

# TELECOM

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

(Regd. No. 4906 dated : 17.9.2001)

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Com. Chandeswar Singh, General Secretary

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## EDITORIAL :

### WHY NEW RULES FOR RECOGNITION OF UNIONS

The 1<sup>st</sup> verification for recognition was held as per aged old Code of Discipline which is mainly applicable in respect of Trade Unions. affiliated to T.U. centres. We accepted this as BSNL was at that time in formation stage and rules even relating to service conditions of employees were not evolved. The BSNL management has been selective also in framing the rules. It evolved and framed CDA Rules, 2006 in consultation with the recognized union to place employees in unsafe zone and to arm the officers to retire at the age of 55 instead of 60. But they have no time to frame standing orders for non-executive employees even after ten years. So is the case of rules for recognition of unions. The NFTE and other unions strongly demanded for change in code of Discipline on 12-11-2008 in presence of Dy. Chief Labour commissioner who expressed clearly that the PSU is free to evolve its own rules for recognition but the management maintained complete silence for last 20 months.

A meeting of unions was belatedly convened on 16-9-2010 in which all excepting two favoured for change in rules. But the Chairman

arbitrarily declared there is no consensus as such old rule will remain operative in 5<sup>th</sup> Verification . This led to unpleasant situation forcing the eight unions to walk out in protest against the unilateral decision. Why we want change in rule specially when in all the verifications the NFTE has achieved more than 35% votes and presently wind is blowing in favour of BSNLWA led by NFTE-FNTO etc. The monopoly of one union should change as this has made the workers and BSNL company unsafe. Moreover the experience of employees in wage revision, Promotion Scheme, 78-2% IDA merger, Departmental examinations for TTA, TMs is bitter.

Keeping all these in view we demanded new rule for recognition to end the monopoly of one union and to ensure maximum representation of workers in the Negotiating Machineries. Beside this all unions be extended minimum Trade union facilities to grow and compete. Alas! the management ignored the Industrial culture and allowed dissatisfaction and anger to grow and spread. The harmony and peace may further get set back due to inept handling

# Brief report on activities of NFTE-BSNL from 15-6-2010 to 30-9-2010

Comrades,

We are meeting in Jalandhar City after a gap of 4 months since our last National Executive meeting in New Delhi.

## 1. Background

The economic policies pursued by the Govt. of India has caused steep hike in prices of all essential commodities and petroleum products. The working people are the worst sufferer due to their policies. Further attack on PSUs is increasing through disinvestment and reduction of staff strength by VRS. The Labour Laws are blatantly violated not only by the Private Monopolies but also by the government. All these forced the INTUC and other Major Central Trade Unions like AITUC, CITU and HMS to launch agitations which culminated in the 7th September 2010 General Strike.

The financial position of the BSNL is not good. For the first time in 10 years BSNL has recorded a loss of Rs. 1822 crores. The continued slide in mobile segment is worrying us and now BSNL is placed at 5th Place. Even the CMD post is not filled up by a regular appointment. The posts of Director (F) and (C) are also vacant. The NFTE has drawn the attention of Prime Minister in these regard. We hear that hereafter CMD will be appointed on contract basis. All these are not indicating the positive side of the development of the company.

## 2. New Delhi National Executive Meeting in June, 2010

Immediately after the AIC at Patna we had to call meeting of the National Executive in June, 2010 (13.6.2010 to 14.6.2010) due to "dispute" created by the former secretary-general on the office-bearers elections at AIC, Patna. However after a long discussion the National Executive endorsed the list of office-bearers elected at Patna AIC. Com. N.T. Sajwani thereafter withdrew his objections on the said election. However, he did not cooperate in effect change in the editorship of our union journals which may force us to stop their publication in future due the objection raised by the postal authorities. The former Secretary-General till this day did not handover the keys of the room in Dada Ghosh

Bhavan which he was occupying as Secretary-General. The Laptop purchased for union also so far not handed over to the new General Secretary. Despite our best efforts to attend to the grievances of former S.G. he is not cooperating with the new leadership. This situation must change immediately for the bright future of our mighty organisation.

## 3. JAC Convention and 3 days strike in October, 2010

The Chairman post of Joint Action Committee was transferred to Com. Chandeshwar Singh at the Convention in New Delhi. The JAC realised that nothing has been done after the 20th April strike on seven major demands. The immediate provocation for the 20th April, 2010 strike was the anti-worker recommendations of the Sam Pitroda Committee. Disinvestment of 30% shares in BSNL, reduction of staff strength by 1 lakh and unbundling of our cables and network were three most dangerous recommendations of the Sam Pitroda Committee. Despite our strike on 20-4-2010, the management and DoT are vigorously pursuing the recommendations for implementing them in BSNL. NFTE-BSNL stoutly oppose these attempts for disinvestment and retrenchment. The JAC decided to hold circle level conventions and 3 days strike in October i.e. from 19th to 21st October, 2010 which has been rescheduled from 24th November. The March to Parliament will be on 11th Nov. NFTE-BSNL could attend the Conventions held at Chennai, Trichur, Bangalore Agra, Ludhiana BSNLEU did not consult NFTE-BSNL in deciding the dates of several conventions and hence we could not participate. The JAC met the management on 6th September and rejected the recommendation of Pitroda Committee stock, lock and barrel. In the meeting with Shri S.C. Mishra, Member (services) on 9.9.2010 also JAC unitedly took the firm position with regard to the retrograde recommendations of Sam Pitroda Committee. The employees have to be mobilised against the recommendations of Pitroda Committee and make the 3 days strike in November a big success throughout the country. The NFTE BSNL has separately

also submitted its presentation before group of officers in BSNL.

#### **4. Changes in the Code of Discipline and 5th Membership Verification**

Since 2006 NFTE-BSNL consistently demanded the changes in the Code of Discipline which is outdated and not binding on non-Central Trade Unions which are not party to the same. However BSNLEU and Management continued to maintain the supremacy of Code of Discipline. BSNLEU which approached the Hyderabad High Court for getting second union recognition despite its defeat in 2002 verification now opportunistically oppose any change in the Code of Discipline only to 'safeguard its premier position. We have taken a firm stand not to permit the 5th verification under the outdated Code of Discipline. Only on our compulsion the Management sought the opinion of all the unions of the need for changing the Code of Discipline. It convened a meeting on 16.9.2010 with all unions. NFTE-BSNL was represented in the said meeting by Coms. C.Singh and C.K.Mathivanan. We focussed mainly on the following:

1. More than one union should be recognised to end the dictatorship of one recognised union.
2. Allocation of seats in the negotiating bodies (National, Circle and Local Councils) be in proportionate to the votes polled by the union in the verification.
3. Extension of minimum trade union facilities to all the registered union.
4. Implementation of NLC Judgement on union recognition in BSNL. Out of 13 unions participated in the meeting except two (BSNLEU, TEPU) all other unions wanted changes in the "Code of Discipline" and favoured framing up of new rules for trade union recognition in BSNL. However the Management refused the demand of majority unions on the spacious plea that consensus was not emerged for framing new rules for recognition. We walked out of the meeting along with other seven unions and decided to hold nationwide demonstration on 30-9-2010 on behalf of Nine Unions. NFTE-BSNL should look into other alternatives including courts to stall the imposition of outdated non-statutory "Code of Discipline" on the employees.

