAs, etc.**

**TF-9/9 Dated:-01-09-2012 to Shri R.K. Upadhyay Chairman Cum Managing Director BSNL, New Delhi.**

Kindly recall the discussions on the subject. In course of meeting we have stated that there are employees particularly in TTA Cadre who are undergoing wage erosion sequel to wage revision agreement signed on 15th January, 2010. The wage erosion is recurring and placing the officials permanently at disadvantageous position. The union had discussions with the Director (HR) also. There had been indication that a committee will be formed to examine the sufferings. However, no visible action has been taken in the matter causing avoidable resentment amongst the staff.

The National Executive meeting of NFTE

BSNL was held on 27th/28th August and discussions took place on the issue and resolution adopted. A copy of the resolution is enclosed for perusal and appropriate action. This is in continuation of our Letter No.-TF-9/9 dt-12-07-2012

### **78.2% IDA merger fixation benefits to BSNL employees – Resolution adopted in NE meeting.**

**TF-9/9 Dated:- 01-09-2012 to Shri R.K. Upadhyay Chairman Cum Managing Director BSNL, New Delhi.**

We are immensely pleased to know that the BSNL Board has approved 78.2% IDA merger fixation benefits to BSNL employees. We record our deep appreciation to the Board of Directors and particularly to chairman over this and assure that the employees will definitely reciprocate for the same. Undoubtedly this has been very difficult task but by getting nod of the board the BSNL management headed by you has earned enormous credibility amongst the workers who were restless and agonized over discrimination.

It is stated that the National Executive of NFTE BSNL was in session at Delhi on 27th/28th August and assembled leaders agreed to strive hard to lift the company from the present morass and expect the management will provide materials in the field. The employees are looking forward for early approval by the DOT. The NE meet has accordingly adopted a resolution on this and a copy of the same is enclosed for perusal and appropriate action.

### **Grant of Minimum Bonus to staff – Resolution thereon**

**TF-7 Dated:- 04-09-2012 to CMD BSNL New Delhi.**

We are forwarding herewith copy of a

resolution adopted at the National Executive Meeting of the union which was held on 27th/28th August. The resolution is self contained and it needs no elaboration from us. The BSNL staff are not getting bonus for last two years causing irritations and resentment amongst them. The festival of Dussehra and Durga Pooja are fast approaching before which the entire employees belonging to public, private and Govt. Sectors will get bonus. You will appreciate that in the situation the largest and biggest PSU, BSNL, should not disappoint the BSNL staff.

Kindly, therefore, consider to grant atleast Minimum Bonus to BSNL staff.

**Hardships, Sufferings and  
Discrimination in NEPP –  
Resolution adopted thereon.**

***TF-26/6 Dated:-04-09-2012 to Director  
(HR) BSNL, New Delhi.***

It is stated that the National Executive of NFTE BSNL met on 27th/28th August and discussed the present hardships, sufferings and discrimination being faced by the staff belonging to Regular Majdoor, TTA, TM and Sr. TOA Cadres. Sizeable number of staff are being denied upgradation due to average entries recorded in their CRS in the past. These entries were not communicated and the employees were not afforded any opportunity to defend themselves. The regular Majdoors are reaching to maximum after ½ years almost after every upgradation. The regularised employees, TTAs and compassionate appointees are denied upgradation after 4 years on the plea of BSNL recruits. After detailed discussions the meeting has adopted a resolution. A copy of the same is enclosed for perusal and appropriate action .

We may mention that the union has made series of representations in the past listing

the grievances in NEPP but these are yet to be resolved.

Therefore, we request you to please get the issues resolved.

**Drop the proposal to grant VRS to  
BSNL staff – Resolution adopted by  
National Executive.**

***TF-11/8(a) dated 4-9-2012 to Chairman  
Cum Managing Director, BSNL, New Delhi***

We are forwarding herewith a copy of the resolution adopted at the National Executive Meeting held at Delhi on 27th/28th August. The resolution is self contained and it needs no dilution from us.

However, it is reiterated that the NFTE BSNL HQR is firmly opposed to the VRS proposal. The opposition is based on cogent reasons as this will in no way help in the improving the financial health of the company and the services. The situation of MTNL can be cited as an example. We strongly feel that instead of spending Rs. 18,000/- crores in VRS it will be better if Govt. honour its past commitments and keep PSU financially viable by granting subsidies and restoring various withdrawn concessions. The BSNL management should explore the possibilities of introducing replacement scheme akin to Railway Department.

Kindly, therefore, take appropriate action and withdraw the VRS proposal sent to DOT.

An early action is urged for.

**"DoT Cell" for NE-2 circle.**

***TF-17A Dated:- 03-09-2012 to CMD BSNL  
New Delhi.***

Please recollect the representatives of NFTE BSNL of NE-2 circle met you on 26-08-2012 and explained the hardships and sufferings being faced by retired personnel

***Contd. on page 12***

# National Convention of Workers on 4th September, 2012 at New Delhi in Talkatora Stadium

## DECLARATION

This National Convention of Workers held on 4th September, 2012 at Talkatora Stadium, New Delhi, participated by workers representatives from all over India from all sectors, expresses its deep concern and anguish at the total non-response of the Govt to address the burning issues of the working people viz. containing price-rise, universalisation of social security rights for unorganized sector workers, ensuring proper minimum wages, mass scale contractorisation, rampant violation of labour laws and onslaught on trade union rights etc., despite consistent persuasion by all in united platform of the entire trade union movement in the country through various forms of countrywide programmes and agitations in a democratic manner since last three years. Such non-response of Govt to the all-in-united activities and persuasion by trade unions is nothing but an affront on the democratic rights and aspirations of the working people of the country, which the trade union movement cannot accept lying down.

