

TELECOM

Organ of National Federation of Telecom Employees (BSNL)

(Regd. No. 4906 dated : 17.9.2001)

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EDITORIAL

SUSTAINED STRUGGLE A MUST

The problems and grievances of non-executive staff were neither addressed nor settled for a very long period. These problems have been repeatedly highlighted in the National Council meetings. But the **National Council has almost become "Talking Forum" much against the spirit of its formation.** In the situation, non-executive unions in BSNL formed the "JAC" and submitted a memorandum on 8th April containing demands and the issues of discrimination being extended to the employees. The management after much persuasion held a meeting on 27th June with unions and **thereafter went for deep slumber.** Forced with the indifferent attitude the JAC unions served the notice on 8th October for one day strike on 27th November. The National Conference at Jabalpur also approved the decision.

The management after prolonged period suddenly woke up and held dialogue with the unions on 25th November and that too reportedly on the intervention of Regional Labour Commissioner. The RLC ridiculed the management representatives in the proceedings for inept handling of staff issues. It has not been really a very commendable approach of the administration as it reflects staff relation in the BSNL. But the management side again on 25th November adopted casual approach and repeated what was said on 27th June. There has been clearly no sincere efforts by the management to address the problems. The Regional Labour Commissioner, intervened and held conciliation meeting on 26th morning and told the management side to meet

again with the unions to resolve the problems. The administration, however, **ignored the advice of the RLC forcing the employees to organize strike against blatant discriminations and negative approach of administration towards staff problems.**

The management is obviously not only partisan and indifferent towards problems but appears to be intoxicated also. They have failed to read the writings on the walls as struggle will go on even after one day strike. They should realize it will be difficult if not impossible for the administration to face **sustained struggles as workers are no longer in mood to accept the discrimination and raw treatment. Let us prepare ourself to hit hard to achieve fair and just treatment for non-executive employees.**

Forum's Programme of action

- (1) Demands Day on 11th December, 2014 with lunch hour demonstration.
- (2) 10 days campaign from 11th to 20th December 2014.
- (3) March to Parliament on 19th December 2014.
- (4) 3 days Dharna at SSA/Circle/Corporate headquarter from 6th to 8th January, 2015.
- (5) Indefinite strike from 3rd February, 2015.

CHQ Conveys Greetings to Comrades for Organising Successful and Glorious Strike on 27th November

THE SAGA AND LEGACY OF NFPTE - 60 YEARS

The Postal and Telecom Employees have been observing the diamond jubilee celebration of our great NFPTE formed in November 24, 1954. It is our bounden duty to retrace our driven path to make our young generation to know the cherishable events of our history.

The saga of P&T trade union movement has its own integral part of our freedom movement since the beginning of 20th century. Organized movement of Postal and telegraph workers were accelerated by our forefathers Henry Barton and Tarapada by forming unions in Telegraph, postal and RMS. The trials and tribulations, struggles and sacrifices are classics to the core and stand as our own epics. The call of Tarapada to organize yourself with a purpose, with determination and find your power still inspires us all. **Workers are not beggars, they have right to choose reverberates even today.**

The postmen struggle of 1946 led by senior leader V.G.Dalvi and Dada Ghosh is viewed not for any sectional demands alone but a struggle to expedite the achievement of freedom. The need of carrying forward the tradition of Tarapada of AIPRMS by installing new leadership was felt by Dada Ghosh and others and that fulfilled the advent of young and energetic visionary O.P. Gupta to our movement. Then AITUC leaders Com. B.T. Ranadive and Dange helped in this regard.

The efforts of young O. P. Gupta with the help of Dada Ghosh, K.Ramamurthi and others to establish a single union from the bush of multiple unions was accepted thro a merger resolution and the attempt of unifying the movement was greatly achieved by formation of UPTW just two days before independence on Aug. 13, 1947. The postmen union was left out. The budding independent sudeshi govt. led by Nehru faced partition problems, communal tension and Gandhi's assassination etc. The communists were in the mood of their assessment that it was possible to overthrow the new government with general strikes.

The Pay Commission and DA issues made UPTW to issue strike notice, first ever by O.P. Gupta. The leaders were arrested. Gupta was detained for 14 months and even habeas corpus was not

allowed. Leaders like K.G.Bose and Janak Gupta were dismissed. Com. K.Ramamurthi became SG of UPTW when Gupta was in jail. The need of realignment of Unions with federal setup was felt by both the leadership and GOI. Shri Jagajivan Ram and Rafi Kidwai initiated the scheme and the formation of NFPTE on November 24, 1954 thus became a historic occasion. It was a federal setup of 9 unions of postal, RMS, Telegraph, Telecom and Administration wings with a compulsory federation. Comrades Dalvi and Dadaghosh became the first president and secretary General.

Besides the important issues of all walks of employees, the issue of Wiping out discrimination of Class 4 and 3, issues of casual labour and ED were all taken up by NFPTE. On the issues of second pay commission strike notice was served against Nehru Government. There was a glorious strike of 5 days of all CG employees during July 1960. The SG of NFPTE Com. P.S.R. Anjeneyalu was handcuffed with chains and many leaders got arrested. Employees were shot dead on firing. Thousands of employees were terminated, suspended, arrested. ESMA was launched to threaten the strikers. The repression was let loose and it was in great order. Recognition of NFPTE was withdrawn. Com. O. P. Gupta with his own inimitable style undergone indefinite fast with E X Joseph to restore recognition. Com D Gnanaiah's arrival at the NFPTE Hqrs added momentum and he played a prime role in the forma-

TELECOM

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tion of whitley council type JCM. The conditionality of abjuring Strikes for accepting JCM was rejected forthright by the leadership. The powerful one day strike of Sept. 9, 1968 of all CG employees on the issue of need based Minimum wage and compulsory arbitration of JCM issue was also faced worst oppression and severe attacks from Government. The next generation leaders like Jagan emerged as heroes of the strike and got dismissal orders. The strike was led in P&T by SG Com. Gnanaiah. Ninety thousand employees were suspended and thousands were terminated and got arrested. The recognition of NFPE was withdrawn. Com.Gupta and Gnanaiah both had gone on indefinite fast fighting topless- bottomless recognition that is no federation and no grass root districts and branches. The recognition was restored but Govt. made efforts to dismantle NFPE by forming FNPTO under the leadership of Com. Ramamurthy.

The split in communist party also made its adverse impact on NFPE. Constant tussle and difference of opinions were becoming the part of NFPE life during the time of 1974 Railway strike and Emergency of Indra Gandhi period. NFPE was severely attacked during the emergency and its main Organs like P&T labour, weekly correspondence, telecom were not dispatched from the post office. Intervention of Shri Sanjay Gandhi was also there. Comrade Jagan boldly took the risk of dispatching the journals thro Tamilnadu Organ Olibbathir and made history. The legal battle of Com. Gupta helped us to restore publishing our journals again. The impact of emergency made us all to reunite in NFPE and at Bangalore federal council during 1978 Gupta became the Secretary General of NFPE.

The strike notice issued for bonus by Gupta and Ramamurthy after the announcement of the same for railways during Charan Singh period roused the workers and the issue was settled and Com. Gnanaiah signed the agreement of bonus. The trade union leader and tough Minister Stephen was cautioned by Gupta in the presence of thousands of workers to give confidence to all that the silver jubilee celebration would coin prime demands like Two promotions and achieve the same. The Telecom wing gave shramdhan to postal comrades for achieving promotion to lakhs of senior employees who were all suffered more than 20 years without

any single promotion on a single day on the issuance of order.

The P&T department was bifurcated in 1985 and it led the formation of NFTE- NFPE two federations. The conference held at Calcutta in 1986 resolved to keep NFPE also because of emotional attachment of many leaders from both sides..

NFTE inherited from the great tradition of NFPE the following qualities-toleration of all views, fighting the cause of needy the lower level workers, always fighting out any sort of discrimination, never banging the doors of negotiation and preferring negotiated settlement, if negotiation fails never fail to hit, if hitting then hitting hard, no individual militancy- even one step with all only- things may be difficult to do but nothing is impossible attitude- unity at any cost even at the cost of oneself- no self patting or ego or eulogizing, no political overtones etc.

The great struggles of Gupta- Chandrashekar-Jagan made the historic achievement of regularization lakhs of casual labours, thousands of RTPs during 1986-87. The 20 days strike at the time of falling of V.P.Singh government on the issue of MTNL Rs. 100 and continuous consistent struggles settled the wonderful *Cadre restructuring and BCR issue in 1990 which found the new technology oriented cadres like TTA, TM and Sr. TOA*. The outsourcing move was stalled by 1995 strike and the left out thousands of mazdoors got work throughout the years. Unfortunately due to internal differences during the last years of 90s led to the formation of BSNLEU under the leadership of Com. Namboodri.

NFTE boldly faced the challenge thrown upon by Vajpayee Govt- formation of corporate company BSNL. The 3 days united strike of NFTE, FNTO and BTEF secured us Government Pension by Government. ***The challenges are galore before us. The secured pension should be safeguarded. We should fight for the financial viability and revival of our company BSNL.*** The present leadership would strive its best to follow the footsteps of our great tradition.

The longings for united movement have its own sense. Let us give our ears to the call of the time and forward with the goals and ambition of our great leaders.

(By Com. R. Pattabi, Circle Secy., Tamilnadu)

NEWS - VIEWS

Proposal for switching over to on-line examination in BSNL

The Preliminary discussion took place on 11th November on the proposal between unions and the management in accordance with BSNL HQR letter No.22-6/2014-Rectt dt 31-10-2014. The meeting was chaired by Shri D. Chakravarti, GM (rectt). Com Islam represented the union.

The management was told that the on-line examinations from RM/Group 'D' to TM to TM to TTA without proper training will not be possible. Pilot scheme be introduced for outside executive cadre to assess the expenditures. The frauds occurred in CAT's examinations may be kept in view. The chairman was also told that the NFTE will give its detailed views shortly. *There was consensus not to introduce the On-line examination in Non-Executive departmental examinations.*

Welcome meeting at Allahabad

The employees and officers organised a grand welcome meeting on 1st November to facilitate Comrade Islam Ahmad, President, NFTE-BSNL. The Sr.GM, all the Dy. G.Ms were present and spoke on the occasion. Besides Comrades R.N. Pande, Circle Secy NFTE District Secy, Com. Ved Mishra the representatives of BSNLEU, SNEA, AIBSNLEA etc. also participated in the facilitation and said Com. Islam is the joint property of all staff and officers as he has never disappointed any one from very beginning of his public life. Com. Islam while thanking all expressed that the employees and officers brought him up and will be grateful to them forever. He recalled how hundreds of staff and officers thronged the remote villages after the demises of his daughter and wife to console him. He called upon all the employees and officers to organize Indefinite Strike from 3rd February, 2015 to protect the ***BSNL as Govt. does not appear to be sincere for its revival.*** The one day strike of 27th November is against the indifferent attitude of BSNL management in settlement of demands of non-executive employees which should be organized whole heartedly.

Punjab Snatta Conference

The circle conference was held on 9th Novem-

ber under the president ship of Com. Mondal. Comrades Islam, M.L. Sharma (Circle Secy), Mahender Singh (Vice President, CHQ) and Rana participated from NFTE side. Speaking on the occasion Com. Islam asserted that the NFTE is fully alive to the problems of all categories of staff including TTA Cadre. Some issues of TTAs are solved and others are in pipeline. JTO, LICE promotion could take place and results declared due to vigorous pursuance of NFTE. The proposal of 5 instead of 7 years for service period eligibility has been sent to Board for approval. The issue of change in designation will be settled soon. Framing of Terminal benefit rules are held up only on the point of contribution to be made by BSNL. The JAO R/R is also being changed and condition of 5 instead of ten years is also pending in Board. Efforts are on to ensure that the qualified non- executive staff are allowed to appear in Management Trainee deptl. examination. The proposal for protecting the wage loss has been sent to BSNL management committee which is approved. He urged the conference to join the struggle of 27th November and indefinite strike beginning from 3rd February, 2015. ***Today, nothing is more important than the restoration of the financial health of the BSNL*** Comrades Hakim Singh circle Secy SNATTA and Tejenderpal, Circle Coordinator heartily welcomed the NFTE leaders and recalled the help and cooperation extended by them. Earlier, the District union of NFTE also organised a meeting on 9th Nov at Exchange Campus which was well attended despite being Sunday. Com. Islam told the gathering about the latest status of problems of employees and BSNL and appealed to join the coming struggles whole heartedly. Comrades Mahender (VP CHQ) and Sharma, C/S also addressed. Com. Surjeet Rai presided and Com. Rana conducted the meeting.