#### **5. Our role in safeguarding the BSNLMRS and NEPP:**

The recognised union and the management joined hands in BSNLMRS and NEPP issues. On BSNLMRS they issued an order on 16.4.2010 restricting the scheme to only two children. NFTE-BSNL met the CMD and wanted the order on 16.4.2010 to be modified. Although we are not fully satisfied the said order was modified to some extent. This is a victory for our efforts. On NEPP the management issued 46 clarifications mostly on our insistence only. The period for option was also extended on our request. But BSNLEU wanted the immediate implementation of NEPP. We stopped it. Still a lot of modifications are to be effected on NEPP so that it actually benefits some of our employees at least. The reservation for SC/ST in NEPP must be provided. We will continue to insist on this. The issues of departmental TTAs absorption as JTOs and conductance of JTO examination for the directly recruited TTAs with relaxed service period have been taken up. We are pursuing the Management to do something without any further delay.

#### **6. Circle Conferences**

The Secretariat of our Federation already directed the Circles to conduct their conferences in time. Only few circles are yet to complete their conferences. We hope they also will conduct them at the earliest. If any circle is not conducting even after long period then the CHQ has to intervene and see that the conferences are held in those circles to ensure democratic functioning of the union. This has to be carried out urgently so that we streamline our organisation at all levels.

#### **7. Journals**

At present NFTE-BSNL is publishing two journals. Telecom and Tele-Labour. The cost is very heavy. In the background of depleting financial position of our union it is prudent that only one journal is published monthly by the union and distributed to all members. The former SG so far refused to cooperate with us to effect change in editor's name. The Postal authorities are pressing us for early name transfer. If it is not done immediately the Postal concession may be discontinued at any time in future. Hence to get rid of all them the National Executive may decide to publish a new journal under a new name. **Contd. on page 15**

## LETTERS FROM ADMINISTRATION

**Medical Facilities to BSNL retirees**  
*No. BSNL/Admn. 1-14-2/09 dated Sept. 8, 2010  
to all CGMS etc.*

### Office Order

The BSNL Board has revised the outdoor ceiling for its retired employees as under:

#### For employees retired after 1.1.07

i. For employees who have opted for reimbursement with voucher it is revised as the amount equivalent to 25 days of last Basic pay drawn (remain unchanged) + DA applicable in the month of April for the financial year for which the claim pertains to.

ii. For employees who have opted for reimbursement without voucher it remains unchanged as the amount equivalent to 12½ days of last Basic pay and DA drawn by the retired employee at the time of retirement and shall be paid in four equal quarterly installments.

#### For employees retired prior to 1.1.07:

i. For employees who have opted for reimbursement with voucher can exercise option from the following two options. The option once exercised cannot be changed later.

**Option 1:** The amount reimbursable shall be limited to an amount equivalent to 25 days of the basic pay (which will be frozen at the minimum of the revised pay scale) + DA as applicable in the month of April of the financial year for which the claim pertains to.

**Option 2 :** Alternatively, option can be exercised to claim an amount equivalent to 25 days of Basic Pay drawn at the time of retirement and DA as applicable for the month of April of the financial year for which the claim pertains to, in the pre-revised scale.

ii. For Employees who have opted reimbursement without voucher it remains unchanged as the amount equivalent to 15 days of Basic Pay + DP+DA as applicable, drawn by the retired employee at the time of retirement and is being paid in four equal quarterly installments.

The new scheme is applicable with effect from the Financial Year 2010-11.

### Restriction of officiating pay under FR 35-Clarification regarding.

**BSNL No.1-14/2010-PAT (BSNL) dated 10-9-2010**  
Office order (No. 18 of 2010)

The application of FR 35 is applicable in BSNL for pay fixation on promotion in officiating capacity in respect of absorbed and directly recruited employees where the promoted persons do not fulfill the conditions of eligibility prescribed in the relevant rules for promotion as per DOP&T OM NO. 18/7//98-Estt (Pay I) dated 15.12.1998.

2. Consequent upon implementation of CCS (RP) Rules, 2008, the existing criteria of basic pay regarding imposition of restriction of pay under FR 35 has been revised by the Government vide DOP&T OM No. 1/4/2009-Estt (Pay-I) dated 8.3.2010. The pay of the BSNL absorbed and directly recruited employees has also been revised w.e.f. 1.1.2007. Therefore, the case of applicability of DoP & T O.M. No. 1/4/2009-Estt. (Pay -1) dated 8.3.2010 has been considered for BSNL employees (absorbed and directly recruited) and it has been decided by the competent authority that ceiling of pay under FR 35 may be revised as under:-

i. For employees in receipt of revised IDA basic pay above Rs. 24900/- p.m. 12½% of the basic pay subject to a maximum of Rs. 2000 p.m.

ii. For employees in receipt of revised IDA basic pay upto Rs. 24900/- p.m. 15% of the basic pay subject to a maximum of Rs. 2000 p.m.

3. The revised ceiling of basic pay as mentioned above shall be effective from 1.1.2007 in respect of absorbed and directly recruited employees working in BSNL.

4. The absorbed and directly recruited employees may be allowed to draw his/her annual increment @3% of the basic pay of substantive cadre and thereafter their pay will be restricted under FR 35 at the rates mentioned above.

5. The regularity conditions of applicability of FR 35 will remain unchanged.

**DoT File No. 1-5(1) 2008-PAT dated ....03/2010**

The undersigned is directed to forward herewith a copy of the Ministry of Personnel, Public Grievances and Pensions, Department of Person-

nel and Training Office memorandum no. F.1/4/2009-Estt (Pay-I) dated 8.3.2010 on the subject cited above for information and taking necessary action.

**DoP F. 1/4/2009-Estt (Pay-I) (1) dated 8.3.2010**

The undersigned is directed to say that in terms of the provisions contained in Fundamental Rule 35, the Central Government may fix the pay of an officiating Government Servant at an amount less than that admissible under the Fundamental Rules. Accordingly, Orders have been issued from time to time indicating the circumstances and the extent to which provisions of FR 35 would apply. This Department's OM No.18/7/98-Estt (Pay-I) dated 15<sup>th</sup> December, 1998 lays down the ceilings based on

- a) For employees in receipt of pay in the pay band above Rs. 14880 p.m.
- b) For employees in receipt of Pay in the pay band upto Rs. 14880 p.m.

the pay scales sanctioned by the Government on the recommendation of the Fifth Central Pay Commission.

2. The question of revising these ceiling consequent upon implementation of CCS (RP) Rules, 2008, which have replaced pre-revised pay scales by the running pay bands and grade pay, has been considered by the Government and the President is pleased to decide to replace the existing criteria of basic pay regarding imposition of the above restriction by the criteria of pay in the pay band. Accordingly, the pay under FR 35 shall be restricted so as not to exceed the basic pay in the revised scales by more than the amounts shown below:

- 12-½% of the basic pay subject to a maximum of Rs. 2000 p.m. (including the difference of grade pay between the feeder and the promotional posts).
- 15% of the basic pay subject to a maximum of Rs. 2000 p.m. (including the difference of grade pay between the feeder and the promotional posts).

3. Insofar as the rate of increment to be drawn in cases where the pay is fixed under FR 35 is concerned, the Government servant may be allowed to draw his annual increment @3% of the basic pay granted to him after imposition of restrictions under FR 35.

4. In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue in consultation with the Comptroller & Auditor General of India.