While condemning the government for its inaction and total indifference towards the miserable plights of the working people who keep the wheel of the economy moving, this National Convention strongly opposes the move of the Govt. to curtail budgeted allocations for pro-people employment and welfare schemes like NREGA and ICDS meant for rural populace and women and

child care respectively. The Govt. is hell bent upon carrying the financial reforms by amending the bank and insurance laws to allow entry of MNCs and Corporates in these vital sectors and also pushing through the privatization process in phases through disinvestment of shares in blue chip PSUs in the core and strategic sectors of the economy. The Govt. is gifting natural and mineral resources of the country to corporates and MNCs paving the way for their loot.

Labour law violations are on increase, corporates have been given free hand to suppress democratic trade union rights including the basic right of forming a trade union and increase in deployment of contract labour on jobs of regular nature. Many millions of workers employed to run several central govt. schemes, like ICDS, ASHA, mid-day-meal, sarva-siksha etc are being denied even the statutory minimum wages and associated rights. The state administration has become subservient to MNCs, and Corporates. The recent unfortunate incident in Maruti Suzuki Plant in Manesar and its aftermath including arrest of 150 workers and dismissal of over 500 workers is a glaring instance of corporate govt. nexus.

It appears the govt. is bent upon continuing the same anti people economic policy even seeking to enact legislations that run contrary to the interest of working people and their social security rights besides generating a severe recessionary impact on



## **Current status, as on 29-8-2012, on the issues raised by NFTE BSNL before the Chief Labour Commissioner (c) vide No. TF -38/6 dated 9.11.2010**

**Issue raised:** 1. Rules for recognition of non- executive unions in BSNL

**Current status:** In its explanatory note dated 9-11-2010 the union has wrongly mentioned that in the meeting held on 12-11-2003 the BSNL management agreed to evolve its own rules for recognition of unions so that the staff grievances are properly represented and addressed. In fact, in the meeting the 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.

The union is aware that in the meeting held on 27-8-2012 under the chairmanship of CLC (c) consensus didn't emerge amongst all the unions for amendment of COD so as to facilitate recognition of more than one union. However, majority of the unions demanded for evolving BSNL own recognition rules and grant of trade union facilities to all the unions and the management side expressed that they are open for discussions. The date for holding such a meeting is yet to be fixed.

**Issue raised:** 2. Upgradation of Sr. TOAs.

**Current status:** In the meeting held on 7-7-2011, the union was informed that the matter has been submitted before the management committee of BSNL. Further, it is mentioned that the EDP scheme for Sr. TOAs has not been found administratively feasible in BSNL. Hence, BSNL Board has already withdrawn its proposal of upgradation of pay scale of Sr. TOA by virtue of introduction of EDP scheme. The item may be closed.

**Issue raised:** 3. Relaxation of service period from 7 years to 5 years & JTO

**Current status:** As informed in the

meeting held on 7.7.2011 the matter is sub-judice. Hence, action cannot be expedited until outcome of the decision of the court. With a view to avoid keeping the item pending for indefinite period, the same may be closed.

**Issue raised:** 4. Pension to regularized employees

**Current status:** The union has challenged the provisions of an agreement entered into between the BSNL management and the recognised union. Since the said provision relating to pension has not been formed part of order dated 7-5-2010, hence no cause of action arises to agitate the matter before the consultation authority. However, with a view to meet the command to the union, the revised contents of the agreement were agreed in the meeting held on 7-7-2011 but the recognised union has not agreed to the same and is of the view that the problem raised by the unrecognized union is imaginary. In the circumstances, the item may be closed.

**Issue raised:** 5. Regularisation of casual labourers

**Current status:** In the meeting held on 7.7.2011, the position has been explained to the union in detail and finally informed that is no more possible for BSNL to grant temporary status/regularize any casual labourer without following the provision of the Constitution. Hence, the item may be closed.

**Issue raised:** 6. Upgradation of qualified and trained Regular Mazdoor as Telecom Mechanic

**Current status:** In the meeting held on 7.7.2011, the union was informed that 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 SSAs/Circles where such vacancies existed. This option has since been closed as here 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 definite period. Further, in order to evolve any solution, the Union representatives have not responded in the matter. However, BSNL is now in the process of holding next LICE in the TM cadre shortly. As such, the item may be closed.

**Issue raised:** 7. Distribution of DOT assest

**Current status:** The union has already been informed that the issue pertains to DOT and not with BSNL. Hence, the item may be closed.

The status report was submitted on 30th August to Dy CLC.

**Minutes of the conciliation proceedings held on 30-8-12 in the Industrial Dispute between National Federation of Telecom Employees, BSNL and the Management of BSNL New Delhi**

Both the representatives of the Management and the Union are present.

The Management filed their reply dated 29th August, 2012 indicating the point wise discussion which took place in their bilateral meeting on 7th July, 2011 along with the current status of progress of each point.