Earlier on 8th he accompanied with Com. Shakti, Distt Secy and other Comrades and ***paid homage to Shaheed-a-Azam, Sardar Bhagat Singh*** at the museum as well as at his ancestral house. He also addressed meetings at Nawasehar and Jalandhar and apprised the employees about the present crisis in BSNL and pension.

Wage loss to D/R TTAs:

1) The D/R TTAs are suffering from wage loss after wage revision agreement effective from 1st January 2007. Now the proposal to compensate the wage loss has been cleared by the management Committee of BSNL and same will go to Board for approval.

Sports meeting

2) Central Sports Committee meeting is taking place on 10th December 2014.

Amendments

3) Amendments to union's constitution approved by All India Conference have been submitted to registrar Trade union and these will come into force only after their registration.

Meetings on Strike Demands

A meeting between unions and BSNL management was held on 25th November in which six GMs were present. This meeting took place after 27th June and that too on RLC's intervention prolonged discussions took place on charter of demands without any concrete result. The conciliation meeting was held on 26th morning with the Regional Labour Commissioner(C) later who advised the management for another meeting with the unions. Management failed to act on the advice of RLC. Hence Strike has been organised due to callousness and indifferent approach of the administration on demands. G.S. represented in the meeting.

BSNLEU National Conference

The AIC was held from 6th to 9th November at Kolkata. Com. Seshadri, Secy. NFTE (BSNL) addressed the open session on 8th November. Comrades V.N. Namboodri, Balbir Singh, P. Abhimanyu and Saibal Sen Gupta have been elected as patron, President, Gen.Secy. and Treasurer respectively. NFTE headquarter extend greetings to them.

Pension Revision

DOT is preparing cabinet "Note" for pension revision of pre/post 2007 retirees.

Breavements

The mother of Com. A. Rajmauli, Treasurer (CHQ) expired on 6th November.

Com. Pattabi, Circle Secretary Tamilnadu lost his mother on 14th November.

CHQ shares the grief of the comrades and convey heartfelt condolences.

Snatta All India Conference

The All India Conference of "Sanatta" was held on 23rd/24th November at Kolkata. The GS participated in the open session on 23rd. In his address he mentioned in detail about the present status of various issues related to TTA Cadre.

Comrade Rajender Khanna, Anup Mukherjee, Sunil Gautam and M.K. Kandonia have been elected as Presidents, General Secretary, Dy. General Secretary and Treasurer respectively CHQ extends greetings to elected office bearers.

LETTERS FROM BSNL MANAGEMENT

Pilot implementation of Area office Maharashtra Circle based on recommendations of M/S Deloittee

No.4-2/2014-Restg.VolIII) Date:30-10-2014

In continuation of our letter of even no. dated 14-10-2014, it is clarified that transfer liability of SSA Cadre non-executives will continue to be within the SSA only even after implementation of Area office Concept. Responses/Clarification given to one of the recognized unions which had taken up this matter is also enclosed for your information/guidance.

No.4-2/2014-restg, dtaed 30th Oct., 2014 to Shri Chandeshwar Singh, General Secretary, National Federation of Telecom Employees, BSNL

Your communication No.TF-18/5 dated 27th

Oct., 2014 concerning apprehension of employees on deloittee recommendations has been examined. In this regard, it is informed that the report of consultant was provided to you and on perusal of the report; it would have become clear that the **consultant has never suggested retrenchment of staff** and therefore any apprehension of employees in this regard is unfounded.

2. Further, the consultant has suggested consolidation of such SSAs where the employees cost as percentage of revenue so disproportionately high and the number of CFA connections is quite low. The purpose of the consolidation of SSAs is to improve organizational efficiency. **However with regard to transfer liability of SSA cadre staff, it**

will continue to be within the geographical jurisdiction of the concerned SSA even through, the SSA would become part of the bigger area. Therefore, the other apprehension of employees regarding displacement from their present place is also unfounded.

3- As is obvious from above, restructuring of fields units by way of consolidation of SSAs into areas is being proposed only with the objective of improving organization efficiency and would in no way be detrimental in the interest of the employees.

Establishment review to find out vacancies under CGA quota falling upto 31st March, 2015

BSNL No.273-18/2013/CGA/Estt-IV, dated 14/10/2014, to, All heads of telecom, Circles, Bharat Sanchar Nigam Limited.

As the procedure for dealing with compassionate Ground Appointment (CGA) cases has been revised vide this office letter of even No. dated 1-10-14, all heads of circles are requested to complete establishment revision for the vacancies falling up to 31-3-2015 by 31-1-2015. This may be done as per procedure laid down in this office letter No. 268-101/2002/pers-IV dated 1-10-2002(copy enclosed). After carrying out establishment review the number of vacancies under CGA quota may be reported to this office.

Heads of the circles are requested to take immediate necessary action in accordance with these Instructions. Any difficulty in making compassionate appointments now should be brought to the notice of this office, indicating nature of specific problem. They are also requested to furnish the details of appointments provided and waiting list, if any, after considering all the pending cases with their circle to the office latest by 30 November, 2014.

Compassionate ground appointments- Clarification regarding

BSNL No. 268-101/2002-persIV, Dated 1/10/2002, All heads of telecom circles, chief General Manager Calcutta/Chennai telephones, All other Heads of Administrative offices

Various Telephone Circles have indicated their problems in accommodating candidates approved for appointments on compassionate grounds to shortage of vacancies. In this connection the un-

dersigned is directed to convey the approval of competent Authority for the following procedure to be followed to calculate the 5% vacancies of CGA quota, heads of circles are requested to calculate the vacancies to provide appointment on compassionate grounds in accordance with these instructions to already approved waitlisted candidates and to hold HPCs for all pending cases with them.

1) For working out the 5% figure for the purpose of quota for compassionate ground appointments, ceiling limits as well as 25% internal tightening of norms be taken as relaxed. This relaxation will only be applicable for working out figure of 5% CGA quota.

2) The circle has to carry out the Establishment review, based on assets as on 31-3-2002, for all non-executive category posts having direct recruitment elements in their respective recruitment rules taking above relaxation in to account.

3) The vacancies which are likely to become available within a period of one year, say by virtue of retirement/promotions etc., should be added to figure thus arrived as a result of exercise at SL.No(ii) above,

4) Out of total vacancies thus arrived, as indicated Sl.No (ii) above, direct recruitment quota may be worked out as per specific provisions in concerned recruitment rules. Any backlog vacancies of direct recruitment quota should be added to this figure.

5) For the purpose of making compassionate ground appointments, 5% of total figure, arrived as a result as Sl.No. (iv) above, is to be reserved for CGA quota. This total figure may be used for offering Compassionate ground Appointments to the recommended candidates in the updated (Non-Executive) for which candidates has been found fit. This 5% CGA quota Figure should be updated year after year after establishment review and necessary records about post availability under 5% CGA quota and its utilization are to maintaining by the circle.

6) It is possible that 5% compassionate ground appointment quota posts may not be sufficient to meet the compassionate ground requirements in this year itself or in any subsequent year. In such cases, circles should maintain the waiting list of approved candidates and strictly clear the waiting list in accordance with date of occurrence of compas-

sionate ground appointment Justification i.e. date of death/ retirement on medical invalidation/ missing persons.

Formation of works Committee at SSA level-regarding

I am directed to refer this office No. BSNL/39-11/SR/2007 dated 9th October, 2007 on the subject mentioned above and to reiterate that works committees may be formed immediately, wherever the same have not been formed in accordance with the instruction issued by BSNL CO vide letter No. BSNL/39-11/2007 dated 9th October, 2007 and ensure that its meetings take place at regular intervals.

Vacancy position in the grade of Junior Accounts officer as on 30-9-2014

No.476/2014-SEA, Dated: 10/10/2014, to All chief General Managers/Circles IFAS BSNL telecom Circles/Telephone Districts.

2) All chief General Managers/Circles IFAS BSNL telecom project Circles/Telephone maintenance regions.

3) All other Administrative offices/units in BSNL.

All The project/Maintenance Circles/Administrative offices/units of BSNL offices are spread across other states are required to intimate the state wise/office/units wise break up of vacancy for further consideration.

Regarding maintenance of existing buildings-clarification regarding.

No.1-1/20127W(T), dated 3rd November 2014, to, All Chief general Managers telecom

Ref: CMD BSNL DO letter No 16-54/2010-B dated 15-12-2010

The following clarification is issued w.r.t Repair and Mtce. Expenditure for building:

"It has been decided that the CGMs are allowed to carry out day to day and periodical maintenance of the buildings/quarters for providing healthy and hygienic living environment in buildings/quarters by maintaing the services as well as for ensuring safety and longevity of the buildings assets subject to the condition that strict economy is maintained in this regard keeping in view the tight cash position."

The above instructions have been approved by CMS, BSNL with financial concurrence of Director (F).

Board level and below Board level posts including non-unionised supervisions in Central public Sector Enterprises (CPSEs)-Revision of scales of pay w.e.f 1-1-2007-payment of IDA at revise rates- regarding

BSNL No.14-1/2012-PAT(BSNL) Dated October 2014

The department of public Enterprises O.M. No.W-02/0002/2014-DPE(WC)-GL-XIX/14 dated 9th October 2014 on the above mentioned subject for revised IDA rates @ 98-1% w.e.f 1-7-2014 is sent to all concerned for information and necessary action please.

Board level and below Board level posts including non-unionised supervisors in Central Public Sector Enterprises (CPSEs) - Revision of scales of pay w.e.f. 01.01.2007 - Payment of IDA at revised rates-regarding.

DPE No. W-02/0002/2014-DPE (WC)-GL-XIX/14

In modification of this Department's a.m. of even No. dated 03.04.2014, the rate of DA payable to the executives and non-unionized supervisors of CPSEs (2007 pay revision) is as follows:

(a) Date from which payable: 01.07.2014

(b) Average AICPI (2001=100) for the quarter March 2014 - May 2014

March, 2014 239

April, 2014 242

May, 2014 244

Average of the quarter 241.66

(c) Link Point : 126.33 (as on 01.01.2007)

(d) Increase over link point: 115.33 (241.66 minus 126.33)

(e) Revised DA Rate w.e.f. 01.07.2014: 91.3% [(115.33 ÷ 126.33) x 100]

2. The above rate of DA i.e. 91.3% would be

applicable in the case of IDA employees who have been allowed revised pay scales (2007) as per DPE O.M. dated 26.11.2008, 09.02.2009 & 02.04.2009.

3. All administrative Ministries/ Departments of the Government of India are requested to bring the foregoing to the notice of the CPSEs under their administrative control for necessary action at their end.

Sports Sanction

BSNL No.29-8, Dated 17-10-2014 to all CGMS

Sanction of the president, Executive Committee of the BSNL Sports and Cultural Board is hereby conveyed for payment of 50% ad-hoc Circle Sports Grant amounting to Rs 28.00 lacs (Rupees Twenty eight lakhs) only to the presidents of the following BSNL Sports and cultural Board as per the details shown against each towards Sports & cultural activities for the year.

Name of BSNL Circle Sports & Cultural board and grant Sanctioned:

Assam BSNL Circle Sports & Cultural Board- 1.0, Karnataka BSNL Circle Sports & Cultural Board- 4.0, Kerala BSNL Circle Sports & Cultural Board- 3.0, M.P BSNL Circle Sports & Cultural Board- 1.5, Maharashtra BSNL Circle Sports & Cultural Board- 1.5, NTR BSNL Circle Sports & Cultural Board- 3.0, Orissa BSNL Circle Sports & Cultural Board- 1.0, Rajasthan BSNL Circle Sports & Cultural Board- 3.0, Tamil Nadu BSNL Circle Sports & Cultural Board- 2.0, UP(E) BSNL Circle Sports & Cultural Board- 3.0, UP(W) BSNL Circle Sports & Cultural Board- 3.0, Uttaranchal BSNL Circle Sports & Cultural Board- 1.0, West Bengal BSNL Circle Sports & Cultural Board- 1.0, Total-28.0

Grant of Non-Productivity Linked Bonus (Ad-hoc Bonus) to Central Government Employees for the year 2013-14 — Extension of orders to Autonomous Bodies.