**Amendment to BSNL "TA/DA Rules, 2002"  
No.7-6/2006-EF/Vol.II(Pt.) Dated 08-09-2010 to  
all CGMS**

The undersigned is directed to say that as per the approval of the BSNL Board of Directors in the meeting held on 30th July 2009, and consequent on revision of IDA pay scales of Non-Executives in BSNL (vide BSNL Co, New Delhi order No. 1-16/2010-PAT (BSNL) dated 7th May'2010) the TA/DA rules in BSNL are hereby amended. The competent authority in partial modification of "TA/DA Rules 2002" dated 22-10-2002 and subsequent amendment order dated 6-9-2004, dated 6-7-2005 and dated 07-09-2009 has decided the amendments as enclosed to this letter. The cases already settled prior to issue of this office order shall not be re-opened. The amendments may be brought to

the notice of all concerned. Queries, if any, may be addressed to the Corporate Office, BSNL. n

**Amendments to BSNL "TA/DA rules 2002"  
Enclosure to CO, BSNL., ND letter No. 7-6/  
2006-EF/Vol.II(Pt.) dated 08-09-2010**

**The following amendments (paras A to H) to BSNL "TA/DA Rules 2002" are forwarded for further necessary action and settlement of claims.**

**(A) Classification of cities [four categories]**  
(Refer para 4 of order dated 22-10-2002 read with an endorsement to BSNL "TA/DA Rules, 2002" vide even no, 7-6/2004-EF dated 06-07-2005)

The classification of cities is as under :(As per SR-51)

- 1. A.I, A Class and its expensive localities.
- 2. B.I, Class cities and its expensive localities,
- 3. State/UT Capital cities which are not categorized under A1, A, B1& its expensive localities, and
- 4. Localities other than mentioned in (1) (2) and (3) above.

**(B) Classification of employees indicates the Revised IDA Pay Scales of absorbed employees corresponding to Pre-revised IDA Pay Scales. (Refer para 3 of order dated 22-10-2002)**

| Previous CDA Pay Scale | Previous IDA Pay Scale | Revised IDA Pay Scale as Per 1-50/2009-PAT (BSNL) dated 5-3-2009 | 6th CPC CDA grade pay      |
|------------------------|------------------------|--|----------------------------|
| CMD                    | 27750-31500            | 80000-12500  | --                         |
| Director               | 25750-30950            | 75000-10000  | ---                        |
| #HAG Scale             | 25000-30200            | #E9A (62000-80000)   | Rs.67000-79000             |
| 18400-22400 CDA        | 23750-28550            | E9 (62000-80000)   | With grade pay Rs. 10000/- |
| 14300-18300 CDA        | 18500-23900            | E7 (43200-66000)   | With grade pay Rs. 8700/-  |
| 14300-18300 CDA        | 17500-22300            | E6 (36600-62000)   | With grade pay Rs. 8700/-  |
| 12000-16500 CDA        | 16000-20800            | E5 (32900-58000)   | With grade pay Rs. 7600/-  |
| 10000-15200 CDA        | 14500-18700            | E4 (29100-54500)   | With grade pay Rs. 6600/-  |
| 8000-13500 CDA         | 13000-18250            | E3 (24900-50500)   | With grade pay Rs. 5400/-  |
| --                     | 11875-17275#           | #E2A (20600-46500)   | With grade pay Rs. 4800/-  |
| --                     | 9850-74600 #           | #E1A (16400-40500)   | With grade pay Rs. 4200/-  |

**#Note : Revised IDA pay scale for E9A, E1A, and E2A will be notified later.**

| Previous CDA Pay Scale | Previous IDA Pay Scale | Revised IDA Pay Scale as Per 1-50/2009-PAT (BSNL) dated 5-3-2009 | 6th CPC CDA grade pay     |
|------------------------|------------------------|--|---------------------------|
| 6500-200-10500         | 8570-245-12245         | NE11 (16370-30630)   | With grade pay Rs. 4200/- |
| 5500-175-9000          | 7800-245-11175         | NE10(14900-27850)  | With grade pay Rs. 4200/- |
| 5000-150-8000          | 7100-200-10100         | NE9(13600-25420)   | With grade pay Rs. 4200/- |
| 4500-125-7000          | 6550-185-9325          | NE8(16370-30630)   | With grade pay Rs. 2800/- |
| 4000-100-6000          | 5700-160-8100          | NE7(10900-20400)   | With grade pay Rs. 2400/- |
| 3200-85-4900           | 4720-150-6970          | NE6(9020-17430)  | With grade pay Rs. 2000/- |
| 3050-75-3950-80-4590   | 4550-140-6650          | NE5(8700-16840)  | With grade pay Rs. 1900/- |
| 2750-70-3800-75-4400   | 4250-130-6200          | NE4(8150-15340)  | With grade pay Rs. 1800/- |
| 2650-65-3300-70-4000   | 4100-125-5975          | NE3(7900-14880)  | With grade pay Rs. 1650/- |
| 2610-60-3150-65-3540   | 4060-125-5935          | NE2(7840-14700)  | With grade pay Rs. 1400/- |
| 2550-55-2660-60-3200   | 4000-120-5800          | NE1(7760-13320)  | With grade pay Rs. 1300/- |

(c). The DA Rates when an employee makes his/her own arrangements while on tour on the basis of classification of cities in three categories are: (Refer para 5.1 of order dated 22-10-2002 read with order dated 7-9-2009)

| Pay Range  | A.I,A Cities & expensive localities (Rs.) | B.I Cities and expensive localities (Rs.) | State/UT capital cities whichever not categorized under A1,A,B1 & its expensive & other localities. (Rs.) |
|--|---|---|---|
| CMD and Director of Board  | 1500/-                                    | 1200/-                                    | 1000/-  |
| Executive Directors  | 1000/-                                    | 800/-                                     | 600/-   |
| Officers in the HAG Scale  | 700/-                                     | 500/-                                     | 400/-   |
| Revised IDA pay Rs., 48948/- and above but not in HAG scale (Pre revised IDA pay Rs. 22300/- | 450/-                                     | 270/-                                     | 250/-   |

& above but not in HAG scale) /officer drawing grade pay Rs. 10000/-and not in HAG scale.

|   |       |       |       |
|---|-------|-------|-------|
| Revised IDA Pay Rs. 44771/- to 48939/-<br>(Pre Revised IDA pay Rs. 20401/- to Rs.22299/-)<br>officers drawing grade pay Rs. 8700/-  | 400/- | 250/- | 225/- |
| Revised IDA pay Rs. 28530/- To Rs. 44770/-<br>(Pre revised IDA Pay Rs, 13000/- to Rs.204000/-)<br>officers drawing grade pay Rs. 5400/-,<br>Rs. 66600/- and Rs. 7600/-          | 350/- | 200/- | 180/- |
| Revised IDA pay Rs. 18810/- to Rs. 28529/-<br>(Pre revised IDA Pay Rs.8570/- To Rs. 12999/-)<br>officers drawing grade pay Rs. 4200/- and<br>Rs. 4800/- / (NE11 & above)        | 300/- | 175/- | 150/- |
| Revised IDA pay Rs. 12860/- to Rs. 18809/-<br>(Pre revised IDA Pay Rs. 5860/- To Rs, 8569/-)<br>officers drawing grade pay Rs. 2400/-,<br>Rs. 2800/- and Rs. 4200/- (Upto NE10) | 275/- | 150/- | 125/- |
| Revised IDA pay Below Rs. 12860/- (Pre revised<br>IDA Pay below Rs. 5860/-) / officers drawing<br>grade pay below Rs. 2400/-  | 200/- | 100/- | 80/-  |