During the discussion with the management and the union, it was agreed to close the point No. 2 i.e up gradation of Sr. TOAs in view of the position explained well as the oral submission by the Senior officials of the BSNL was noted and ***it is suggested to the management and the Union to continue their bilateral discussion on the pending issues expeditiously. Both the***

***Union as well as the Management are advised to utilize the bilateral discussions in an atmosphere of stepped up objectivity and purposefulness. More cooperation form both the sides will help them to sort out the differences smoothly.***

On hearing further from the Management and the Union further date for the proceedings shall be fixed.

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***Contd. from page 8 : Letters to Administration***

in settlement of their pension and terminal benefits. It is due to fact that there is no "DOT Cell" for NE-2 circle. The employees after retirement have to come from Nagaland etc to Shillong for settlement of their claims resulting immense sufferings and hardships besides avoidable expenditures.

We, therefore, request you to please take up the matter with the DOT so that "DOT Cell" is established for NE-2 circle.

**Bilateral meeting between BSNL unions and Management for evolving Rules for recognition of unions of non – executive staff.**

***TF-1/1(d) Dated:- 06-09-2012 to Shri R.K. Upadhyay CMD BSNL New Delhi.***

On 27th August a meeting under the Chairmanship of Chief Labour – Commissioner took place in which unions and representatives of the management participated. After discussions the CLC has advised the BSNL to hold bilateral meeting with the unions for evolving BSNL's own rules of recognition Till date no meeting has been fixed. The delay is taking place in the meeting as such we seek your intervention. We have already met Director (HR) in this respect and conveyed our anxieties over delay.

Therefore, we request you to please use your good offices so that the meeting is held at the earliest.

# Report from Tamilnadu circle about Dismissal Cases and Pension - NFTE's Human Achievement

The pension cases of dismissed employees in BSNL after their absorption from DOT were not settled even though provision for settling the issue is safely placed in 37A. One should not fail to appreciate Com Gupta's genius to get such a caring provision in 37A of DOPPW order dt 30-9-2000.

“24 Upon Conversion of a Government Department into a PSU

C .The dismissal or removal from service of the PSU of any employee after his absorption in such undertaking for any subsequent misconduct shall not amount to forfeiture of the retirement benefits for the service rendered under the government and in the event of his dismissal or removal or retrenchment the decisions of the undertaking shall be subject to review by the Ministry concerned with the undertaking “

Even though the provision stands specific for no forfeiture of pension for the service rendered in DOT, no authority either from BSNL or from DOT ready to implement the provision and issue pension payment order to the dismissed employees.

One such case of dismissal (Udhayasooriyan) was brought to our knowledge by our comrades Aruna, Sethu of Madurai, Ramakrishnan and Papanasam of Nellai. We started pursuing the case and it took us three years to settle the case once for all.

The initial reaction from the authorities, when we sought their attention, was not so

enthusiastic and they discouraged us by saying that it would be difficult to realize pension for dismissed employees. After many rounds of discussions, TN administration agreed to address the issue and it addressed. Taking cue from that, our CHQ pursued the case at corporate and DOT level.

During 2009, on the subject of retirement benefits to the dismissed, a clarification was issued to CMD BSNL by DOT.

“As per sub rule 24 c of 37 A , the absorbed employees of BSNL are entitled to retirement benefits for the service rendered in Government even if they are dismissed / removed from service after their absorption for any misconduct during service in BSNL. The retirement benefits in such cases shall be admissible from the day following date of dismissal/removal from BSNL “(DOT F 318-12 /2008 pen (T) dt 21-7-2009)

Even after this assertive clarification from DOT, no authority was ready to examine the cases and did come forward to issue PPO. We have discussed the case with CCA and Com Muthiyalu on behalf of pensioners association and Com Mali in the Adalat advocated and demanded justice .

Then CCA TN Circle has sought a clarification from DOT to specify the authority to order pension for the dismissed employees. NFTE CHQ with great concern brought the letter of CCA to the notice of BSNL and thro BSNL to DOT.

“There is sufficient number of

employees who are dismissed by BSNL but are not getting pension for the DoT (Govt) period despite clear cut orders. The CCA (Pension) of Tamilnadu vide No. CCA/TN/DoT/Pen/LPS 9699 dated 12.06.2012 (copy enclosed) has sought clarification from the DoT. We seek intervention as dismissed employees could not get pension even after 3 or 4 years of their dismissal. Therefore, we request you to please take appropriate steps so that the point referred is expeditiously clarified by the DoT." (NFTE Ir dt 30-6-2012)

Finally DOT has issued its clarification to CCA, TN for the sought question of authority vide its letter dt 28-7-2012.

"I am directed to refer to your communication dt 12-6-12 addressed to DDG Est received thro AGM Pen&Est, BSNL CO on 16-7-2012 on the above mentioned subject and to say that cases of employees who are dismissed from BSNL, to process their pension papers, as per sub rule 24 c, cases may be processed in the respective CCA offices like other normal cases and necessary confirmation, as required in the Rule may kindly be taken referring the cases to this Department through BSNL Co and concerned Vigilance wing"

We hope that this order to our CCA would be suffice to deal all the dismissed cases through out India. CCA TN is on the job of processing the cases. We express our sincere thanks to CHQ -all comrades and Officers involved in settling the issue once for all. We feel elated, at last after great strains, we are in a position to realize the safeguarding provisions that Com OPG cared and visualized.