F.No.7/22/2008 E-III(A)dated 23rd September, 2014.

Orders have been issued vide this Ministry's Office Memorandum No. 7/24/2007 E-III (A) dated 16th September, 2014 authorizing 30 days emoluments as **Non-PLB (Ad-hoc bonus) for the accounting year 2013-14 to the eligible Central**

Government employees not covered by the Productivity Linked Bonus Schemes, subject to terms and conditions laid down therein.

2. The undersigned is directed to say that it has now been decided that the **Non-PLB (Ad-hoc) bonus** so admissible subject to the terms and conditions laid down in the aforesaid orders, may be extended to the employees of autonomous bodies, partly or fully funded by the Central Government which (i) follow the pattern of pay structure and emoluments identical to that of the Central Government and (ii) do not have any bonus or ex-gratia or incentive scheme in operation.

3. In case of doubt as to the operation of these orders the clarificatory orders, circulated vide this Ministry's O.M. No.14(10)E-Coord/88 dated 4.10.88, as amended from time to time, may be kept in view, mutatis mutandis.

4. Any request for funding by the Government to meet the liability on account of **Non-PLB (Ad-hoc bonus)** in respect of various autonomous organizations would not be considered by the administrative Ministries concerned, as the expenditure on **Non-PLB (Ad-hoc bonus)** should be met from within the existing budgetary provisions of the respective organizations. While the Autonomous Bodies not funded by the Central Government may also adopt these orders as per their own administrative and financial judgment in respect of their **employees**, no liability for funding will, in any case, lie on the Central Government on this account.

NOFN project regarding

No.1-24/2014-NOFN (Pt.), Dated: 12-11-2014 to Shri Chandeshwar Singh, General Secretary, NFTE, New Delhi

Ref: Your letter No. TF-19/3 Dated 15-9-2014

With reference to your letter cited above, it is inform you that this office never pressurized any field units to do additional works which may result in 10% increase in the expenditures. In fact necessary instructions have been issued to field units with regard to restriction of expenditure of execution of NOFN project within specified limit.

Functioning of works committees-resolution adopted in AIC-regarding.

F. No BSNL/39-11/SR/2007, Dated 11-11-2014 to the General Secretary, NFTE-BSNL, New Delhi

Ref: General Secretary, NFTE BSNL's letter No. TF-35/3 Dated 22-10-2014

I am directed to refer your letter dated 22-10-2014 enclosing therewith a copy of Resolution adopted in NFTE BSNL's All India Conference, on the subject mentioned above and to inform you that presently Works Committees are functioning at SSA level only and that there is no proposal to form the same at circle and All India Level. However, in so far as complaint regarding non-functioning of works Committee at the SSA level are concerned, the instruction were last reiterated in October, 2013 and the same have again been reiterated on 11.11.2014.

Purchase of Diaries

No. 4-2/2014 -Admn-II Dated: 17 .11.2014 to All Heads of Telecom Circles/districts All Heads of Mtce/Project Circles, All Heads of Admn/Functional Circles

Ref. Above subject.

The Competent Authority has approved issue of diaries to all the staff of BSNL (Executive and Non-Executive) for the calendar year 2015. Action may be taken accordingly by the Circle Heads within the delegated powers.

Meeting of BSNL Sports & Cultural Board

No. 27-1/2012-BSNL(Sports)/ Dated: 19.11.2014. The President BSNL Circle Sports & Cultural Board, (Assam, Kerala, Haryana, Rajasthan & Chhattisgarh)

It has been decided to hold the 10th Meeting of BSNL Sports & Cultural Board in the Conference Hall, 9th Floor, Bharat Sanchar Bhawan, New Delhi on 10th December, 2014 at 15.00 Hrs. The meeting will be chaired by CMD.

It has been decided to invite a representative as a member from the above BSNL Circle Sports & Cultural Board preferably Sports performer to be nominated by the President, CS&CB.

You are therefore requested to nominate one representative from your Circle Sports & Cultural Board to attend the said meeting. The person nominated to attend the said meeting will be treated as on duty for the meeting and both ways journey period. The name of the person who will be attend-

ing the meeting may please be intimated to undersigned.

A copy of agenda items to be discussed in the meeting will be supplied in due course.

Four hours daily off to sports persons selected to represent BSNL.

No.27-1/2010-BSNL (Sports) Dated: 19.11.2014 to All Presidents, Circle Sports & Cultural Board

It has been brought to the notice of this office that the instructions issued vide order no. 27-1/2007-BSNL(Sports) dtd 1.02.2011 (already available on intranet) on the above subject are not being followed by many circles. It is once again reiterated that:

"Four hours daily off be allowed to such players who represent BSNL in the National level tournaments and inter PSU tournaments w.e.f the date of their selection in BSNL team till their participation in the National/Inter PSU tournaments."

Notice for one day All India Strike on 27th November 2014, discussions regarding.

F.No.BSNL/39-6/SR/2014 Dated, the 19th November 2014, to Shri P. Abhimanyu, General Secretary, BSNLEU(Convener, JAC), Shri Chandeswar Singh, General Secretary, NFTE BSNL (President, JAC)

This is further to this office letter of even number dated 17th November, 2014 enclosing therewith current status report on all the issues/demands raised by the Joint Action Committee in its notice one day strike on 27th November 2014.

2. It is well known that as per the new recognition rules under which membership verification for electing representatives unions was held, the right for formal deliberation on issues related with non-executive employees of BSNL has been granted only to the recognized unions. As such both the recognized unions of non-executive in BSNL, viz. BSNLEU and NFTE BSNL, which are also signatories to the Notice, are invited to represent and lead the discussions on the listed issues with the management at 1500 hrs. on 21st November, 2014 in the Committee Room, 8th Floor, Bharat Sanchar Bhawan, New Delhi.

Amendment in BSNL Employees Transfer Policy

**No.6-1/2007-Restg Vol-III, Dated 24th Nov 2014 to
All Heads of Telecom Circles, BSNL**

Approval of the Competent Authority is hereby conveyed to the inclusion of the following clauses as 6(h), 6(i) and 6(j) in BSNL transfer policy issued vide No. 6-1/2007-Restg dated 7.5.2008 as amended from time to time under the heading Section-A Transfer Rules & Guiding principles.

h) As far as possible, the persons with disabilities may be exempted from the rotational transfer policy/transfer and be allowed to continue in the same job, where they would have achieved the desired performance. Further, preference in place of posting at the time of transfer/promotion may be given to the persons with disability subject to the administrative constraints.

(i) Employee who is also a care giver of disable child may be exempted from the routine exercise of transfer/rotational transfer subject to the administrative constraints. The Word 'disabled' includes (i) blindness or low vision (ii) hearing impairment (iii) locomotor disability or Cerebral Palsy (iv) leprosy cured (v) mental retardation (vi) mental illness (vii) multiple disabilities and (viii) autism.

(j) The definition of disability for the purpose of clauses 6(h) & 6 (i) above would be as notified by the Govt. of India vide Persons with Disabilities (Equal opportunities, Protection of Right & Full participation) Act, 1995 and any other further amendments/ clarifications issued by the Govt. from time to time.

2. Accordingly existing clauses 6(h) shall stand re-numbered as 6(k).

Shortage of SIMs in the Circles-reg.

**No. 53-104/2010-CMTS (Pt. II) /116 Dated:
08/10/2014 to The Chief General Manager, All
Telecom Circles/Metro Districts**

Ref. This office letter no. 53-104/201D-CMTS (Pt-II)/50 dated 18/06/2014.

Please refer this office earlier letter under reference, whereby all circles were authorized to procure the SIMs at local level after observing all departmental formalities related to procurement, in case supplies from other sources including Telecom factory is not forthcoming.

It has been informed by many circles that for various reasons Telecom factory is not supplying adequate SIMs to them and they are feeling acute shortage. Even after the lapse of more than three and half months, most of the circles have not initiated any step in this regard even though they are facing shortage of SIM supplies, except few circles who are in advance stage of tendering process for procurement of SIMs at local level.

In this regard undersigned is directed to reiterate the approval of competent authority conveyed vide letter under reference, with request to take immediate necessary action to address the shortage of SIMs in the circle.

Inclusion of Aadhaar (Unique Identification) number in Service Book of Government servants -

**Copy of OM No.Z-20025/9/2014-Estt.(AL) Dated
November 3.11.2014 from Ministry of Personnel,
Public Grievances & Pensions, Department of
Personnel & Training to All Ministries**

The undersigned is directed to invite attention to the provisions of the Supplementary Rules which relate to maintaining records of service of a Government employee. As per provisions of SR 199 every step in a Government servants' official life must be recorded in his Service Book and each entry attested by the Head Of Office. As per SR 202, Heads of Offices are to obtain the signatures of the Government servants in token of their having inspected their Service Books annually. Further, Rule 32 of the CCS (Pension) Rules 1972 provides for issuing a communication on completion of 18 years of service, as part of preparatory work for sanctioning pensionary benefits. The Service Books at present contains details of bio-data, posting details, qualifying service, security details, HBA, CGHS, CGEGIS, LTC, etc.

2. It has been decided to include the respective Aadhaar numbers also of all Government servants in their Service Books. The e-Service Book format already provides fields for Aadhaar number of the Government servant.

3. All Ministries / Departments of the Government of India are requested to ensure that the Service Books of all employees have an entry of the employees' Aadhaar number. The attached and subordinate offices under their control may also be suitably instructed for compliance.

LETTERS TO BSNL MANAGEMENT

Wage revision of PSU employees - resolution thereon

TF-9/9 Dated 22/10/2014 to CMD, BSNL

It is stated that the wage revision of BSNL employees is due from 1st January, 2017. The issue has been discussed in the All India Conference of the union and a resolution adopted. The All India meeting has come to the conclusion that the present DPE condition that the PSU should be in profit for wage revision needs revision. Further, the GOI has earlier issued orders that the periodicity of wage revision should be less than 10 years as such the process should start.

Therefore, we request you to get the resolution forwarded to the DOT for taking up the matter with the OPE. Action be also taken for merger of 50% IDA as same is nearer to 100 points.

Payment of pension to DOT employees absorbed in BSNL vis-a-vis evading of responsibility by DOT -Resolution adopted thereon.

TF-11/3 Dated:-27-10-2014 to Chairman and Managing Director, BSNL

At the time of corporatisation of Telecom services the Govt. of India guaranteed Govt. pension to be paid from the consolidated fund of India to the erstwhile DOT employees absorbed in BSNL. The Govt took Cabinet decision on 29th Sep. 2000 in this respect.

The above commitment was revised in DOT letter No.-1-45/2003-B, dt-15/3/2006 and linked the payment of pension with the Tax receipts from two Telecom PSUs. It tends to belief that the Govt, DOT, is avoiding its responsibility of payment of pension as assured in year 2000 and thereafter. The linking of payment of pension with tax receipts as well as prescribing of 60% limit is unjust and illegal as no where such provision is available in the pension rule. The DOT is now realizing pension contribution from BSNL on maximum pay in violation of orders of dated 15th March, 2005. Presently, the DOT is also avoiding the pension revision of pre/post 2007 retired personnel after extension of 78.2% IDA fixation benefit to the serving employees on the plea that pension expenditures have exceeded 60% of Tax receipts. The DOT employees have taken ab-

sorption in BSNL on the firm assurances and commitment of Govt. of India.

The All India Conference has deliberated the issue in details and have demanded as under:- (1) The orders contained in DOT letter 1-45/20032-B, dt-15-06-2006 be withdrawn.

(2) Pension contribution be realized from BSNL on actual pay akin to MTNL and there should not be discrimination between the two PSUs in this respect.

(3) The Govt should honour its commitments and assurances otherwise its credibility will be a question mark.

A copy of the resolution adopted in the conference is enclosed for perusal and ready reference.

We request you to please take up the matter with the DOT for appropriate action.

Revamping of BSNL – regarding.