**(D) For entitlement of Hotels/for stay of BSNL Executives and Non-Executives the limit of amount to be reimbursed to various categories are as under:** (Refer para 5.2 & 5.3 of order dated 22-10-2002 & 06-07-2005 read with order dated 7-9-2009)

| Pay Range   | Entitlement                    | A.I,A Cities<br>and<br>expensive<br>localities<br>(Rs.)                      | B.I Cities<br>and<br>expensive<br>localities<br>(Rs.)                              | State/UT<br>capital cities<br>which are not<br>categorized<br>under A1,A,B1<br>& its expensive<br>localities (Rs.) | Other<br>localities<br>(Rs.)                   |
|---|--------------------------------|--|--|--|--|
| CMD/Director of Board   | Five Star<br>(Executive suite) | Five Star<br>Hotel Executive Suite)/if no<br>Executive Suite) then<br>actual | Five Star<br>Executive Suite) /if no Five<br>Star (Executive Suite) then<br>actual | Five Star<br>Executive Suite) /if no Five<br>Star (Executive Suite) then<br>actual                                 | If No Star<br>(Executive Suite) then<br>actual |
| Executive Directors   | Five star                      | 7000   | 5000   | 3500   | 2500   |
| Officers in HAG   | Four star                      | 5000   | 3000   | 2500   | 2000   |
| Officers in SAG   | Four star                      | 3000   | 1500   | 13500  | 950  |
| Officers in JAG   | Three star                     | 2200   | 1100   | 825  | 550  |
| Officers in STS   | 75% of Three star              | 1650   | 825  | 615  | 410  |
| Sr.SDE/SDE / Sr. AO/AO and equivalents  |                                | 550  | 400  | 375  | 300  |
| JTO and equivalents and non-executives in NE11<br>revised IDA pay scale (Pre revised starting<br>IDA pay Rs, 8570/- in pre revised IDA Pay Scale) |                                | 400  | 300  | 275  | 250  |
| Revised IDA pay Rs. 12860/- and above<br>(Pre revised IDA Pay Rs. 5860/- To Rs. 8569/-)   |                                | 300  | 250  | 225  | 200  |

in IDA pay Scale) / officers drawing grade pay  
Rs. 2400/-, Rs. 2800/- and Rs. 4200/- (Upto NE10)

|  |     |     |     |     |
|--|-----|-----|-----|-----|
| Revised IDA pay Below Rs. 12860/- (Below<br>Rs. 5860/- in pre revised IDA pay Scale)/<br>officers drawing grade pay below Rs. 2400/- | 175 | 125 | 120 | 100 |
|--|-----|-----|-----|-----|

**(E). Additional clauses to be implemented:**

**(Refer O.M.No.19-27/2002-L&A dated 22-10-2002 read with O.M.No. 7-6/2004-EF dated 6-9-2004 and dated 6-7-2005)**

1. Local TA/DA is applicable beyond eight kms.
2. Hotel rates limits are exclusive of all taxes and surcharge, if any, but shall include breakfast/morning tea.
3. If an employees is provided free lodging and free boarding, 25% of DA will be admissible in case of Training Centres, which issue certificates to this effect.
4. Stay in hotel is permitted in exceptional cases i.e.; if Inspection Qtr. is already occupied by other officers or not available. The officer has to give a declaration to this effect. The CMD/Directors of the Board/Executive Directors will be out of purview of this clause.
5. Hotel charges will be reimbursed subject to production of receipt. The CMD/Directors of the Board and EDs will be out of purview of this clause.
6. The mileage allowance by Road and other entitlements of rail and air etc., to the Executive Directors will be par with the entitlements of Board of Directors.
7. The Circles with the respective hotels may explore corporate Concession, off peak days/season rates at the time of fixation of rates.

**(F) MILEAGE ALLOWANCES FOR JOURNEY BY ROADS (Refer O.M.No.19-27/2002-L&A dated 22-10-2002 read with O.M.No 7-6/2004-EF dated 20-7-2005)**

| Pay range   | Entitled mode of Conveyance  |
|---|--|
| CMD, Functional Directors of the Board and EDs  | Full Taxi including air/conditioned taxi (Subject to production of receipt)          |
| Basic pay of revised IDA pay Rs. 43670/- and above (Pre revised IDA pay of Rs. 19900/- and above/ Pre 6th CPC basic pay of Rs.16400/- and above)/ Officers drawing grade pay of Rs. 8700/- and above  | Full Taxi (Subject to production of receipt)   |
| Executives and Non-Executives (NE10 and above) Revised IDA Basic pay Rs.23110/- and above but less than revised IDA pay Rs.43670/- (Rs.10530/- and above but less than Rs.19900/- pre revised IDA pay/Basic pay of Rs. 8000/- and above but less then Rs, 16400/-pre 6th CPC)/Officers drawing grade pay of Rs, 5400/-, Rs. 6600/-, Rs. 7600/- and Rs. 8700/- | Full Taxi (Subject to production of receipt)   |
| Basic pay of revised IDA pay Rs, 18810/- and above but less than Rs. 23110/- (Rs. 8570/- and above but less than Rs.10530/- pre-revised IDA pay/Basic pay of Rs. 6500/- and above but less than Rs. 8000/- per 6th CPC)/ Officers drawing grade pay of Rs. 4200/- and Rs. 4800/-  | Rs. 8/- per Km (subject to production of Receipt)                                    |
| Basic pay of revised IDA pay Rs. 12860/- and above but less than Rs. 18810/- (Rs. 5860/- and above but less than Rs.8570/- pre-revised IDA pay/Basic pay of Rs. 4100/- and above but less than Rs. 6500/- pre 6th CPC)/ Officer drawing grade pay of Rs. 2400/- and Rs. 2800/-  | Mileage allowance is restricted to Rs. 6/- per Km irrespective of mode of conveyance |

Basic pay of revised IDA pay below Rs. 12860/- (below Rs. 5960/- Pre-revised IDA pay/Basic pay below Rs.4100/- pre 6th CPC)/ Officer drawing grade pay of Rs. 2000/- and below

Mileage allowance is restricted to Rs. 5/- per km irrespective of mode of conveyance

- \* **For journeys by Auto/Rickshaw/Taxi, TA claims are to be settled on the basis of rates prescribed by concerned State Transport Authorities. In case, where rates are not notified/prescribed by the Transport Authorities, TA will be settled as per OM dated 22nd October 2002 read with OM dated 20th July 2005, and relevant SR.**
  - \* **In Metropolitan cities mileage on tours will be at the rate approved by the competent local authority of such Metropolitan cities.**
  - \* **If own car is used, mileage allowance will be limited to one trip each only at the time of arrival/departure but at the rate approved for taxis prescribed by the competent local authority. For allowing reimbursement for such journeys, a certificate by the officer concerned should be deemed to be sufficient.**
  - \* **Mileage allowance may be granted at the rate of Rs. 6/- per km., if the Executive/officer does not produce the receipt for entitlement at the higher rate as mentioned in OM dated 22nd Oct. 2002 read with OM dated 20th July' 2005, and relevant SR.**
  - \* **The term 'Basic Pay' in revised pay structure is case of un-absorbed officer who are working on deemed deputation/deputation basis, included pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay, etc. However, in respect of pay scale of HAG and above, the basic pay means the pay in the prescribed scale.**
  - \* **Those who are on Pre-Revised IDA pay, Basic pay means pre-revised basic pay plus DP.**
- (G) Entitlement for journeys on tour/Transfer (Refer OM No. 7-6/2004-EF dated 24.5.2006):-A**