### **Settlement of claims vis-a-vis return of Car No. DL 9CH1778.**

**TF-5/8 Dated:- 03-09-2012 to Com. O.P. Gupta, Ex. Secretary General NFTE BSNL New Delhi.**

You had been claiming that the aforesaid Car be returned as same was given as gift to you by Linestaff union. The matter was discussed in the National Executive meeting which directed us to return the Car.

There has been delay in this respect due to fact that the Car has been the asset of the union as its cost was paid by NFTE BSNL. In the situation approval of National Executive was necessary.

As for as Rs. 81,000/- refund is concerned the meeting has not agreed. An amount of Rs. Five lakhs was paid to you including Rs. 81,000/- as per decision of NE meeting at Yeotmal. Apart from above Rs. 10,000/- per month is being paid regularly to you as per decision of the National Executive. Now there is nothing left.

You are requested to get the Car collected as per your convenience.

### **NEWS**

1. R/R of Telecom Mechanic is now approved by Board Matric has been prescribed as educational qualification in respect of all categories of staff.
2. TTA R/R is also approved. Provision has been made for pre-qualifying Test in respect of candidates not possessing 10+2 qualification.
3. 78.2% IDA merger proposal is being sent to DoT for approval. Hurdles are there and we have to overcome. Delay may take place.

## बीएसएनएल को गतिशील होना होगा

12 जून की हड़ताल समझौते के अनुसार बीएसएनएल बोर्ड ने वेतन संशोधन में कर्मचारियों को 78.2 प्रतिशत आई डी ए फिक्सेशन लाभ देने के प्रस्ताव को मंजूरी दे दी है। इस प्रस्ताव को बीएसएनएल अनुमोदन हेतु डीओटी को भेजेगा।

बोर्ड का निर्णय वर्तमान परिस्थिति में अत्यन्त महत्वपूर्ण है। विशेषकर जब कम्पनी की वित्तीय दशा ठीक नहीं है तथा यह हानि में है। वर्तमान में ऐसे निगम हैं जिनकी आर्थिक हालत खस्ता है वहां 78.2 प्रतिशत फिक्सेशन के लाभ की बात तो दूर है वेतन संशोधन भी नहीं हुआ है। **एनएफटीई सदैव कर्मचारियों के हितों के प्रति समर्पित रहा है तथा इसके लिए पूर्व में अनेक संघर्ष किये हैं। इस परिपाटी का निर्वाह करते हुए एनएफटीई ने संयुक्त संघर्ष में भाग लेकर असम्भव को सम्भव बनाने में योगदान दिया जिससे कि 78.2 प्रतिशत आईडीए का प्रबंधन से समझौता हुआ।** एनएफटीई प्रबंधन को निरन्तर आगाह करता रहा है कि अनुमोदन के अभाव में कर्मचारियों की तीव्रतम प्रतिक्रिया होगी। आशा है डीओटी वास्तविकताओं को ध्यान में देते हुए व्यवधान उत्पन्न नहीं करेगा क्योंकि **यह मुद्दा कर्मचारियों के जीवन-मरण का है।**

परन्तु समय की मांग है कि हम वास्तविकताओं की अनदेखी नहीं करें। सेवाओं पर ध्यान देना नितान्त जरूरी है। बीएसएनएल बोर्ड ने वार्षिक लाभ-हानि का लेखा-जोखा अनुमोदित कर दिया है। इस समय उपक्रम रूपया 8820/- करोड़ की हानि में है। गत वर्ष की तुलना में हानि अधिक है क्योंकि कोर्ट के निर्णयानुसार कम्पनी को 1500 करोड़ रूपया

अतिरिक्त स्पेक्ट्रम फीस जमा करना पड़ा है। यूएसओ फन्ड से राशि नहीं मिली है जिसके कारण रेवेन्यू में कमी हुई है। कुछ लोगों की सोच है कि बीएसएनएल गतिशील होगा। परन्तु एनएफटीई परिस्थितियों पर आंख नहीं बंद कर सकती है। **कम्पनी तीसरे वर्ष हानि में है। यह चिन्ताजनक है। डिपार्टमेंट ऑफ पब्लिक इन्टरप्राइज मिनी रत्ना स्टेटस की वापसी के साथ-साथ अन्य कार्यवाहियों का प्रस्ताव कर सकता है। हमें समय से खड़े होकर जीविका प्रदान करने वाली कम्पनी की सुरक्षा करना होगी।**

कम्पनी का टेलीफोन रेवेन्यू रूपया 40807057000 ग्राहकों पर बकाया है जिसकी वसूली आवश्यक है। समय की मांग है कि हम कंधे से कंधा मिलाकर इस कठिनकार्य में प्रबंधन को सहयोग दें। यदि हमें 78.2 प्रतिशत आईडीए के लिए संयुक्त संघर्ष कर सकते हैं तो इस पुनीत कार्य में पीछे क्यों रहेंगे। कम्पनी के पास दौलत आना जरूरी है। बाजार में तीव्रतम प्रतिस्पर्द्धा है जिसके फलस्वरूप बीएसएनएल के मार्केट शेयर में कमी हुई है। परन्तु प्रशासन इस दिशा में समुचित कार्यवाही करने में असफल रहा है। लैन्डलाइन फोन्स तेजी से वापस हो रहे हैं। यह चिन्ताजनक है। हम सभी को समझना चाहिए कि **विनाश को रोकने के लिए सेवाओं में सुधार-विकास करना होगा।**