TF-6/9 Dated:-10-11-2014 to Shri Ravishanker Prasad, Hon'ble Minister of Communication, and IT, Govt.of India, Sanchar Bhavan

Vide letter No.-TF-6/9, dt-23-06-2014 we have solicited your kind attention on the issue of revamping of BSNL which is presently in severe financial constraints and not even in position to purchase materials and equipments. The paucity of these are affecting the expansion and quality of services of the PSU. The market share is dwindling day by day causing deep concerns to the employees. Therefore, we are seeking your kind and urgent attention once again for restoration of financial health of the company.

The employees numbering almost three lakhs were very much pleased with the following declarations made in the Parliament as well as outside to revamp the entity.

(i) Financial support of Rs. 6724.51 crores to BSNL due to surrender of BWA spectrums.

(ii) Waiver of loan amounting to Rs. 1411 crores.

(iii) Financial support for reduction of employees wage expenses. However, till date the DOT has not acted on the declarations and not extended also any financial support.

Apart from above it is also brought to your kind notice that the Income Tax department charged excess tax to the tune of Rs. 6000/- crores but the company could not get the refund as yet. The income tax Department refunded Rs. 100/- crores but the remaining amount is in doldrum.

It will not be out of context to state that the company is not having the proper and adequate management. The posts of CMD, Director (Finance) and Director (HR) are vacant for a long time. There is acute shortage of middle level managers also as the PSU could not recruit Management Trainees even after more than fourteen years. The stop gap and look after arrangements are badly affecting the performance.

We request you to please intervene into the matter so that steps are taken on priority basis to revamp, the PSU as per assurances and promises made in the parliament.

Proposed merger of MTNL with the BSNL -representation regarding

TF-41 Dated: -10-11-2014 to Hon'ble Minister of Communications and IT Govt .of India Sanchar Bhavan, New Delhi

It is learnt that the Govt, DOT, has proposed the merger of MTNL with the BSNL and bilateral as well as Tripartite discussions are taking place between the managements of Two Telecom PSUs and the Administrative Ministry. We understand that the DOT is anxious and hastily moving to complete the process of merger. The "National Federation of Telecom Employees (BSNL)" is the second recognized and representative union of non-executive staff in the BSNL and is representing more than 30 percent of the employees in the category. We are thus deeply concerned with the proposed merger as it may prove counter productive and may lead to ruination. We strongly feel that the inherent issues be seriously considered in consultation with the stake holders. The All India Conference of the union was held from 10th to 12th October, 2014 where the issue was discussed at length. We are mentioning the following points for your consideration.

(1) The MTNL is today in loss of Rs. 15,000/- crores whereas BSNL is in loss of only Rs. 7000/- crores.

(2) The MTNL is not in position to pay interest on huge bank loans from its revenue. Even for pay-

ment of interest it is depending on loans from the banks.

(3) The wage expenditures of the employees in MTNL are more than the earned revenue of the Company.

(4) The MTNL is a listed company and its 46.5% shares has been disinvested whereas the BSNL is neither listed nor disinvested.

(5) The merger will result in further increase of financial burden of BSNL which is itself presently in financial crisis. The wage expenditures liability of MTNL staff as well as huge bank loan will undoubtedly cripple and ruin the BSNL.

(6) The Govt. till date has not extended financial concessions and help to BSNL as declared in the Lok Sabha and Rajya Sabha.

(7) The wage structure, Promotion schemes and recruitment rules of various Cadres in non-executive category of two PSUs are completely different and not at all similar.

The employees in the recent concluded conference of the union at Jabalpur has raised genuine apprehensions and dangers about the merger proposal. It is felt that the future of the employees and the PSU will be spoiled if the issues raised are not sorted out before the merger. A copy of the resolution adopted in the All India Conference is also enclosed to apprise the views and feeling of the workers.

We, therefore, urge upon you for dispassionate consideration of the entire matter in the larger interest of the work force and the new entity after merger.

Proposed plan to switch over to on-line examination system in BSNL -views regarding.

TF-14/1(a) Dated:-15-11-2014 to Director (HR) BSNL, New Delhi.

We are extremely thankful that the "Rectt Cell" of BSNL HQR has initiated action in the matter cited above. This is undoubtedly a welcome move as in the present scenario it is difficult to object reforms like on-line examination. The GM(Rectt) held consultation with the unions on 11-11-2014 which is itself a new approach as earlier the branch was suffering from inertia. We assured in the meeting that

the union will furnish its views and suggestions at the earliest. It was not possible earlier to respond being away from the HQR. Our suggestions are confined to non-executive staff only.

Presently, the corporate office conducts the following departmental examinations of non-executive SSA Cadre staff.

(1) RMs/Group 'D' staff for promotion to Telecom Mechanic Cadre.

(2) Telecom Mechanics and equivalent Cadres for promotion to TTA Cadre.

In the meeting, held on 11-11-2014, we have told that the holding of departmental examinations on line system in a centralized way will not be desirable. The RMs/ Group 'D' and Telecom Mechanic etc will not be in position to answer as they do not have computer knowledge. Therefore, we demanded that these category of staff be exempted alternatively they should be trained first on company's cost. The GM(Rec'tt) appreciated the difficulties of such staff and indicated for favourable consideration of the points stated above. The TTAs promoted from TM Cadre under departmental quota will also require training for on-line examination for promotion to JTO/JAO Cadres.

The CAT has conducted some on-line examinations where frauds have taken place. The genuineness of examinations/results etc have to be kept in mind while switching over to the new system.

Therefore, we demand that the on-line examination system should not be introduced in non-executive Cadre.

Relaxation in qualifying standards for SC/ST employees -wrong implementation of the DOP&T orders for the benefits -request for consideration.

TF-2/3 Dated:-12-11-2014, to Director (HR) BSNL, New Delhi.

Ref:- Item 7.7 of National Council.

Kindly refer to corporate office letter No.-5-8/2013-de, dt-20-06-2014 regarding item 7.7 of NC conveying that the matter has been referred to a committee on 14th March, 2014. Almost 8 months have elapsed but the committee report is yet to come. Due to this the SC/ST employees are de-

prived of the benefits in accordance with DOP&T guidelines. It will not be out of context to state that the committee was required to give its reports within the time frame of two months.

Kindly, therefore, look into the matter so that the settlement of the item is expedited.

**Revised R/R for the Cadre of JTO.
TF-24/1(j) Dated:-12-11-2014 to Director (HR) .
BSNL, New Delhi.**

In the National Council meeting, held in December, 2013, agreement was arrived at between the staff and Management side that the eligibility condition to appear in the LIDCE for promotion to JTO Cadre be relaxed from existing 7 to 5 years of service. The revised R/R was recommended by the Management Committee and sent to Board for approval. Almost ten months have elapsed but the approval is still awaited causing deep anxieties amongst the employees. The LIDCE promotion to JTO Cadre is also getting delayed due to this. We have made clear in the NC meeting that the LIDCE should take place with the revised R/R only.

Therefore, it is urged that the steps be taken to get the revised R/R approved by BSNL Board and further delay is avoided.

**JAO R/R amendment -regarding
TF-24/1(1) Dated:-12-11-2014 to ED (F) BSNL**

In the meeting of National Council, held in December, 2013 there has been agreement that the existing service eligibility condition of 10 be relaxed to 5 years for LIDCE akin to JTO Cadre. We understand that after the recommendations of the Management Committee the matter has been sent to BSNL Board for approval. Almost 10 months have passed but the approval is yet to come. The LIDCE is getting delayed.

Kindly, therefore, use your good offices so that the proposal of 5 years service condition is cleared by Board at the earliest. The LIDCE should be held as per five years service condition only as per agreement in the National Council.

**Compassionate ground appointments
-resolution regarding.**

TF-16/5 dated:-28-10-2014 to Chairman and Managing Director BSNL, New Delhi.

In the All India Conference, held at Jabalpur

from 10th to 12th October, the issue came up for deliberations and a resolution adopted. A copy of the same is enclosed for perusal and ready reference.

We are extremely thankful that the management has decided vide No.-273- 18/2013/CGA/PIV, dt-01-10-2014 to transfer the CGA cases for finalization at circle levels. However, we are mentioning the following points for consideration.

(1) Some genuine and indigent cases have been rejected at BSNL HQR and these cases cannot be reviewed at the circles.

Therefore, such cases should get another look and consideration by a committee of officers headed by PGM.

(2) List of approved candidates should remain in force beyond 3 years. The conference has also resolved as under.

(i) Weightage points system be amended but the CGA policy may not be abolished.

(ii) S/C, S/T candidates should be extended some concessional weightage.

We request you to get the points considered.

Formation of subsidiary Tower Company -Resolution reg.

TF-6/2 Dated:-27-10-2014 to Chairman and Managing Director BSNL New Delhi.

We are attaching herewith the resolution on the issue of formation of Tower Company. The delegates in the All India conference have discussed and came to the conclusion that the move is to dismantle the entire asset and the network of the PSU in order to handover the same to the strategic partner. ***There is danger of job security and pension also once staff from BSNL are transferred to the new entity.***

Kindly, therefore, get the matter reviewed to avoid industrial unrest.

Restoration of LTC, Encashment of leave and Medical allowance - Resolution passed by AIC.

TF-16/6 Dated:-22-10-2014 to the Chairman and Managing Director, BSNL New Delhi.

We are forwarding herewith the self contained resolution for restoration of LTC, Encashment of

leave and Medical allowance facilities to BSNL employees. The suspension of above facilities is discriminatory and causing irritation amongst the staff.

Kindly, therefore, get the facilities restored.

Deloittee recommendation -resolution passed by the All India Conference.

TF-18/5 Dated:-27-10-2014 to Chairman and Managing Director BSNL, New Delhi.

We are enclosing a copy of the resolution adopted at 4th All India Conference regarding recommendations of M/S Deloittee consultant. There are genuine apprehension of employees in respect of their displacement from the present places, retrenchment etc. sequel to implementations of the recommendations. We feel while thrust is necessary for sales and marketing but the abolition of SSAs altogether will not be either desirable nor acceptable to the union.

We once again impress upon you not to proceed in an arbitrary way for implementation of the recommendations.

Functioning of works committee- Resolution adopted in AIC

TF-35/3 Dated 22/10/2014 to Chairman and Managing Director, BSNL

You will please recall that at occasions we have drawn your attention that the works committee are not functioning in most of the SSAs in which only the issues relating to services are to be discussed. The management at the SSA levels are avoiding to hold the meeting due to obvious reasons. Further, there is necessity to form works committee at circle and All India levels also so that the quality of services, paucity of materials etc are discussed.

The AIC after deliberations has adopted a resolution and same is attached herewith for appropriate action in the interest of services of PSU.

Pension revision of retirees due to extension of 78.2% IDA fixation benefit -resolution thereon.

TF II/3 Dated:-27-10-2014 To, CMD BSNL

The AIC of the union has expressed deep concerns as the pension of pre and post 2007 retirees has not been revised. A copy of the adopted resolu-

tion is enclosed for perusal.

Kindly, therefore, take up the matter with the DOT for early settlement to alleviate the sufferings of the retired personnel.

Change in designation of cadres working in Electrical wing of BSNL- proposal regarding.

TF-53, dated 28/10/2014 to CM (Rest) BSNL

We wish to mention that there cadres in the electrical wing which are equivalent in pay scales to the cadres of main stream. Therefore, the proposal for change of designations of such cadres of electrical wing consideration is appended below for along with the main stream.

Sl	Name	Proposed Change
1	Khalasi(Equivalent to Regular Majdoor)	Telecom Mechanic (Elect)
2	AC Mechanic	Sr. Technician
3	Fitter	Technician
4	Armature Binder	Technician
5	Pump operator	Technician
6	Lift operator	Technician
7	Wireman	Technician

Similarly, the cadres of civil wing having equivalent pay scale of main stream be also designated.

Kindly get the above proposals considered.

Facility to BSNL employees serving in Naxal affected areas.

TF-16/3 Dated:-28-10-2014 to Director (HR) BSNL New Delhi.

The state Govt. of Chhattisgarh has extended facility of insurance to the state employees who are required to work at naxal affected areas. Normally, such affected places are in the states of Odisha, Andhra, Jharkhand etc. where BSNL staff are also working. The issue came up for discussion in the recently concluded conference of the union. It was felt such insurance facility be extended to BSNL employees also.