| Revised IDA   | Grade Pay in CDA   | Travel entitlement  |
|---|--|---|
| CMD, Functional Directors and EDs and Executive drawing Revised pay scale i.e., Rs.62000-80000 and above                  | Officers drawing grade Pay of Rs.10000/- and above and those in pay scale of HAG + and above | AC first class by train/Executive class in shatabdi train/AC first class by Rajadhani/Dooranta.   |
| Officer/Executives in the revised IDA Pay Rs. 43670/- and above in E5 & above (pre-revised IDA pay Rs. 19900/- and above) | Officers drawing grade pay of Rs. 10000/- and Rs.8700/-                                      | AC first class by train/Executive class in shatabdi train/AC first class by Rajdhani/Dooranta.  |
| Revised IDA pay Rs. 23110/- to Rs. 43669/- (Pre-revised IDA pay Rs. 10530/- to Rs. 19899/-)                               | Officers drawing grade pay of Rs. 5400/- Rs. 6600/- Rs. 7600/- and Rs. 8700/-                | Ac chair car by Shatabdi /ACII tier by Rajdhani, Dooranta / ACII tier by other train.   |
| Revised IDA pay Rs. 18810/- to Rs.23109/- (Pre-revised IDA pay Rs. 8570/- to Rs. 10529/-)                                 | Officers drawing grade pay of Rs. 4200/- and Rs. 4800/-                                      | ACIII tier by Rajdhani, Dooranta/ AC Chair car by Shatabdi, Jan Shatabdi train/First class/ACIII tier / AC chair car by other train/.           |
| Revised IDA pay Rs. 12860/- to Rs.23109/- (Pre-revised IDA pay Rs. 5860/- to Rs. 8569/-)                                  | Officers drawing grade pay of Rs. 2400/- and Rs. 2800/-                                      | ACIII tier by Rajdhani, Dooranta / AC Chair car by Shatabdi, Jan Shatabdi train/First class/ACIII tier / AC chair car by other train.           |
| Revised IDA pay Rs. 12860/- (Pre-revised IDA pay below Rs. 5860/- )   | Officers drawing grade pay of Rs. 2000/- below   | ACIII tier by Rajdhani/Sleeper Class by Dooranta/AC Chair car by Shatabdi/II <sup>nd</sup> class by Jan Shatabdi/ Sleeper class by other train. |

- \* Any employee is allowed to travel below his/her entitled class of travel.
- \* The minimum pay eligibility for travel by AC II Tier in train is fixed at Rs.23110/- in revised IDA Pay scales on tour/transfer/LTC.
- \* As regards AC III Tier/First class/AC Chair car, the minimum pay eligibility is Rs.12860/- in revised IDA Pay scales.
- \* For travel in Shatabdi/Rajdhani/Dooranta and Jan-Shatabdi, the above revised IDA equivalent may be adopted i.e. 5th CPC CDA Pay is Rs. 8000/- equivalent to IDA Pay Rs, 10530/- equivalent to revised IDA Pay Rs, 23110/-
- \* 5th CPC CDA Pay Rs. 4100/- equivalent to IDA pay Rs. 5860/- (Pre-revised) is equivalent to Revised IDA pay Rs.12860/-.
- \* The above equivalents of pay are meant for the purpose of determination eligibility for travel in train only and not for any other purpose.

#### **B. Air Entitlement**

- i) Executives in E3 and above (i.e. JTS & above in CDA) with CDA Pay Rs.12300/- (Pre 6<sup>th</sup> CPC) equivalent to IDA Pay Rs.17200/- (Pre-revised) is equivalent to revised IDA pay Rs. 37750/- equivalent to CDA (6th CPC revised pay Rs, 23730/- with grade pay Rs. 5400/- & above).
- ii) Executives in E6 and above (6<sup>th</sup> CPC CDA pay with grade pay Rs. 8700/- and above in NFSG JAG and above) with CDA Pay Rs. 16400/- (Pre 6<sup>th</sup> CPC) equivalent to IDA Pay Rs. 19900/- (Pre-revised) equivalent to revised IDA Pay Rs. 51610/-

**Note.** On tour or on transfer in the case of Officers who are in receipt of pay of Rs. 16400/- (5th CPC)/ Rs. 51610/- (Revised IDA pay) and above at their discretion, provided that officers drawing pay between Rs. 12300/- (5th CPC)/ Rs. 37750/- (Revised IDA pay) and Rs, 16400/- (5th CPC)/ Rs. 51610/- (Revised IDA pay) may also travel by air at their discretion, if the distance involved is more than 500 km and the journey cannot be performed overnight by a direct train service/direct slip coach service.

When train journey can take the officer from one station to another without loss of best part of a working day, the places are deemed to be accessible overnight by rail. Ordinarily, journeys which can be covered between 6

p.m. and 8 a.m. fall under this category. However, the Controlling Officer can decide such cases at his discretion.

- iii) Executives in E9 pay scale and above (6th CPC CDA HAG & above with grade pay Rs. 10000/- & above) with CDA Pay Rs. 18400/- (Pre 6th CPC) equivalent to IDA Pay Rs. 22300/- (Pre-revised equivalent to minimum of the Revised IDA pay scale starting with Rs. 62000/-
- iv) LTC will be as per the relevant provisions of BSNL TA rules & FR/SR.
- v) All other terms and conditions for travel by Air for tour/transfer will be as per the relevant provisions of BSNL TA Rules and FR/SR. n

#### **Non-Executive Promotion Policy (NEPP) for employees in the IDA pay scales of NE-1 to NE-10 of Bharat Sanchar Nigam Limited - Extension of period of exercising option.**

**REF : This office letters of even no. dated 22/07/2010.**

**F.No.27-7/2008-TE Dated : 06-09-2010**

In continuation of this office letter of even no dated 22/07/2010, on the above mentioned subject, it is requested that the process of implementation of Non-Executive Promotion Policy (NEPP) in respect of the eligible Non-Executives may be expedited without any delay and completed at the earliest possible. n

#### **Amendment to BSNL "TA/DA Rules, 2002" BSNL No.7-6/2006-EF/Vol.II(Pt.) dated 21.9.2010**

A reference is invited to this office memorandum No.7-6/2006-EF/Vol.II (Pt.) dated 8.9.2010. The following amendments/clarifications may be noted.

- \* The grade pay Rs.8700 shown in the table 2nd column under 3rd category under para (G) of the above O.M. (Page 8) may be deleted.
- \* Read "6th CPC CDA SAG & above" in place of "6th CPC CDA HAG & above" as at item (iii) under para B. Air Entitlement vide page-9.
- \* Regarding LTC - para B. Air Entitlement item (iv) vide page-9 - For admissibility of LTC on revised pay, separate order is being issued by Estt. Branch, CO, BSNL.
- \* In page 10 under para (H) 4, it has already

**Contd. on page 27**

## LETTERS TO ADMINISTRATION

### **Presentation before DoT by BSNL Unions and Associations on the recommendations of Sam Pitroda Committee**

**No. TF-1/5 (C) dated 4.9.2010 to The General Manager (SR), BSNL, New Delhi**

Please refer to your office communication No.BSNL/ 16-1/SR/ 2010 on the subject. We are placing our presentation on the referred issues as below.

#### **1. Retire or transfer around one lakh employees through best possible process like VRS:**

The NFTE-BSNL is totally opposed to the proposal of Sam Pitroda Committee to retrench One Lakh employees through the process of retirement and transfer to other organisation against their wishes and option. The recommendation is completely pernicious and its implementation will cause serious damage to BSNL due to labour unrest in the company.

Apart from above the recommendation is at variance with the assurances and commitments of the Govt. of India. The Govt. through Cabinet decision on 29th September, 2000 guaranteed the Job Security and Govt. pension to employees absorbed in BSNL. The Govt. is morally bound to honour its assurances and commitments given to the employees and they should be allowed to work in Company till the date of their superannuation. The BSNL absorbees are eligible for Govt. pension as such they have to be treated akin to Central Govt. employees.

It is pertinent to mentioned that there has been agreement also between Govt. and three federations viz. NFTE, FNTD and BTEF about Job Security and Pension. The peaceful transition from Govt. entity to PSU could take place only sequel to above agreements. It will not augur well if Govt. acts against its own commitments.

Further in rule 37-A there is already a clause, 11(a), for voluntary retirement.