आइये हम संयुक्त रूप से अथक प्रयास करें जिससे बीएसएनएल गतिशील हो। बीएसएनएल का अस्तित्व सुरक्षित रहना कर्मचारियों के लिए केवल आवश्यक नहीं अत्यन्त महत्वपूर्ण है। प्रतिबद्धता के साथ कार्य करके हमें लक्ष्य की प्राप्ति करना है।

### प्रबंधन/प्रशासन को पत्र

कार नम्बर डीएल 9 सी एच 1778 की वापसी  
टीएफ-5/8 दिनांक 3.9.2012 साथी ओ पी गुप्ता,  
भूतपूर्व सेक्रेटरी जनरल को

आपका कथन था कि उपर्युक्त कार को लाइन स्टाफ संघ ने भेंट किया था राष्ट्रीय कार्यकारिणी बैठक में इस पर चर्चा हुई। कार के मूल्य का भुगतान एनएफटीई ने किया था तथा यह संघ के सम्पदा में भी दर्शित है। अतः वापसी हेतु कार्यकारिणी का अनुमोदन आवश्यक था।

जहां तक रूपया 81,000/- की वापसी का प्रश्न है कार्यकारिणी सहमत नहीं है क्योंकि योवतमल बैठक के पश्चात आपको रूपया 5 लाख का भुगतान किया गया था। इस राशि में रूपया 81,000/- सम्मिलित था। अब कुछ शेष नहीं है।

कृपया सुविधानुसार कार ले जायें।

### बीएसएनएल को सब्सिडी तथा बीडब्ल्यूए

#### जमा धनराशि की वापसी

टीएफ - 6/7 दिनांक 1.9.2012 सीएमडी, बी एस  
एन एल को

27/28 अगस्त को एनएफटीई की राष्ट्रीय कार्यकारिणी ने प्रस्ताव पारित करे बीएसएनएल की आर्थिक दशा पर चिन्ता व्यक्त की है। प्रस्ताव की एक प्रतिनिधि संलग्न करते हुए अनुरोध है कि इसे प्रशासनिक मंत्रालय को भेजा जाय जिससे निगम को ट्राय के सिफारिश के अनुसार सब्सिडी का भुगतान हो तथा बीडब्ल्यूए स्पेक्ट्रम की जमा धनराशि की वापसी है।

क्षेत्र में सामग्रियों की पूर्ति अभी तक नहीं हुई है जिससे कि लैन्डलाइन फोन्स की वापसी हो रही है तथा ब्राड बैंड का विकास प्रभावित है।

### 78.2 प्रतिशत आईडीए फिक्सेशन का

#### कर्मचारियों को लाभ-पारित प्रस्ताव

टीएफ-9/9 दिनांक 1.9.2012 श्री उपाध्याय,  
सीएमडी, बीएसएनएल को

हमें अपार हर्ष है कि बोर्ड ने 78.2 प्रतिशत आईडीए फिक्सेशन प्रस्ताव को अनुमोदित कर दिया है। संघ बोर्ड ऑफ डायरेक्टर्स विशेष कर चेयरमैन के प्रति आभार प्रकट करते हैं। कि कर्मचारी इसका सकारात्मक उत्तर देंगे। कर्मचारी भेदभाव के कारण दुखित थे तथा उनमें असंतोष था। परन्तु प्रस्ताव के अनुमोदन से आपके नेतृत्व वाली बीएसएनएल प्रबंधन की प्रतिष्ठा में वृद्धि हुई है।

एनएफटीई की राष्ट्रीय कार्यकारिणी की बैठक 27/28 अगस्त को दिल्ली में थी। सभी ने एक स्वर में कम्पनी को आगे बढ़ाने हेतु दृढ़ संकल्प किया है। आशा है प्रबंधन सामग्रियों को उपलब्ध करेगा।

### संघों के मान्यता के लिए बीएसएनएल का अपना नियम

टीएफ-1/1 (डी) दिनांक 1.9.2012 श्री उपाध्यक्ष,  
सीएमडी बीएसएनएल को

दिनांक 27 अगस्त को चीफ लेबर कमिश्नर ने बीएसएनएल प्रबंधन तथा संघों के साथ मान्यता नियम में परिवर्तन हेतु बैठक की। प्रबंधन नियम बनाने हेतु द्विपक्षीय वार्ता हेतु सहमत हुआ है। हम आपके संज्ञान में लाना चाहते हैं कि 90 प्रतिशत से अधिक कर्मचारियों का प्रतिनिधित्व करने वाले संघों की सहमति है कि बीएसएनएल अपना नियम बनाए। कुछ संघ जिनके पास नगण्य कर्मचारी हैं वे विरोध कर रहे हैं। इस प्रकार अधिकांशतः कर्मचारी बीएसएनएल के नियम हेतु सहमत हैं। अतः कर्मचारियों को आवाज को दबाया नहीं जाना चाहिए।