While forwarding the resolution we request you to consider the matter sympathetically akin to Chhattisgarh Govt.

Functioning of councils at various

levels-resolutions thereon.

TF-2/1, dated 22/10/2014, to, Chairman and Managing Director, BSNL, New Delhi.

The delegates belonging to different circles attended the 4th All India Conference and deliberated at length the functioning of councils at different levels. There are circles and SSAs where council have either not been formed or meetings are not taking place due to non-submission of items of agenda. In this connection the cases of Jharkhand, Haryana, Chhattisgarh, NTR, West Bengal, and Kolkata TD etc are referred as examples.

The functioning of National Council was also discussed where items are deliberated but orders are not issued you will recall that at occasions we have mentioned that the "National Council" should not be made "Talking Forum" and consensus on items should be honoured and implemented. These councils are for settlement of staff problems. The non-settlement of problems is affecting the industrial relation and there is necessity to strengthen the functioning of Negotiating Machinery at all levels.

While forwarding the AIC resolution we urge upon you to intervene to ensure that the councils at all levels function effectively.

Functioning of Broadband at Punjab -Request for remedial action.

TF-19/3 Dated:-11-11-2014 to CMD, BSNL

We are informed that the speed of broad band get receded during evening and holidays in Punjab circle causing inconvenience to the subscribers. While we do not know the reasons for such situation we feel it may be the mischief to disrepute the Broadband services of the BSNL.

Kindly, therefore, get the matter investigated and needful done in the interest of Company.

Delay in declaration of JTO LICE result -case of Tamilnadu Telecom circle.

TF-14/2(b) Dated:-10-11-2014 to Sr. GM (Est) BSNL, New Delhi.

There is inordinate delay in declaration of JTO LICE result at Tamilnadu circle. It is due to pending litigation in the matter.

Kindly, therefore, advise the Tamilnadu Telecom circle, appropriately so that the decision in the Court Case is expedited and result declared.

सतत संघर्ष आवश्यक

नॉन-इक्जीक्यूटिव कर्मचारियों की समस्याओं का समाधान बहुत अधिक समय से नहीं हो रहा था यद्यपि कि संघों द्वारा प्रबंधन का ध्यान निरंतर आकर्षित किया जाता रहा है। नेशनल कौंसिल की बैठकों में भी लम्बित मुद्दों का उठाया जाता रहा है। सिद्धांत नेशनल कौंसिल में समस्याओं का समाधान होना चाहिए। परन्तु वर्तमान में नेशनल कौंसिल केवल "बातचीत का फोरम" हो गया है जो कि इसके स्थापना के उद्देश्य से बिल्कुल विपरीत है। इन परिस्थितियों में सभी संघों ने "ज्वाइन एक्शन कमेटी (अर्थात जेएसी) का गठन किया। जेएसी ने लम्बित मांगों तथा भेदभाव की 30 सूत्री मांग सूची प्रबंधन को 8 अप्रैल को सौंपी तथा आग्रह किया कि चर्चा करके समस्या का समाधान सुनिश्चित करें। **प्रबंधन 27 जून को संघों के साथ बैठक की तथा तत्पश्चात् कुम्भकरण की निद्रा में हो गया।** इस परिस्थिति में जेएसी ने 8 अक्टूबर को एक दिन की हड़ताल 27 नवम्बर का संगठित करने की नोटिस दी। संघ के जबलपुर राष्ट्रीय अधिवेशन ने इसका अनुमोदन प्रस्ताव पारित किया। इस प्रस्ताव को भी प्रबंधन को अग्रसारित किया गया। परन्तु सभी प्रतिवेदनों को प्रशासन ने कोल्ड स्टोरेज में डाल दिया।

प्रबंधन अधिक समय के पश्चात् अचानक जागा तथा 25 नवम्बर को संघों के साथ बैठक की। परन्तु यह बैठक भी सम्भवतः रिजनल लेबर कमिश्नर के हस्तक्षेप के फलस्वरूप हुई। इससे स्पष्ट होता है कि कर्मचारियों तथा प्रबंधन में मध्य कितना मधुर संबंध है। **उद्योग के लिए औद्योगिक शांति तथा कर्मचारियों से मधुर संबंध आवश्यक है।** बैठक में प्रबंधन पक्ष का मुद्दों पर पूर्व की भांति ही रवैया रहा तथा स्पष्ट था कि समाधान का प्रयास लेशमात्र भी नहीं किया गया। आरएलसी ने 26 नवम्बर को कन्सीलेशन बैठक की तथा प्रबंधन को पुनः संघों के साथ बैठक का सुझाव दिया। **आरएलसी ने प्रबंधन पक्ष के रवैये पर भी असंतोष तथा क्षोभ व्यक्त किया।** परन्तु प्रशासन ने आरएलसी के सुझाव को नकार दिया। ऐसी परिस्थिति में कर्मचारियों की सस्याओं के प्रति उपेक्षा तथा भेद-भावपूर्ण नीति के विरुद्ध हड़ताल संगठित करना आवश्यक हो गया।

सम्पूर्ण प्रकरण में प्रबंधन ने नॉन-इक्जीक्यूटिव कर्मचारियों की समस्याओं पर नकारात्मक तथा उदासीन रवैया अपनाया है। प्रबंधन सम्भवतः नशे में भी है परन्तु उनको पता नहीं है कि इस हड़ताल के पश्चात् भी सतत संघर्ष होगा। उन्हें आभास होना चाहिए कि औद्योगिक अशांति को झेलना कठिन होगा। अब कर्मचारी किसी भी भांति पक्षपात तथा उपेक्षा सहन नहीं करेगा। **हमें तैयारी करके जबरदस्त प्रहार करना होगा। जिससे नॉन-इक्जीक्यूटिव कर्मचारियों के साथ भेदभाव नहीं हो, उन्हें सम्मान मिले तथा उनकी समस्याओं का समाधान हो।**

एनएफटीई के 60 वर्ष

एनएफपीटीई की स्थापना 24 नवम्बर, 1954 को हुआ था। इस वर्ष डाक तथा दूरसंचार कर्मचारी इसके स्थापना का डायमंड जुबली मना रहे हैं। डाक-ताक कर्मचारियों के अतीत के नेताओं हेनरी बार्टन, तारापदा, वी.जी.डालवी तथा दादा घोष आदि ने अनेकों संघर्ष किया है। इनको स्मरण करना आज आवश्यक है।

साथी ओ.पी.गुप्ता, दादा घोष, के.रामामूर्ति आदि के प्रयासों से अनेक संघों के स्थान पर एक संघ की स्थापना 24 नवम्बर 1954 को हुई थी।

साथी गुप्ता, चन्द्रशेखर-जगन के प्रयासों तथा संघर्षों के फलस्वरूप लाखों दैनिक मजदूर, आरटीपी नियमित हुए। रिस्ट्रक्चरिंग द्वारा टीटीए, टीएम एवं सीनियर टीओए वर्ग बने जिससे कि कर्मचारी नवीन तकनीक में कार्य करने में सक्षम हुए। इसके द्वारा वित्तीय लाभ के अतिरिक्त कर्मचारियों को सामाजिक सम्मान भी प्राप्त हुआ है। बीसीआर मुद्दे का भी समाधान 1990 में हुआ। एनएफपीटीई ने सभी के विचारों एवं दृष्टिकोण को सदैव ध्यान में रखा। निम्न श्रेणी के कर्मचारियों हेतु संघर्ष किया। निगोशिएटेड समाधान की सदैव प्राथमिकता रही। परन्तु आवश्यक होने पर जबरदस्त प्रहार भी किया। एनएफटीई बीएसएनएल इन धरोहरों को वर्तमान में भी अपना रखा है। कर्मचारियों की एकता में अदम्य विश्वास तथा सभी को साथ लेकर चलने की प्रतिबद्धता है।

सभी साथियों को सफल तथा शानदार हड़ताल संगठित करने की हार्दिक बधाई

आज के परिपेक्ष्य में सरकारी पेंशन की सुरक्षा तथा बीएसएनएल का पुनुर्थान गंभीर मुद्दे हैं। इनका समाधान एनएफटीई (बीएसएनएल) की प्राथमिकता है।

बीएसएनएल में ऑनलाइन (कम्प्यूटर) परीक्षा का प्रस्ताव

कॉर्पोरेट कार्यालय के पत्र संख्या 22.6.2014-रेकरूटमेंट दिनांक 31.10.2014 के अनुसार दिनांक 11.11.2014 को संघों तथा प्रबंधन के मध्य श्री डी. भट्टाचार्य, जीएम (भर्ती) की अध्यक्षता में बैठक हुई। साथी इस्लाम एनएफटीई का प्रतिनिधित्व किया।

संघ ने बताया कि समुचित प्रशिक्षण के अभाव में आरएम/गुप डी से टेलाकॉम मैकेनिक तथा टेलीकॉम मैकेनिक से टीटीए की परीक्षाएं "ऑन लाइन" सम्भव नहीं है। खर्च के अनुमान के लिए उच्च वर्ग के बाह्य कोटे की परीक्षा सर्वप्रथम आयोजित की जाय। कैट की परीक्षाओं में अनियमितताएं हुई हैं। इन सभी को ध्यान में रखना होगा। एनएफटीई मुद्दे पर विस्तृत टिप्पणी प्रस्तुत करेगा।

हड़ताल मुद्दों पर बैठक

दिनांक 25 नवम्बर को जेएसी के संघों तथा प्रबंधन के मध्य मांगों पर वृहत बैठक हुई। इस बैठक में छः महाप्रबन्धक उपस्थित थे। वृहत चर्चा के उपरान्त भी सकारात्मक परिणाम की प्राप्ति नहीं हुई। स्मरण रहें कि 27 जून की बैठक के उपरान्त प्रबन्धन ने संघों से मांगों पर 25 नवंबर को चर्चा की परन्तु वह भी आरएलसी के हस्तक्षेप के उपरान्त। 26 नवम्बर को रीजनल लेबर कमिश्नर से कन्सीलिएशन बैठक हुई। प्रबन्धन को आरएलसी ने संघों से पुनः वार्ता का सुझाव दिया। परन्तु सुझाव पर कोई कार्यवाही नहीं हुई। अतः हड़ताल आवश्यक हो गया क्योंकि प्रशासन का रवैया पूर्णरूपेण नकारात्मक तथा उपेक्षा पूर्ण रहा है। संघ के महामंत्री ने बैठकों में भाग लिया।

बीएसएनएल प्रबंधन आदि से पत्र

एरिया सेटअप का महाराष्ट्र में पायलट योजना

बीएसएनएल संख्या 4-2/2014-रिस्ट्रक्चरिंग (वाल II)

दिनांक 30.10.2014 सीजीएम महाराष्ट्र को

आपके पत्र दिनांक 14.10.2014 के संदर्भ में स्पष्ट किया जाता है एरिया ऑफिस नीति के कार्यान्वयन के पश्चात् भी नॉन-इक्जीक्युटिव कर्मचारियों की ट्रांसफर एसएसए तक

ही सीमित रहेगा। एक मान्यता प्राप्त संघ को उत्तर दिया गया है जिसकी प्रतिलिपि संलग्न है।

बीएसएनएल 4-2/2014-रिस्ट्रक्चरिंग दिनांक 30.10.