We may state that *CAG in its report has appreciated the present staff Telephone Ratio which is considerably reduced. Productivity factor is also improving year to year. It is unfair and unethical to*

*compare with Private companies as they do not give employment as per their growth rate.*

In VRS there is every likely hood that good people may also go causing set back to Company. Work force redundancy is not in BSNL due to Technology changes as Telecom Industry is more and more FMCG.

#### **2. Disinvestment**

The NFTE- BSNL is fully opposed to the disinvestment proposal of Pitroda Committee. The money received through the process of disinvestment will be used to reduce the budgetary deficit and will never be used for expansion of services. This has happened in the case of MTNL. *The PSUs can be listed only if for 3 consecutive years they are in profit. BSNL does not fall in this category.* The BSNL will not get any proceeds by listing. The so-called advantages like viability, better productivity, personal wealth to employees, improved management performance, pressure to growth rate are highly doubtful after the experiences of MTNL and other PSUs. As a matter of fact cent percent Govt. PSUs only are providing firm base for Industrial Growth. The stake holders also strongly feel that the interests of employees are better secured in Govt. Companies. The question of liquidity also finds no currency as shares of PSUs listed are not actively traders. The analysis of IPO performance over last five years shows that people get more money by depositing it is fixed deposit. *The BSNL has still not received title deeds of lands and building from the DoT. The CAG in its reports has categorically advised that no disinvestment of PSU be done before clearing the titles of lands and building for proper assessment of assets value.*

Therefore, the best action will be to allow BSNL to raise Capital from market without disturbing 100% share of Govt.

It is DoT and political masters who are hurdles in the development and expansion of BSNL Services. The Company do not enjoy the freedom to work and expand. Again Govt. i.e. DoT is not honouring its commitment to subsidise or reimburse the losses incurred by BSNL in rural Telephony. The BSNL has suffered loss of more than Rs.

16,000/- crores in rural operation but the DOT has not reimbursed the amount. The Govt. is committed to keep BSNL financially strong at the time of Corporatisation. Therefore losses in rural Telephony be reimbursed as promised by Govt. in year 2000.

### 3. Unbundling local loop:

Item is not clear. This should be elaborated and only then union will offer its comments.

### 4. Performance driven culture:

The performance driven culture can be developed provided there is no communication gap between unions and management at different levels and the employees are adequately represented in the Negotiating Machineryes at different layers. The present Code of Discipline for recognition of non-executive unions in BSNL facilitate recognition of only one union due to which more than one lakh employees remain unrepresented in the Negotiating Machineryes. Their grievances are not redressed causing frustration and anguish amongst them. Their miseries and plights are further increased due to tyranny of the recognised union as workers get partial and discriminatory treatment in transfers. Therefore, change in recognition rule is necessary for proper coordination, participation understanding between unions and management to improve the work culture and performance.

The BSNL management never consults unions on matters relating to services. The implementation of BCG recommendations and CDR are glaring examples.

Further tools and material specially cables should be made available in the field for maintenance of landline phones and broad band services and better performance. There is Network problem in Mobile Services as BTS are not maintained properly and Diesel is misused. Moreover, adequate energized BTS are also not available Equipments should be available in time for expansion and development.

Time has come when accountability should be fixed and it should start from top. The non-performers, tainted and corrupt officers should not lead the company as Head in Circles and districts. Instances are in abundance that such officers have been retained in circles/districts even beyond the period fixed by CVC and BSNL Headquarter. Financial discipline be restored strictly.

It is added that the present move of Govt. to select CMD, BSNL on contract without age limit basis at the instance of Pitroda Committee recommendation will prove counter productive and may bring disaster for the company instead of improving the performance. There is risk in induction of an outsider to lead BSNL as it cannot be ensured that so crowned man is of highest credibility and has no agenda of its own or of business houses.<sup>n</sup>

### Clarification on various points/issues relating to non-executive promotion policy

#### **No. TF-26/6 dated 15.9.2010 to Chairman and Managing Director, BSNL, New Delhi**

Kindly refer to corporate office letter No. 13-2/2010-TE dated 20-8-2010 under which clarifications on many points/issues have been issued. There are still some points which are not resolved and these require urgent consideration so that the employees are not placed in disadvantageous position.

a) There are employees who were granted BCR in year 2007 and awarded punishment of "Censure" on 22-10-2008. Such officials have now opted for NEPP. It may be clarified from which date they will get 1st upgradation i.e. from 1-10-2004 or after 22-4-2008.

As per CCS/CCA Rule the punishment of "Censure" should not be taken as stigma in promotion.

b) There are officials in BCR on 1.7.2008 and prior to that were undergoing punishment of withholdment of increment from 1-7-2005 to 30-6-2008. Such staff have exercised option for NEPP. The 1st upgradation of such personnel is due from 1.10.2004.

c) There are staff who are in BCR on 13.7.2008 but have undergone punishment from 13.7.2007 to 12.7.2008. They have opted for NEPP and entitled for 1st upgradation. Kindly clarify from which date such employees will get 1st upgradation?

Kind reference is also invited to para (6) of BSNL Headquarter letter No. 400-147/2009-Pers dated 29-3-2010 which is reproduced below:

".... As per V.C. is obtained at the time of processing the case by the screening committee, it

does not matter whether any disciplinary vigilance case was pending on the due date of IDA scale upgradation or not."

The above contention is against natural justice and fair play. The BCR personnel have already been approved by earlier DPC. Therefore, V.C. arising out subsequent to 1.10.2004 should not stand as stigma for 1st upgradation. In this connection clarification No. 3 contained in corporate office letter No. 13-2/2010-TE dated 20-8-2010 be also referred to. There are circles which are acting otherwise placing employees in disadvantageous position.

It is not clearly spelt out in point 14 of clarification if orders for grant of one BCR increment in lieu of Grade-IV (10%) is in force or not. The orders for grant of one BCR increment should not be withdrawn as same is part and parcel of BCR scheme.

We request you to please get the points considered and clarified before option date expires. n

#### **Increase of interest on G.P.F.**

**No. TF-11/10 Dated 16-09-2010 The Secretary, Department of Telecom, New Delhi with copy to MoF and CMD, BSNL**

The Board of Directors have recently decided to increase the interest rate for Employees Provident Fund (E.P.F.) from the existing 8.5% to 9.5% with immediate effect.

Hence we request you to kindly take steps for increasing the interest payable to General Provident Fund (G.P.F.) also to maintain parity between G.P.F. and E.P.F. Schemes. Kindly do the needful at the earliest. n

#### **Creation of Pre-revised IDA PI Rs.9200-13200 in NEPP**

**No.TF-26-6 Date 16/09/2010 to GM (Est) BSNL and GM (SR) BSNL**

It is learnt that a month back the Department of Public Enterprise, DPE, has approved the creation of NE-12 scale, Prerevised IDA scale Rs.9200-13200, with immediate effect in non-executive Promotion Policy. According to information the said scale will be created from the date it is approved by BSNL Board and the same should not be in conflict with the Executive pay scale i.e. it should be less than of the executives. We may mention that every month senior employees are retiring and such

staff are being deprived of even from the very nominal benefit which would have accrued to them due to non-creation of the scale. We hold the view that none should be allowed to use "veto Power" to delay the creation of scale to place the employees in disadvantage position.