इस मुद्दे पर राष्ट्रीय कार्यकारिणी 27/28 अगस्त

को गहन चर्चा के उपरान्त प्रस्ताव पारित किया है। जिसकी प्रतिलिपि संलग्न है।

कृपया हस्तक्षेप करें जिससे कि बीएसएनएल मान्यता के अपना नियम बनाए।

### **कुछ वर्गों (टीटीएज, सीनियर टीओएज, आदि) के वेतन में कमी**

**टीएफ-9/9 दिनांक 1.9.2012 श्री उपाध्याय, सीएमडी, बीएसएनएल को**

कृपया पूर्व चर्चा का संदर्भ लें।

चर्चा के मध्य आपके संज्ञान में लाया गया था कि 1.1.2007 से वेतन समझौता 15.1.2010 को हुआ था। जिसके कार्यान्वयन के फलस्वरूप कुछ कर्मचारियों विशेषकर टीटीएज के वेतन में कमी हुई है। यह कमी निरन्तर है।

निदेशक (कार्मिक) से मुद्दे पर चर्चा हुई है। ऐसा आभास हुआ था कि मुद्दे के समाधान हेतु समिति गठित होगी। परन्तु कोई कार्यवाही नहीं दिख रही है जिसके कारण कर्मचारियों में असन्तोष है। संघ की राष्ट्रीय कार्यकारिणी की बैठक 27/28 अगस्त को दिल्ली में सम्पन्न हुई है। बैठक ने प्रस्ताव पारित किया है जिसकी प्रतिलिपि कार्यवाही हेतु संलग्न है।

यह संघ के पत्र संख्या टीएफ-9/9 दिनांक 12.7.2012 के तारतम्य में है।

### **वीआरएस प्रस्ताव को वापस करो राष्ट्रीय कार्यकारिणी में पारित प्रस्ताव**

**टीएफ -11/8(ए) दिनांक 4.9.2012 सीएमडी, बीएसएनएल को**

दिनांक 27/28 अगस्त को संघ की राष्ट्रीय कार्यकारिणी की सम्पन्न बैठक में पारित प्रस्ताव की प्रतिलिपि संलग्न है। संघ पुनः वी आर एस प्रस्ताव का विरोध करता है। इससे उपक्रम का कोई हित नहीं होगा। एमटीएनएल की स्थिति उदाहरण है। वीआरएस

हेतु 18,000 करोड़ देने के स्थान पर सरकार (डीओटी) अपनी पूर्व की प्रतिबद्धताओं तथा वादों का ध्यान में रखकर बीएसएनएल की सब्सिडी स्वीकृत करें तथा विभिन्न वापस रियायतों की बहाली करें।

### **न्यूनतम बोनस – पारित प्रस्ताव**

**टीएफ-7 दिनांक 4.9.2012 सीएमडी, बीएसएनएल को**

संघ की राष्ट्रीय कार्यकारिणी, बैठक में पारित प्रस्ताव की प्रतिलिपि संलग्न है। दो वर्षों से कर्मचारियों को बोनस नहीं मिल रहा है। दशा तथा दुर्गा पूजा पर्व समीप है। सरकारी विभागों तथा अन्य संस्थानों एवम् उपक्रमों में कर्मचारियों को बोनस का भुगतान होगा। ऐसा दशा में बीएसएनएल में कार्यरत कर्मचारियों को बोनस से वंचित नहीं करना चाहिए।

कृपया कर्मचारियों को न्यूनतम बोनस स्वीकृत करने पर विचार करें।

### **एनईपीपी से उत्पन्न कर्मचारियों की विषमताओं तथा कष्टों का निस्तारण**

**टीएफ-26/6 दिनांक 4.9.2012 निदेशक (कार्मिक) को**

संघ की राष्ट्रीय कार्यकारिणी की सम्पन्न बैठक में मुद्दे पर गहन चर्चा के पश्चात् प्रस्ताव पारित किया है जिसकी प्रतिलिपि संलग्न है। नियमित मजदूर, टीटीए, टीएम तथा सीनियर टीओए वर्गों के कर्मचारियों की पूर्व की "औसत ग्रेडिंग" के कारण अपग्रेडेशन नहीं हो रहा है। चरिम पत्रावली में दर्ज "औसत प्रविष्टि" से कर्मचारियों को अवगत भी नहीं किया गया है। उन्हें अपील करने का अवसर प्रदान नहीं हुआ है। नियमित मजदूर (आर एम्स) प्रत्येक अपग्रेडेशन के दो वर्षों के उपरान्त स्टैगनेशन पर आ जाते हैं। बीएसएनएल भर्ती नियमित मजदूर, टीटीएज तथा अनुकम्पा नियुक्त कर्मचारियों को चार वर्षों के स्थान पर 8 वर्ष के

पश्चात् बीएसएनएल भर्ती के नाम पर प्रथम अपग्रेडेशन दिया जाता है। यह भेदभाव है।

संघ ने अनेक प्रतिवेदन दिए हैं परन्तु निराकरण नहीं हुआ है।

कृपया मुद्दों का समाधान सुनिश्चित करें।

**आफिसिएटिंग जेटीओज की नियमितीकरण**  
**टीएफ-24/2 (जे) दिनांक 4.9.2012 निदेशक**  
**(कार्मिक) को**

राष्ट्रीय कार्यकारिणी की बैठक में पारित प्रस्ताव की प्रतिलिपि आवश्यक कार्यवाही हेतु अग्रसरित है। विभागीय रिक्तियों के बिना प्रभावित किए जेटीओ वर्ग में पद सहित प्रोन्नति किया जाय।