2014 महामंत्री, एनएफटीई को

कृपया पत्र संख्या टीएफ-18/5 दिनांक 27.10.2014 का संदर्भ लें।

आपको सूचित किया जाता है कि डिलाइट कन्सलटेंट ने कर्मचारियों की छंटनी की सिफारिश नहीं की है। अतः इसका भय आधारहीन है।

कन्सलटेंट ने उन एसएसएज को इकट्ठा करने का सुझाव दिया है जहां पर टेलीफोन की संख्या कम है तथा कर्मचारियों का खर्चा अर्जित रेवेन्यू से अधिक है। इकीकृत करने का सुझाव दक्षता में वृद्धि हेतु है। वृहत एसएसए का भाग बनने के पश्चात् भी एसएसए कैडर स्टाफ का ट्रांसफर भौगोलिक क्षेत्र में ही रहेगा। अतः वर्तमान स्थान से ट्रांसफर का भय भी निराधार है।

फील्ड यूनिट्स का एकीकृत गठन किसी भी भांति कर्मचारियों के अहित में नहीं होगा तथा इससे दक्षता में वृद्धि होगी।

अनुकम्पा नियुक्ति कोटे की 31 मार्च 2015 तक की रिक्तियों का पुनर्वालोकेन

बीएसएनएल संख्या 273-18/2013/सीजीए/ईस्ट IV

दिनांक 14.10.2014

सभी सीजीएमस सीजीए कोटे की 31.3.2015 तक की रिक्तियों का पुनर्वालोकेन नवंबर तक सुनिश्चित करें। यह पुनर्वालोकेन पत्र संख्या 268-101/2002/पर्स IV दिनांक 1.10.2002 के अनुसार किया जाएगा।

अनुकम्पा के आधार पर नियुक्तियाँ

बीएसएनएल 268/101/2002-पर्स IV दिनांक 1.10.

2002 सभी सीजीएमस को

5% सीजीए रिक्तियों की गणना निम्न प्रकार से होगी।

1) सीलिंग लीमिट तथा नार्म का 25% आंतरिक टाइनिंग को शिथिल समझा जाय। यह केवल 5% सीजीए रिक्तियों की गणना हेतु होगी।

2) उपर्युक्त शिथिलता के अनुसार 31.3.2002 की सम्पदा के अनुसार सर्किल्स नॉन-इक्जीक्युटिव स्थापना का पुनर्वालोकेन करें।

3) एक वर्ष के भीतर प्रोन्नति/सेवानिवृत्ति इत्यादि की

उपलब्ध रिक्तियों को आयटम II की प्रक्रिया के पश्चात् योग किया जाय।

4) क्रमांक तीन के पश्चात् भर्ती नियमानुसार बाह्य भर्ती की गणना की जाय तथा पूर्व की भी रिक्तियों का योग हो।

5) सीजीए नियुक्ति हेतु क्रमांक IV का 5% लिया जाय। प्रत्येक वर्ष स्थापना का पुर्नवालोका हो तथा सीजीए रिक्तियों को अपडेट किया जाय।

6) अनुकम्पा नियुक्ति हेतु रिक्तियाँ पूर्ण नहीं होने पर अनुमोदित अभ्यर्थियों को प्रतीक्षा सूची में रखा जाएगा।

वर्कस् कमेटी का गठन

बीएसएनएल/39-11/एसआर/2007 दिनांक 11.11.2014

सभी सीजीएमस को

कृप्या कॉर्पोरेट कार्यालय के पत्र संख्या बीएसएनएल/39-11/एसआर/2007 दिनांक 9.10.2007 का संदर्भ लें। यह पुनः निर्देश दिया जाता है कि वर्कस् कमेटी का गठन किया जाय तथा बैठकें भी सुनिश्चित करें।

30.9.2014 तक जेएओ वर्ग में रिक्तियों की स्थिति

बीएसएनएल पत्र संख्या 4.6.2014-एसईए दिनांक 10.

10.2014 सभी सीजीएम को

सभी प्रोजेक्ट्स/मेन्टेनेंस सर्किल/प्रशासनिक कार्यालय/ईकाई ब्रेकअप करके कॉर्पोरेट कार्यालय को जेएओ रिक्तियाँ सूचित करें जिससे कि आगे कार्यवाही हो सके।

वर्तमान इमारतों/भवनों का रखरखाव-स्पष्टीकरण संबंध में

बीएसएनएल संख्या 1-1/2012-डब्ल्यू(टी) दिनांक 3.10.

2014 सभी सीजीएमस को

संदर्भ: सीएमडी बीएसएनएल डीओ संख्या 16-54/2010-बी दिनांक 15.12.2010।

सुरक्षा तथा सेवाओं हेतु वित्तीय तथा नगद का ध्यान रखते हुए सीएमडी के अनुमोदन तथा निदेशक (वित्त) की सहमति से निम्न स्पष्टीकरण आदेश जारी किए जाते हैं।

“सेवाओं तथा सुरक्षा के ध्यान में रखते हुए सीजीएमस भवनों की मरम्मत तथा रखरखाव में धन व्यय कर सकते हैं। परन्तु इसमें वित्तीय दशा तथा नगद कैश की स्थिति पर ध्यान रखना होगा।”

संशोधित आईडीए

बीएसएनएल पत्र संख्या 14-1/2012-पेट (बीएसएनएल)

दिनांक 10.10.2014 सभी सीजीएमस आदि को

डीपीई पत्र संख्या डब्ल्यू-02/0002/2014-डीपीआई (डब्ल्यूसी)-जीएल-XIX/14 दिनांक 9.10.2014 अग्रसारित है। संशोधित आईडीए दर 98.1% 1.10.2014 से है।

डीपीई संख्या डब्ल्यू-02/002/2014 डीपीआई (डब्ल्यू सी) -जीएल-XIX दिनांक 9.10.2014 सभी प्रशासनिक मंत्रालयों को

संशोधित आईडीए 98.1%

स्पोर्ट्स तथा कल्चर ग्रान्ट

बीएसएनएल 29.8/2014-बीएसएनएल (स्पोर्ट्स) दिनांक 1.7.2014 सभी सीजीएम को

असम-1 लाख, कर्नाटक-4 लाख, केरल-3 लाख, मध्य प्रदेश-1.5 लाख, महाराष्ट्र-1.5 लाख, एनटीआर-3 लाख, ओडिशा- 1 लाख, राजस्थान-3 लाख, तमिलनाडु-2 लाख, यूपी (पूर्व)- 3 लाख, यूपी (पश्चिम)-3 लाख, उत्तरांचल- 1 लाख, पश्चिम बंगाल-1 लाख।

केन्द्रीय कर्मचारियों हेतु नॉन-प्रोडक्टिविटी लिंकड बोनस (तदर्थ) तथा निगमों/उपक्रमों में भी अपनाने का दिशा निर्देशन

एफएन 7/22/2008-ई III(ए) दिनांक 23.9.2014

वित्त मंत्रालय के मेमोरेण्डम संख्या 7/24/2007ई-III(ए) दिनांक 16-9-2014 द्वारा ऐसे केन्द्रीय कर्मचारियों को 30 दिनों किया है जो कि पीएलबी की परिधि में आते हैं। उपर्युक्त आदेश ऐसे उपक्रमों पर भी लागू किया जा सकता है जिन्होंने केन्द्रीय सरकार के वेतन ढांचे को अपनाया है तथा बोनस/एक्सग्रेसिया की कोई स्कीम भी प्रभावी नहीं है।

नोफेन प्रोजेक्ट

बीएसएनएल 1-24/2014-एमओएफएन(पार्ट) दिनांक 12.11.2014, महामंत्री एनएफटीई को

संदर्भ:- टीएफ-19/3 दिनांक 15.9.2014

क्षेत्र में निर्देश निर्गत है कि नोफेन का कार्य सीमित खर्च के भीतर हो।

स्पोर्ट्स कर्मचारियों को छूट

बीएसएनएल 27-1/20101-बीएसएनएल (स्पोर्ट्स) दिनांक 19.11.2014, सभी सीजीएमस को

चार घंटे की छूट राष्ट्रीय स्तर पर चयनित स्पोर्ट्स कर्मचारियों को दी जाय।

डायरियों की खरीदारी

बीएसएनएल संख्या 4-2/2014-ऐडमिन-II दिनांक 17.11.2014

वर्ष 2015 के लिए सक्षम अधिकारी ने इक्जीक्युटिव तथा नॉन-इक्जीक्युटिव कर्मचारियों को डायरी जारी करने का अनुमोदन किया है।

ट्रांसफर नीति में संशोधन

6-1/2007 रिस्ट्रक्चरिंग वाल III दिनांक 21.11.2014, सभी सीजीएमस को

ट्रांसफर पॉलिसी पत्र संख्या 6-1/2007-रिस्ट्रक्चरिंग दिनांक 7.5.2008 द्वारा जारी किया गया था। सेक्शन "ए" में क्लाजेज 6(एच), 6(आई) तथा 6(एच) को सम्मिलित किया जाय जो कि निम्नवत है।

(एच) यथा सम्भाव विकलांगों को उसी कार्य में रखा जाय जहां पर वे कार्य कर सके। उन्हें रोटेशनल ट्रांसफर से प्रशासनिक सुविधानुसार छूट दी जाय। प्रमोशन/ट्रांसफर में भी उन्हें स्थान की प्राथमिकता प्रशासनिक सुविधा के अनुसार प्रदान की जाय।

(आई) विकलांग बच्चे की भी देखभाल करने वाले कर्मचारी को भी उपर्युक्त की भांति छूट तथा सुविधा दी जाय। विकलांग में

(1) अन्धापन अथवा कम दिखाई पड़ना (2) बहरापन (3) लोकोमोटर विकलांगता तथा सेरेबल पॉलिसी (4) लेपरॉसी (5) मस्तिष्क कमजोरी (6) मस्तिष्क की बीमारी (7) अनेक विकलांगता (8) ऑटिज्म शामिल है।

(जे) विकलांगता की परिभाषा भारत सरकार करेगी।

बीएसएनएल प्रबंधन आदि को पत्र

निगम के कर्मचारियों का वेतन संशोधन

टीएफ-9/9 दिनांक 22.10.2014 सीएमडी, बीएसएनएल को

बीएसएनएल के कर्मचारियों का वेतन संशोधन 1 जनवरी, 2017 से होना है। संघ के अखिल भारतीय अधिवेशन में चर्चा के उपरांत इस आशय का प्रस्ताव पारित किया गया है कि डिपार्टमेंट ऑफ पब्लिक इन्टरप्राइज से अनुरोध हो कि वेतन संशोधन हेतु निगम की लाभ में रहने की शर्त को परिवर्तित करें।

भारत सरकार ने पूर्व में आदेश जारी किया था कि 10 वर्ष के पूर्व निगम कर्मचारियों का वेतन संशोधन होगा। अतएव वेतन संशोधन की प्रक्रिया प्रारंभ होनी चाहिए।

संघ का अनुरोध है कि प्रस्ताव को डीओटी भेजा जाय जिससे कि मामले का डीपीई में विचार हो। आईडीए के मरजर पर भी कार्यवाही हो क्योंकि यह 100 प्वाइंट के समीप है।

बीएसएनएल में सम्मिलित डीओटी कर्मचारियों का पेंशन का भुगतान तथा सरकार (डीओटी) का जिम्मेदारी से मुकरना- पारित प्रस्ताव टीएफ-11/3 दिनांक 27.10.2013 सीएमडी, बीएसएनएल को

निगमीकरण के समय सरकार कन्सालिडेटेड फंड से सरकारी पेंशन के भुगतान की गारंटी दी थी। इस विषय पर सरकार ने 29 सितम्बर को कैबिनेट निर्णय भी लिया था।

डीओटी पत्र संख्या 1-45/2003-बी दिनांक 15.3.2005 के आदेश में परिवर्तन करके एक दूसरा आदेश संख्या 1-45/2003-बी दिनांक 15.6.2006 जारी करके पेंशन भुगतान को बीएसएनएल/एमटीएनएल से प्राप्त टैक्सों से जोड़ दिया गया है जो कि वर्ष 2000 तथा उसके पश्चात् के निर्णयों के प्रतिकूल है। पेंशन भुगतान को टैक्स की प्राप्ति से सम्बद्ध करना तथा 60% की सीमा निर्धारित करना तर्कसंगत तथ नियमानुकूल नहीं है। ऐसा प्रावधान पेंशन नियम में नहीं है। डीओटी वर्तमान में बीएसएनएल से 15 मार्च, 2005 के आदेश के विरुद्ध पेंशन योगदान कर्मचारियों के अधिकतम वेतनमान पर वसूली कर रहा है। वेतन निर्धारण में 78.2% आईडीए के लाभ देने के उपरांत वर्ष 2007 के पूर्व/पश्चात् सेवानिवृत्त कर्मचारियों का पेंशन संशोधन इस लिए नहीं किया जा रहा है क्योंकि पेंशन का खर्च 60% से अधिक हो गया है। भारत सरकार के आश्वासन के पश्चात् ही डीओटी कर्मचारियों ने निगम में सम्मिलित होने का निर्णय लिया था।