Kindly, therefore, take urgent action for creation of the scale and avoid irreparable financial loss to employees. n

#### **Introduction of CDR Scheme.**

**No. TF-19/5 (b) Dated 17-09-2010 to Shri Gopal Das, CMD, BSNL**

The BSNL HQR has introduced CDR Scheme for preparation and compilation of Telephone bills. The system is centralized at Chandigarh. It is reported that for last three months the bills have not been distributed to the subscribers due to which they are irritated and agitated. The BSNL has paid money in crores to Tata agency for the purpose. Non-receipt of bills are bringing loss to the company and surrender of phones have also started in this respect

Further, it is also reported that the bills are prepared at Chandigarh in such way that rural subscribers are getting urban bills and vice versa.

Therefore, we request you to please bestow urgent attention in the matter before it is too late. n

#### **Supplementary Examination for Promotion to TTA cadre against 40% quota vacancies of year 2004**

Supreme court has declared the Tamilnadu supplementary Examination illegal. The BSNL HQR has sought legal opinion for holding the examination.

The concerned circles will get corporate office replies as per legal opinion.

#### **Three days strike rescheduled**

*The JAC has rescheduled the strike from 24<sup>th</sup> to 26<sup>th</sup> November due to election in Bihar and Kerala.*

**Parliament March will be organized on 11<sup>th</sup> November start preparation.**

#### **Departmental Examination for promotion to JTO Cadre.**

**No.TF-14-2(b) Dated 20/09/2010 to Shri Gopal Das CMD, BSNL**

Vide our Letter No. TF-14/2 (b) date 06/09/2010

we have drawn the attention of management for holding of departmental examination for promotion to the Cadre of JTO against departmental vacancies. Almost ten years have passed but the Corporate office couldnot organized even a single departmental examination against internal vacancies. This has created genuine frustration amongst the concerned staff specially TTAS as their career progression is severely affected. According to report many D/R staff have left the Company due to lack of career progression and job satisfaction. You will agree, sir, the neglect of manpower will not be in the interest of company.

According to information there is some litigation due to which the examination is not being conducted. But the department has not filed its reply due to which case is pending and examination is not being conducted.

We, therefore request you to take urgent steps for vacation of stay and to hold the examination.

#### **Change in Code of Discipline for recognition of unions in BSNL**

**No.TF-1/1(C)5th Dated 18-09-2010 Chairman-Cum-Managing Director, B.S.N.L**

A Kind reference is invited to para 4.1 and 10 of Corporate office communication letter No. BSNL/5-1/SR/2008 dated 18/12/2008 regarding change in rule for recognition of non-executive unions in BSNL. The present Code of Discipline is not at all applicable in respect of unions functioning in BSNL. We accepted in the past because the BSNL could not evolve tis own rules for recognition of unions for proper and adequate representation of workers in the Negotiating Machineries at differnet levels. The outdated, non-applicable and non-statutory Code of Discipline has kept more than 50 percent employees out of Negotiating Machineries causing non-redressal of their grievances.

We made series of representations in the matter but the "SR Cell" could not evolve any rule or procedure apparently due to ulterior motive. After enough persuasion the meeting was convened much belatedly on 16/09/2010 but the Chairman, GM (SR), *arbitrarily decided that the Code of Discipline will not be changed, new rule will not be framed and 5th verification will take place with the old Code of Discipline which is not even applicable*

*on us. As a matter of fact the GM (SR) has acted as an alien to bulldoze the issue.* It is stated that except two unions viz BSNLEU and Tepu, all remaining unions favoured for framing of new rule for recognition of unions. The unilateral and arbitrary decision of GM (SR) against the majority unions forced us to dissociate and organize demonstration against the attitude which will adversely affect the Industrial Relation at this critical juncture. We firmly hold the view that officers, non-absorbees who consider themselves in Safe Zone are not morally supposed to throw absorbees in unsafe and bleak zone.

A memorandum dated 17/09/2010 containing demands and signed by nine unions is enclosed for your perusal and ready reference.

We, therefore, request you to please intervene into the matter urgently in larger interest of harmony and peace in the Company. We reiterate that ***Company cannot afford labour unrest as it is passing through unprecedented crisis.***

#### **NEPP and proposed discontinuance of grant of one BCR increment in lieu of Grade-IV (10%) promotion.**

**No.TF-26-6 Date 17/09/2010 Chairman and Managing Director, B.S.N.L. New Delhi**

Apropos to our discussions with the GM (Est). A reference is invited to item (14) of BSNL Headquarter letter No. 13-2/2010-TE dated 20/8/2010 reproduced below:-

"All the concessions given by BSNL to Non-executives in relation to OTBP/BCR/Grade-IV/ACP etc. after 11/10/2000 stands withdrawn with immediate effect."

The above is creating confusion and doubts in the units and amongst employees. The grant of one BCR increment one year before retirement is in lieu of Grade-IV promotion. The same is also approved by DoT and counted in grant of pensionary benefits to employees from the date of issue of orders. If it is withdrawn an per so called agreement with the recognized union there will be serious repercussions on serving and retired personnel both.

Therefore, we once again request you to have dispassionate consideration before deciding the matter.

## **EVOLVE NEW RECOGNITION RULES FOR BSNL**

### **Memorandum submitted to BSNL Management by nine unions**

To,  
The Chairman and Managing Director,  
BSNL, New Delhi  
Sir,

We the undersigned are representing nine unions in BSNL, respectfully submit the following for your kind consideration and urgent intervention.

In BSNL already four verifications were conducted and the next and fifth one is due in January 2011. In the light of the past experience we felt urgent need for framing new rules for recognition of Trade unions in BSNL. For this very purpose the management called a meeting with all unions on 16/09/2010 duly calling for the views of unions.

All but one participated in the meeting. Out of 13 unions present for framing new rules for recognition the GM (SR) the Chairman rejected it on the spacious plea of "no consensus". The GM (SR) did not accept the opinion of majority unions and announced his decision to follow the old and unsuit-

able Code of Discipline for 5th verification also. Hence we had to lodge our protest by disassociating with the meeting and to jointly hold demonstration on 30/09/2010 throughout the country to demand the following.

- 1) Frame new rules for recognizing trade unions in BSNL without any delay duly according min. T.U.facilities to all applicant unions.
- 2) Fifth verification must be conducted only after framing the new rules. We seek your urgent intervention on the following long pending demands.
  - 1) More than one union may be recognized to represent 2.25 lac employees spread throughout the country.
  - 2) Proportionate representation to unions in all forums of negotiation like National Council, Circle Council and Local Council.
  - 3) Minimum Trade union facilities may be extended to all registered trade unions.
  - 4) The present position of the BSNL needs industrial harmony which is not possible with the present Code of Discipline.
  - 5) In NLC, MTNL and in some other PSUs more than one union is recognized by the managements.

**Contd. from page 3**

### **8. Branch Secretaries Conventions**

The decision to hold Branch Secretary's Convention circle wise is not implemented in many circles. As per our information only Tamil Nadu and Chennai Telephones circles have held convention. The circle must complete them well before the next verification so that our organisation is revitalised and reoriented.

### **9. Conclusion**

The 5th membership verification is fastly approaching. We need to win the election at any cost. For this BSNL workers alliance has to be strengthened and expanded. We have to build a strong and powerful alliance against the BSNLEU. Their enormous money power and status as the recognised union may give that union an advantage. But its non-performance and betrayal of workers interests may help us considerably. We have to strengthen our organisation at all level to face the next verifi-

cation. We should focus on the 5th membership verification from now on.

The position of the Company is not satisfactory. The job and pension of 2.5 lakhs employees are at stake. The Management wants to reduce the staff strength by any means. It just now handed over the implementation of leave encashment scheme to LIC of India at a huge cost of Rs. 4853 crores. We must consider these type of "Out sourcing" and decide course of action. For getting few crores of commission higher officers indulge in this type of activities of course with the full cooperation of the BSNLEU. Hence it is our duty to safeguard the Company and secure the future. n

### **Meeting with CLC**

A delegation of BSNLWA met the CLC on 24h Sept. and apprised him with the developments relating to 5th Verification for recognition of unions. n

## Grand Seminar at Coimbatore

The BSNL workers alliance organised a Seminar on "Improving the Market Share of BSNL" at Coimbatore main Telephone exchange on 28-8-2010 in which more than 500 Comrades participated.