**श्री बन्सीधर, टीएम के क्वार्टर का**  
**निरस्तीकरण – लुधियाना जिला**  
**टीएफ-20 दिनांक 1.9.2012 निदेशक (कार्मिक)**  
**को**

बिना कारण बताओं नोटिस के क्वार्टर को निरस्त किया गया है। यह संघों के मतभेद के कारण है।

कृपया हस्तक्षेप करें।

**लुधियाना में ट्रान्सफर पालिसी कार्यान्वयन**  
**नहीं होना।**  
**टीएफ-20 दिनांक 1.9.2012 निदेशक (कार्मिक)**  
**को**

बीएसएनएल हेड क्वार्टर ने ट्रान्सफर पालिसी की नीति निर्धारित की है जिसका कार्यान्वयन नहीं हो रहा है। विस्तृत ब्यौरा संलग्न है।

कृपया कार्यवाही करें।

**कोलकता टीडी में 2.5 के एम केबिल 1200**  
**पेयर की चोरी**  
**टीएफ-27 दिनांक 4.9.2012 सीवीओ, बीएसएनएल**  
**को**

दिनांक 26.8.2012 को अलीपुर एरिया, कोलकता में 2.5 के एम-1200 पेयर केबिल के चोरी हुई है। प्रशासन ने एफआइआर नहीं किया है। यह संदेह उत्पन्न करता है।

कृपया उचित कार्यवाही सुनिश्चित करें।

**प्रबंधन/प्रशासन से पत्र**

**डिस्मिस्ड इम्प्लॉईज के पेंशन दावों का निस्तारण**  
**डीओटी पत्र संख्या 40-14/2012 – पेन (टी) दिनांक**  
**28.7.2012 सीसीए तमिलनाडू को**

सीसीएज डिस्मिस्ड इम्प्लॉईज के पेंशन दावों को पेंशन नियम के सब रूल 24 (सी) के अनुसार अन्व्यों की भांति तैयार करें तथा नियमानुसार उसका कन्फरमेंशन बीएसएन हेडक्वार्टर एवं संबंधित विजिलेन्स विंग के माध्यम से डीओटी को भेजें।

**बर्खास्त कर्मचारियों का पेंशन**

एनएफटीई के तीन वर्षों के अथक प्रयासों के पश्चात् बीएसएनएल में सम्मिलित तथा बर्खास्त कर्मचारियों के पेंशन मामले का समाधान हुआ है। बर्खास्त कर्मचारी की डीओटी सेवाकाल की पेंशन की पात्रता है। डीओटी ने पत्र संख्या 40-14/2012 – पेंश (टी) दिनांक 28.7.2012 जारी करके अन्तिम मुहर लगा दी है।

(नोट – विस्तार से अंग्रेजी में देखें)

**जेएओ पार्ट – II 40 प्रतिशत कोटे की**  
**प्रतियोगितात्मक परीक्षा**

**बीएसएनएल पत्र संख्या 28-2/2012 – रेक्ट दिनांक**  
**3 सितम्बर, 2012 सभी सीजीएमस को**

स्क्रीनिंग टेस्ट में पूर्व से अर्हता प्राप्त कर्मचारियों हेतु एक और तथा अन्तिम परीक्षा आयोजित करने का निर्णय लिया गया है। यह परीक्षा पत्र संख्या 4-29/2003 – एसईए (बीएसएनएल) दिनांक

12.10.2004 की योजना/पाठ्यक्रम के अनुसार दिनांक 31.8.2001 के अनुसार होगी। परीक्षा तथा पात्रता पत्र संख्या 36-2/2001-एसईए 17,18, एवम् 19 दिसम्बर को होगी।

विषय	प्रश्न पत्र	दिन-तारीख	घंटे
I टेलीकाम (एकाउन्ट्स) – I थ्योरी (बिना किताब)	I	सोमवार 17.12.2012	सुबह 10.00से दोपहर 12.00 बजे
I टेलीकाम एकाउन्ट्स –I प्रैक्टिकल (किताब के साथ)	II	सोमवार 17.12.2012	दोपहर 2.00 से 4.30 बजे
II टेलीकाम एकाउन्ट्स – II थ्योरी (बिना किताब के)	III	मंगलवार 18.12.2012	सुबह 10.00 से दोपहर 12.00 बजे
II टेलीकाम एकाउन्ट्स – II प्रैक्टिकल (किताब के साथ)	IV	मंगलवार 18.12.2012	दोपहर 2.00 से 4.30 बजे
III सिविल वर्क्स एकाउन्ट्स रूल्स तथा प्रोसीजर (किताब के साथ)	V	बुधवार 19.12.2012	सुबह 10.00 से दोपहर 1.00 बजे