संघ के राष्ट्रीय सम्मेलन चर्चा के उपरांत निम्न मांगे रखी हैं।

1) डीओटी के पत्र संख्या 1-45/2003-बी दिनांक 15.6.2006 में वाणिज्यिक आदेशों को वापस लिया जाय।

2) पेंशन योगदान बीएसएनएल से एमटीएनएल की भांति वास्तविक वेतन पर लिया जाय अधिकतम पर नहीं। इस मुद्दे पर भेदभाव बंद किया जाय।

3) सरकार अपने आश्वासनों तथा वादों का निर्वाह करें जिससे कि सरकार की साख पर प्रश्न चिन्ह नहीं बने। पारित प्रस्ताव को संलग्न करते हुए अनुरोध है कि उचित कार्यवाही हेतु मामले को डीओटी से लिया जाय।

अनुकम्पा नियुक्ति के संबंध में राष्ट्रीय अधिवेशन में पारित प्रस्ताव

टीएफ-16/5 दिनांक 28.0.2014 सीएमडी, बीएसएनएल को

संघ का राष्ट्रीय अधिवेशन दिनांक 10 से 12 अक्टूबर को जबलपुर में सम्पन्न हुआ। इस सम्मेलन ने विषय पर चर्चा के उपरांत प्रस्ताव पारित किया जिसकी प्रतिलिपि कार्यवाही हेतु संलग्न है।

प्रबंधन पत्र संख्या 273/18/2013/सीजीए/पी IV दिनांक 1.10.2014 द्वारा अनुकम्पा नियुक्ति हेतु सर्किलो को अधिकृत कर दिया है। यह निर्णय सराहनीय है क्योंकि मामलों के निपटारे में विलम्ब नहीं होगा। परन्तु निम्न बिन्दुओं पर विचार तथा निर्णय आवश्यक है।

1) कॉर्पोरेट कार्यालय ने कुछ मामलों को अस्वीकार कर दिया है जिनको कि अत्यंत मानवीय ढंग से देखा जाना चाहिए था। इनका पुनर्वालोचन आवश्यक है। संघ का सुझाव है कि पीजीएम की अगुवाई में कॉर्पोरेट स्तर पर समिति का गठन करके ऐसे मामलों पर पुनर्विचार किया जाय।

2) वेटेज प्वाइंट में संशोधन हो परन्तु अनुकम्पा नियुक्ति नीति खत्म नहीं किया जाय।

3) एससी/एसटी कर्मचारियों को वेटेज प्वाइंट में रियायत दी जाय।

सब्सीडियरी टावर कम्पनी की स्थापना तथा पारित प्रस्ताव

टीएफ दिनांक 27.10.2014 सीएमडी, बीएसएनएल को

संघ के राष्ट्रीय अधिवेशन में पारित प्रस्ताव की प्रतिलिपि संलग्न है। सम्मेलन का दृढ़ मत है कि यह निर्णय निगम की पूर्ण सम्पदा तथा नेटवर्क को नष्ट करके स्ट्रेटजिक पार्टनर को देने की है। नए निगम में ट्रांसफर से कर्मचारियों की नौकरी तथा पेंशन दोनों खतरे में होगी।

कृपया औद्योगिक शांति हित में मामले पर पुनर्विचार सुनिश्चित करें।

वर्कस कमेटी का कार्य करना-पारित प्रस्ताव **टीएफ-35/3 दिनांक 22.10.2014 सीएमडी बीएसएनएल को**

संघ पूर्व में आपके संज्ञान में लाया है कि अनेकों एसएसए में वर्कस कमेटी का गठन नहीं हुआ है तथा ये कार्य नहीं कर रहे हैं। जिला स्तरों के प्रबंधन किन्हीं कारणों से बैठक नहीं करना चाहते हैं। सर्किल तथा राष्ट्रीय स्तरों पर भी वर्कस कमेटी का गठन किया जाय जिससे कि सेवा की गुणवत्ता, सामग्रियों आदि पर चर्चा हो। सम्मेलन में पारित प्रस्ताव की प्रतिलिपि उचित कायवाही हेतु संलग्न हैं।

डिलाइट कन्सलटेंट की अनुशंसा-पारित प्रस्ताव **टीएफ-18/5 दिनांक 27.10.2014 सीएमडी, बीएसएनएल को**

कर्मचारियों में भय तथा भ्रान्तियाँ हैं कि सिफारिशों के लागू होने से कर्मचारियों की छंटनी तथा ट्रांसफर होंगे। मार्केटिंग पर बल देना आवश्यक है। परन्तु एसएसएज की बन्दी उचित नहीं है। संघ को यह स्वीकार भी नहीं है।

संघ का पुनः अनुरोध है कि सिफारिशों को लागू करने में मनमाना रवैया नहीं अपनाया जाय।

एलटीसी, छुट्टी नगदीकरण तथा चिकित्सा भत्तों का रिस्टोरेशन-पारित प्रस्ताव

टीएफ-16/6 दिनांक 22.10.2014 सीएमडी बीएसएनएल को

पारित प्रस्ताव की प्रतिलिपि संलग्न है। उपर्युक्त सुविधाओं की बंदी भेदभाव पूर्ण है तथा इससे कर्मचारियों में असंतोष है। संघ की मांग है कि सुविधाओं को रिस्टोर किया जाय।

78.2% आईडीए मरजर का लाभ पेंशन संशोधन हेतु-पारित प्रस्ताव

टीएफ 11/3 दिनांक 27.10.2014 सीएमडी बीएसएनएल को

प्रस्ताव की प्रतिलिपि संलग्न करते हुए अनुरोध है कि मामले को डीओटी से लिया जाय जिससे कि सेवानिवृत्ति कर्मचारियों के कष्टों का समाधान हो।

नक्सल प्रभावित क्षेत्रों में कार्यरत बीएसएनएल कर्मचारियों को सुविधा

टीएफ-16/3 दिनांक 28.10.2014 निदेशक (कार्मिक) को

नक्सल प्रभावित क्षेत्र में कार्यरत कर्मचारियों को छत्तीसगढ़ सरकार ने बीमा की सुविधा प्रदान की है। नक्सली क्षेत्र उड़ीसा, आंध्र, झारखंड आदि में है। जहां बीएसएनएल कर्मचारी कार्यरत है। राष्ट्रीय अधिवेशन में मुद्दे पर चर्चा के पश्चात् निर्णय लिया गया कि इस प्रकार की सुविधाएं बीएसएनएल कर्मचारियों को भी उपलब्ध की जाय।

कौंसिलों का गठन तथा कार्य करना

टीएफ-2/1 दिनांक 22.10.2014 सीएमडी, बीएसएनएल को

संघ के अधिवेशन में चर्चा हुई है कि झारखंड, हरियाणा, छत्तीसगढ़, एनटीआर, पश्चिम बंगाल, कोलकत्ता टीडी आदि में कौंसिल या तो गठित नहीं हुई है। यदि गठित हुई हैं तो बैठकें नहीं हो रही हैं इससे कर्मचारियों की समस्याओं का समाधान नहीं हो रहा है। नेशनल कौंसिल में चर्चा होती है परंतु आदेश जारी नहीं होते हैं।

कृपया कार्यवाही करें जिससे कि निगोशिएटिंग मशनरी उचित रूप से कार्य करें।

इलेक्ट्रिकल विंग में कार्यरत कर्मचारियों के डिजिटल गैजनेशन में परिवर्तन

टीएफ-53 दिनांक 28.10.2014 जीएम (रिस्ट्रक्चरिंग) को

संघ का परिवर्तन हेतु निम्न प्रस्ताव हों:

पदनाम	प्रस्तावित
खलासी(आरएमके समकक्ष)	टेलीकॉम मैकेनिक(इलेक्ट्रिकल)
एसी मैकेनिक	सीनियर टेक्नीशियन
फिटर	टेक्नीशियन
आर्मेचर बाइन्डर	टेक्नीशियन
पम्प ऑपरेटर	टेक्नीशियन
लिफ्ट ऑपरेटर	टेक्नीशियन
वायरमैन	टेक्नीशियन

जेटीओ वर्ग का संशोधित भर्ती नियम

टीएफ-24/1(जे) दिनांक 12.10.2014 निदेशक (कार्मिक) को

दिसम्बर 2013 की नेशनल कौंसिल की बैठक में सहमति हुई थी कि जेटीओ को एलआईसीई की सेवाशर्त 7 के स्थान

पर 5 वर्ष होगी। प्रबंधन समिति इसकी सिफारिश करके बोर्ड को अनुमोदन की प्राप्ति अभी तक नहीं हुई है। इससे विभागीय परीक्षा के आयोजन में विलम्ब हो रहा है। नेशनल कौंसिल में यह भी सहमति थी कि विभागीय परीक्षा संशोधित भर्ती के अनुसार ही होगी। कृपया हस्तक्षेप करे जिससे कि बोर्ड द्वारा अनुमोदन शीघ्रता से हो।

जेएओ भर्ती नियम

टीएफ-24/1(आई) दिनांक 12.10.2014 ईडी (वित्त) को

दिसम्बर 2013 की बैठक में सहमति हुई थी कि 10 वर्ष के स्थान पर 5 वर्ष की सेवाकाल की शर्तें भर्ती में होगी। संशोधन प्रबंधन से अनुमोदित होकर बोर्ड भेजा गया है। दस माह का समय व्यतीत हो गया है। परन्तु बोर्ड द्वारा अनुमोदन नहीं हुआ है। नेशनल कौंसिल में सहमति थी कि विभागीय परीक्षा संशोधित भर्ती नियम के अनुसार ही होगी।

कृपया हस्तक्षेप करे जिससे बोर्ड द्वारा अनुमोदन हो सके।

पंजाब में ब्राडबैंड सेवा

टीएफ-19/3 दिनांक 11.11.2014 सीएमडी बीएसएनएल को

संघ के संज्ञान में लाया गया है कि सांयकाल तथा छुट्टी के दिन ब्राडबैंड की गति धीमी हो जाती है जिससे ग्राहकों को असुविधा होती तथा कम्पनी की छवि धूमिल होती है यह कृपया गलत लोगों द्वारा सम्भव है।

कृपया जाँच कराके तथा आवश्यक कार्यवाही भी सुनिश्चित करें।

बीएसएनएल को चुस्त-दुरस्त करना

टीएफ-6/9 दिनांक 10.11.2014 श्री रविशंकर प्रसाद, माननीय संचार तथा प्रौद्योगिकी मंत्री

संघ ने पत्र संख्या टीएफ-6/9 दिनांक 23.6.2014 द्वारा अवगत किया था कि बीएसएनएल की आर्थिक दशा इतनी शोचनीय है कि वह सामग्रियों की खरीदारी हेतु भी असमर्थ है। इससे विकास तथा सेवाओं की गुणवत्ता दोनों प्रभावित है। कम्पनी का मार्केट भागीदारी में दिन-प्रतिदिन गिरावट हो रही है। जिससे कर्मचारी चिन्तित है। अतः संघ हस्तक्षेप हेतु अनुरोध करता है जिससे कि कंपनी की आर्थिक दशा में सुधार हो।

संसद में आपके निम्न घोषणाओं से तीन लाख कर्मचारी अत्यंत प्रसन्न हुए थे।

- 1) बीडब्ल्यू स्पेक्ट्रम के वापसी से रूपया 6724.51 करोड़ की बीएसएनएल को आर्थिक सहायता
- 2) रूपया 1411 करोड़ ऋण की वापसी
- 3) कर्मचारियों के वेतन खर्चों में आर्थिक सहायता।

संघ आपको अवगत कराना चाहता है कि डीओटी ने अभी तक उपर्युक्त घोषणाओं पर कोई कार्यवाही नहीं की है एवं न ही आर्थिक सहायता दी है।

इसके अतिरिक्त इन्कम टैक्स विभाग ने 6000 करोड़ रूपया अधिक टैक्स कंपनी से वसूल किया था। इस अधिक राशि में से इन्कमटैक्स विभाग ने केवल 100 करोड़ रूपया वापस कम्पनी को किया है। शेष राशि की वापसी पर इन्कमटैक्स विभाग ने चुप्पी साध ली है।