प्रार्थना-पत्र की अन्तिम तिथि 6.10.2012 निर्धारित है।

### यू एस ओ फन्ड में जमा धनराशि

वर्ष	यूएसओ फन्ड में जमा धनराशि करोड़ में	खर्च करोड़ों में
2007-08	5405	1290
2008-09	5515	1600
2009-10	5778	2400
2010-11	6114	3100
2011-12	6723	1687

यूएसओ फन्ड में कुल जमा धनराशि 24839.45 करोड़

### गांवों में मोबाइल का वितरण

सरकार की गांवों में मुफ्त मुबाइल बांटने की योजना है। इसमें अतिरिक्त 7000/- करोड़ रूपया खर्च होगा जिसकी पूर्ति यूएसओ फन्ड से की जाएगी।  
(समाचार पत्र पर आधारित)

### सूचनाएं

1) टीटीए का भर्ती नियम बोर्ड द्वारा अनुमोदित। प्रावधान किया गया है कि 10+2 शैक्षिक योग्यता नहीं रखने वालों को टीटीए परीक्षा में सम्मिलित होने हेतु प्री-क्वालीफाइंग परीक्षा उत्तीर्ण करना होगा।

2) टी एम का भर्ती नियम अनुमोदित। नवीन नियम में सभी के लिए 10 (मैट्रिक) शैक्षिक योग्यता निर्धारित।

3) 78.2 प्रतिशत आई डी ए प्रस्ताव डी ओ टी को अनुमोदन हेतु प्रेषित हो रहा है।

### लाभ – हानि लेखा-जोखा

बीएसएनएल बोर्ड ने लाभ-हानि का लेखा-जोखा अनुमोदित कर दिया है। कम्पनी को रूपया 8820/- करोड़ की हानि हुई है। कम्पनी को कोर्ट के आदेशानुसार पूर्व वर्षों के स्पेक्ट्रम फोस रूपया 1500/- करोड़ का भुगतान करना पड़ा है। जिससे हानि में वृद्धि हुई है। रेवेन्यू में कमी इसलिए हुई है। क्योंकि यूएसओ फन्ड से धनराशि नहीं मिली है।

## 4 सितम्बर को मजदूरों का तालकटोरा स्टेडियम, दिल्ली में कन्वेंशन

11 सेन्ट्रल ट्रेड यूनियन्स तथा फेडरेशनों के आवाहन पर 4 सितम्बर को दिल्ली में मजदूरों का कन्वेंशन सम्पन्न हुआ जिसमें हजारों की संख्या में मजदूरों ने भाग लिया। यह सम्मेलन एकता का प्रतीक था। राष्ट्रीय सम्मेलन ने निम्न मांग किया।

1) ठेके पर कार्य नहीं कराया जाय। नियमित कर्मचारियों के भांति कन्ट्रैक्ट लेबर्स को भुगतान किया जाय।

2) 10,000/- रुपये से कम वेतन नहीं होना चाहिए।

3) बोनस सीलिंग बंद करो। ग्रेच्युटी की राशि में वृद्धि करो।

4) सभी को पेंशन

5) 45 दिनों के भीतर यूनियन्स का रजिस्ट्रेशन करो। आईएलओ 87 तथा 98 का पुष्टिकरण प्रोग्राम

1) प्रदेश, जिला तथा सेक्टर स्तरों पर सितम्बर, अक्टूबर तथा नवम्बर में संयुक्त सम्मेलन

2) सम्पूर्ण भारत में 18/19 दिसम्बर, 2012 को सत्याग्रह, जेल भरो आंदोलन

3) 20 दिसम्बर को पार्लियामेंट मार्च

4) 20 तथा 21 फरवरी 2013 को सम्पूर्ण भारत में हड़ताल

इस सम्मेलन में बीएसएम, इंटक, एआईटीयूसी, एचएमएस, सीटू, सहित 11 सेन्ट्रल ट्रेड यूनियन्स ने भाग लिया।

### एनएफटीई ने भाग लिया

अध्यक्ष, महामंत्री, सचिव (साथी राजमौली,

राजपाल), साथी सैनी (प्रान्तीय मंत्री पश्चिम उत्तर प्रदेश सर्किल) तथा सर्किलों विशेषकर पंजाब, यूपी (पश्चिम) तथा एनटीआर के साथियों ने सम्मेलन में भाग लिया।

## एनएफटीई राष्ट्रीय कार्यकारिणी की बैठक सम्पन्न

दिनांक 27/28 अगस्त को राष्ट्रीय कार्यकारिणी बैठक दिल्ली में सम्पन्न हुई। इस बैठक में महत्वपूर्ण मुद्दों, संघों की मान्यता हेतु बीएसएनएल के अपने नियम सहित, पर चर्चा हुई। मुद्दों पर प्रस्ताव पारित हुए हैं। जिनको कार्यवाही हेतु बीएसएनएल प्रशासन को अग्रसरित किया जाएगा। यह महत्वपूर्ण बैठक ऐसे समय में हुई जब कि बोर्ड द्वारा 78.2 प्रतिशत आईडीए मरजर तथा एनई - 12 का अनुमोदन हुआ। संयुक्त संघर्ष की यह उपलब्धियां हैं।



साथी इस्लाम, अध्यक्ष सभा को संबोधित करते हुए



साथी सी.सिंह, महामंत्री एवं साथी सी के मदिवानन, डिप्टी जनरल सेक्रेटरी सभा को संबोधित करते हुए