इसके अतिरिक्त सीएमडी, निदेशक (वित्त) तथा (एचआरडी) के पद भी कंपनी में अधिक समय से रिक्त है। कम्पनी ने मध्यम वर्ग के अधिकारियों की भी भर्ती नहीं की है। इससे उपक्रम का कार्य प्रभावित है।

कृपया हस्तक्षेप करें जिससे कि आपकी घोषणाओं के अनुरूप डीओटी कार्यवाही करें जिससे कि बीएसएनएल का पुनर्थांन हो।

एमटीएनएल का बीएसएनएल में प्रस्तावित विलय टीएफ-41 दिनांक 10.11.2014 माननीय संचार मंत्री को

एनएफटीई निगम में दूसरी मान्यता प्राप्त तथा प्रतिनिधि संघ है जो कि 30 प्रतिशत से अधिक कर्मचारियों का प्रतिनिधित्व करती है। संघ का स्पष्ट दृष्टिकोण है कि प्रस्तावित विलय वर्तमान मुद्दों के समाधान के अभाव में घातक होगा। संघ के राष्ट्रीय अधिवेशन में मुद्दों पर चर्चा हुई थी। संघ निम्न बिन्दुओं पर आपका ध्यान आकर्षित करता है।

- 1) एमटीएनएल रूपया 15,000 करोड़ की हानि में है जबकि बीएसएनएल 7,000/- करोड़
- 2) एमटीएनएल ऋण की वापसी में असमर्थ है तथा ऋण के ब्याज के भुगतान हेतु भी ऋण पर निर्भर है।
- 3) एमटीएनएल के कर्मचारियों का वेतन खर्चा अर्जित रेवेन्यू से अधिक है।
- 4) एमटीएनएल लिस्टेड कंपनी है तथा इसका 46.7% पूंजी विनिवेश हो चुका है। बीएसएनएल न तो लिस्टेड है एवं न ही इसका पूंजी विनिवेश हुआ है।

- 5) विलय से आर्थिक तंगी से ग्रस्त बीएसएनएल के खर्च में वृद्धि होगी। एमटीएनएल के कर्मचारियों के वेतन खर्च, बैंकों के ऋण बीएसएनएल को बर्बाद कर देगा।
- 6) लोकसभा तथा राज्य सभा में घोषणाओं के पश्चात् भी बीएसएनएल को कोई आर्थिक सहायता तक नहीं दी गई है।
- 7) बीएसएनएल में कार्यरत नॉन-इकजीक्युटिव कर्मचारियों के भर्ती नियम, प्रमोशन स्कीम तथा वेतन ढांचा एमटीएनएल से पूर्ण रूप से भिन्न है।

संघ के राष्ट्रीय अधिवेशन ने प्रस्तावित विलय पर गहरी चिंता व्यक्त की है कि मुद्दों के समाधान के अभाव में कर्मचारियों तथा उपक्रम का भविष्य अंधकारमय हो जाएगा। अधिवेशन द्वारा पारित प्रस्ताव की प्रतिलिपि संलग्न है।

अतः आपसे अनुरोध है कि विलय के उपरांत नवीन उपक्रम तथा कंपनी के हित में संबंधित बिन्दुओं पर विचार करें।

इलाहाबाद में स्वागत समारोह

दिनांक 1 नवम्बर को कर्मचारियों तथा अधिकारियों ने साथी इस्लाम का भव्य स्वागत किया। इस समारोह में सीनियर जीएम, सभी उपमहाप्रबंधक तथा अन्य अधिकारी उपस्थित थे तथा समारोह को सम्बोधित किया। इसके अतिरिक्त साथी आर.एन.पाडेय, प्रान्तीय मंत्री, एनएफटीई साथी वेद मिश्र (जिला मंत्री, एनएफटीई), आर.एन.यादव (जिला मंत्री बीएसएनएलईयू) जिला मंत्री "स्ने" एवं एआईबीएसएनएलईए आदि ने भाग लिया। अपने उद्गार प्रकट करते हुए सभी ने कहा कि साथी इस्लाम संयुक्त सम्पदा है। उन्होंने लम्बे पब्लिक जीवन में किसी को भी निराश नहीं किया है।

श्री अहमद ने सभा में कहा कि हमें मिल-जुलकर सेवाओं



साथी मूलचन्द, संचालक तथा प्रांतीय मंत्री स्नाटा सभा को संबोधित करते हुए



साथी पांडे, प्रांतीय मंत्री, सीनियर जीएम श्री अग्निहोत्री भेंट देते हुए को चुस्त-दुरुस्त करना है। दोषारोपण का समय नहीं है, क्योंकि बीएसएनएल नाजुक परिस्थिति से गुजर रहा है।

उन्होंने कहा कि सरकार केवल घोषणाएं और वादे कर रही है। बीएसएनएल की जमा धनराशि 65 सौ करोड़ रुपये सरकार वापस नहीं कर रही है। काल्पनिक ऋण की भी वापसी नहीं हो रही है। इसी प्रकार आयकर विभाग का भी छह हजार करोड़ रुपये वापस नहीं हो रही है। पेंशन भार भी बीएसएनएल पर लाद दिया गया है। उन्होंने कहा कि निगम की रक्षा और कर्मचारियों की सुरक्षा के लिए सभी को 3 फरवरी 2015 से संघर्ष करना होगा।

साथी इस्लाम सभी को धन्यवाद देते हुए कहा कि साथियों ने उनका पालन-पोषण किया है जिसको कदापि भुलाया नहीं जा सकता है। अधिकारी तथा साथी लोग जिस प्रकार भारी संख्या में उनकी पुत्री तथा पत्नी के मृत्यु के पश्चात दूर स्थित ग्राम में पहुंचकर दुख में शामिल हुए वे सदैव कृतज्ञ रहेंगे। इससे उन्हें शक्ति मिली है।

उन्होंने अधिकारियों तथा कर्मचारियों से 3 फरवरी, 2015 की अनिश्चितकालीन हड़ताल को संगठित करने का आह्वान करते हुए कहा कि सरकार बीएसएनएल के पुनर्त्थान के प्रति संवेदनशील नहीं है।

नॉन-इक्जीक्युटिव कर्मचारियों की समस्याओं के प्रति उदासीन रवैया अपनाने के विरुद्ध 27 नवम्बर को एक दिन की हड़ताल होगी।

पंजाब स्नाटा सम्मेलन

प्रान्तीय सम्मेलन दिनांक 9 नवम्बर को साथी मंडल की अध्यक्षता में हुई। साथी इस्लाम, शर्मा (प्रान्तीय मंत्री), महेन्द्र सिंह (हेडक्वार्टर उपाध्यक्ष) तथा राना सम्मेलन में भाग लिया। साथी इस्लाम अपने सम्बोधन में बताया कि एनएफटीई कर्मचारियों, टीटीएज सहित की समस्याओं के प्रति संवेदनशील तथा जागरूक है। टीटीएज की कुछ समस्याओं का समाधान हुआ है तथा कुछ समाधान के पग पर है। निरन्तर प्रयास के फलस्वरूप जेटीओ परीक्षा आयोजित हुई तथा परिणाम घोषित किया गया। जेटीओ भर्ती नियम का संशोधन प्रस्ताव बीएसएनएल बोर्ड में लंबित हैं। जिसमें 7 के स्थान पर 5 वर्ष की सेवाशर्त है। डेजिगनेशन के मामला का भी समाधान निश्चित है। जेएओ परीक्षा की भी सेवाशर्त 5 वर्ष की होगी। नॉन-इक्जीक्युटिव को मैनेजमेंट ट्रेनी की परीक्षा की पात्रता के लिए प्रयास जारी है। वेतन कटौती की भरपाई का मामला प्रबंधन समिति में है। आज बीएसएनएल की आर्थिक ढांचा को मजबूत करना ही महत्वपूर्ण मुद्दा है। उन्होंने मुख्यधारा में आने तथा 27 नवम्बर को तथा 3 फरवरी से प्रारंभ संघर्ष में सम्मिलित होने की अपील किया। साथी हाकिम सिंह, प्रांतीय मंत्री (स्नाटा) तथा तेजेन्द्रपाल (सर्किल को ऑर्डिनेटर) ने एनएफटीई के सहयोग की भूरि-भूरि प्रशंसा की।

साथी इस्लाम प्रातः 8 नवम्बर को होशियारपुर दूरभाष केन्द्र परिसर में कर्मचारियों को सम्बोधित किया तथा वर्तमान समस्याओं की स्थिति की जानकारी दी तथा हड़ताल में शामिल होने का अनुरोध किया। साथी महेन्द्र कुमार शर्मा आदि ने भी सम्बोधित किया। साथी सुरजीत राय तथा राना ने क्रमशः अध्यक्षता तथा संचालन किया। दिनांक 8 नवम्बर को म्युजियम तथा पैतृक निवास पर साथी इस्लाम ने शहीदे आजम सरदार भगत सिंह को श्रद्धांजलि अर्पित की।

नवाशहर तथा जालंधर में बैठकों को भी सम्बोधित किया।

सूचनाएं आदि

वेतन में कमी

1.1.2007 को अथवा इसके पश्चात के नियुक्त कर्मचारियों का वेज एग्रीमेंट के कारण वेतन में कमी हुई है। इस कमी की भरपाई के प्रस्ताव को बीएसएनएल की प्रबंधन समिति ने स्वीकार किया है तथा अब यह अनुमोदन हेतु बोर्ड भेजा जाएगा।

केन्द्रीय स्पोर्ट्स समिति की बैठक

यह 10 दिसम्बर को निर्धारित है।

पेंशन संशोधन

डीओटी कैबिनेट नोट तैयार कर रहा है।

संघ के संविधान का संशोधन

अधिवेशन द्वारा अनुमोदित संशोधन प्रस्तावों को रजिस्ट्रार ट्रेड यूनियन को भेज दिया गया है। पंजीकृत होने के पश्चात् ही कार्यान्वयन होगा।

स्नाटा का राष्ट्रीय अधिवेशन

“स्नाटा” का राष्ट्रीय अधिवेशन दिनांक 23/24 नवंबर को कोलकत्ता में सम्पन्न हुआ। संघ के महामंत्री साथी सी.सिंह ने खुले अधिवेशन में भाग लिया। अपने सम्बोधन में साथी सिंह ने टीटीएज से संबंधित सभी मुद्दों की अधिवेशन को विस्तृत जानकारी दी।

साथ राजेन्द्र खन्ना, अनूप मुखर्जी, सुनील गौतम तथा एम. के. कन्दौनिया क्रमशः अध्यक्ष, सचिव, उपसचिव तथा खजान्ची निर्वाचित हुए हैं।

फोरम का प्रोग्राम

- (1) 11 दिसम्बर को मांग दिवस तथा लन्च समय में प्रदर्शन
- (2) 11 से 20 दिसम्बर तक प्रचार
- (3) 19 दिसम्बर को संसद मार्च
- (4) तीन दिनों का एसएस, सर्किल, कार्पोरेट स्तरों पर 6 से 8 जनवरी, 2015 को धरना
- (5) 3 फरवरी, 2015 से अनिश्चितकालीन हड़ताल

राष्ट्रीय संपदा बचाओ, मेहनतकश जनता के हित बचाओ, देश बचाओ

मजदूर संगठनों का राष्ट्रीय प्रतिरोध दिवस 5 दिसम्बर 2014 को

**श्रम कानूनों में मजदूर विरोधी संशोधनों व
जनविरोधी—निजीकरण, उदारीकरण, ठेकेदारीकरण के विरुद्ध,
एवं ट्रेड यूनियनों के 10 सूत्री मांगों के समर्थन में
देशव्यापी राज्य स्तरीय प्रदर्शन और दिल्ली में जन धरना**

**बीएसएस, इंटक, एटक, एचएमएस, सीटू, एआईयूटीयूसी, टीयूसीसी, एक्टू,
यूटीयूसी, सेवा, एलपीएफ, एसोसिएशन्स तथा फेडरेशन्स के संयुक्त आह्वान**

Protest Day on 5th December

All the Central Trade unions have given a call to observe 5th Dec. 2014 as a Protest Day against Anti-workers amendements in Labour Policies, Privatisation and Contract System.

NFTE headquarter appeals to participate and make the programme successful.