Com. C.K. Mathivanan, Dy. G.S., NFTE-BSNL, Com. D.Chandra Sekaran, AGS, FNT0 and other leaders addressed the seminar. Com.T.Muthukrishnan, leader of the SC/ST employees greeted the seminar. Com. Dhanuskudi, District Secretary, NFTE-BSNL, Com. L. Sutaroyan, Circle Organising Secretary were also participated in the seminar.

A resolution was adopted at the end of the seminar demanding the government of India not to discriminate the BSNL and retard its's growth. n



Com. C.K. Mathivanan, Dy. G.S. addressing the Seminar

### No separation please

In course of discussion on Pitroda Committee recommendations NFTE BSNL took a position in JAC meeting that the post of CMD(Chairman and managing Director) should not be bifurcated and no outsider be brought as Chairman as there is genuine apprehension that even a politician may be inducted as Chairman like other PSUs once it is separated and gate is opened for outsiders. The company will be ruined by politicians. But others preferred separation and NFTE has to accept the consensus to maintain JAC unity. We strongly feel once separation starts the BSNL may be bifurcated into different zones for more MDs and to facilitate the sale.

Com. Namboodiri in course of above discussions remarked that separation is always bad. Perhaps he now realises his mistakes for splitting, bifurcating the NFTE and weapening the TU movement in Telecom. It is now proving detrimental to the cause of workers. But time has come to mend ways to protect BSNL and its workers. Mere opposition on issues may not help us in the last. n

### Sons/Daughter to get job in Railways on VRS

The railway ministry has very recently decided to employ sons/daughters against vacant posts in operation, Civil Engineering, Signal, Telecom, Electrical in addition to Gangman and Loco Pilot of such employees who take voluntary retirement. Why this cannot be in BSNL?

NFTE BSNL sponsored this issue i.e. Replacement Scheme in 2003. n

# New DoT Secy R. Chandrashekhar faces tough challenges ahead



R Chandrashekhar, former secretary, Department of Information Technology (DoT) has been appointed the new DoT secretary. According to DoT sources, the department of Personnel & Training (DoPT) confirmed Chandrashekhar's appointment late last week, which means he is already in the hot seat.

R Chandrashekhar is probably the most qualified for this role. He has been a part of the telecom ministry since 2002 and additionally carries over 15 years of direct experience in IT at both the state and Central Government levels. Chandrashekhar also encounters a set of challenges in his new role, as he will be leading a Department whose beleaguered image and sagging morale will not be easy to restore.

***For starters, DoT is battling an ongoing CBI investigation following an FIR against unknown officials of the DoT registered in Oct. 2009. Additionally, the CAG is wrapping up its final report, which is likely to pin responsibility on the telecom ministry and its officials for alleged violation of procedure and causing a loss to the exchequer. Chandrashekhar will be required to participate in these enquiries and defend the indefensible.***

## Departmental Examination for promotion to JTO Cadre.

**No.TF-14—2 (b) Date 20/09/2010, Shri Gopal Das, CMD, BSNL**

Respected Sir,

Vide our Letter No.TF-14/2 (b) date 06/09/2010 we have drawn the attention of management for holding of departmental examination for promotion to the Cadre of JTO against departmental vacancies. Almost ten years have passed but the Corporate office couldnot organized even a single departmental examination against internal vacancies. This has created genuine frustration amongst the concerned staff specially TTAS as their career progression is severely affected. According to report

In addition, the DoT has refused to act on multiple and crucial policy recommendations made by Trai and placed all policy decisions in cold storage for the past six months. These include norms for spectrum allocation and pricing for 2G spectrum, M&A rules and roll out obligations.

Sensing a discernible lack of trust by major stakeholders in the DoT's decision-making abilities, the PMO recently directed that these issues be entrusted to the collective wisdom of an EgoM rather than be unilaterally decided by the DoT. Thirdly, the issue of telecom equipment security procedures has become messy since January 2010. The security dialogue has been hijacked from the DoT by the home ministry and industry is deeply divided on all aspects of the engagement.

Fourth, India's Internet Service Providers continue to be marginal players in a country where all attempts to stimulate broadband penetration to boost developmental objectives, have failed. Finally, the mobile industry's fortunes are dwindling on the back of saturating growth, diminishing profits and large capital outflows on account of 3G spectrum fees. Chandrashekhar's task ranges between working with telecom minister *A Raja who faces a Supreme Court enquiry and regular Parliamentary scrutiny on the one hand, and an industry whose hallowed mobile growth story is long past its peak.* **(TOI Courtesy)■**

many D/R staff have left the Company due to lack of career progression and job satisfaction. You will agree, sir, the neglect of manpower will not be in the interest of company.

According to information there is some litigation due to which the examination is not being conducted. But the department has not filed its reply due to which case is pending and examination is not being conducted.

We, therefore, request you to take urgent steps for vacation of stay and to hold the examination.

With regards.

***Yours Sincerely,***

**(Chandeshwar Singh)  
General Secretary**

## यूनियन की मान्यता के लिए नई नियमावली क्यों?

अभी तक सम्पन्न चार सदस्यता सत्यापन पचास-पचपन वर्ष पूर्व में निर्धारित मापदंड के द्वारा कराये गये है। मापदंड जिसे "कोड आफ डिस्सिपलिन" अथवा आचार संहिता कहते हैं, केंद्रीय यूनियनों द्वारा आयोजित राष्ट्रीय श्रम संगठन द्वारा निर्धारित दस्तावेज है। यह न कानून है और इसे मानने की बाध्यता उन यूनियनों के लिए है जो केंद्रीय श्रम संगठनों से सम्बद्ध नहीं हैं।

हम पूर्व के सदस्यता सत्यापन में सहयोग देते रहे हैं और साथ हीलगातार यह मांग भी उठाते रहे हैं कि बीएसएनएल अपना अलग नियमावली बनाकर यूनियनों के मान्यता की व्यवस्था करनी चाहिए। गत 2008 के सदस्यता सत्यापन से पूर्व उपश्रमायुक्त (केंद्रीय) दिल्ली के उपस्थिति में प्रबंधन ने स्वीकार किया कि अगले सदस्यता सत्यापन 2010 के पूर्व इस दिशा में कार्य शुरू किया जाएगा। परंतु प्रबंधन की ओर से उसकी पहल नहीं की गई। प्रबंधन यह चाहती है कि एक ही यूनियन की मान्यता हो ताकि कर्मचारियों की समस्त सहूलियतों को धीरे-धीरे समाप्त कर दिया जाय। *कंपनी के हालात बद से बदतर हो रही है और आला अधिकारी रोम के नीरो की तरह बंसी बजा रहे हैं। इस परिस्थिति से बीएसएनएल कंपनी एवं इसके कर्मचारियों को बाहर निकालने के लिए एक से अधिक यूनियन की मान्यता एवं सभी पंजीकृत यूनियनों को कार्यरत रहने के लिए न्यूनतम ट्रेड यूनियन सहूलियत मिलना अत्यावश्यक ही नहीं अपितु समय की पुकार है।*

जब बीएसएनएल कर्मचारी के लिए सीडीए नियम, 2006 बना सकती है तो यूनियनों के मान्यता के लिए अपना नियम क्यों नहीं बनाया जाता? ऐसा इसलिए कि एक यूनियन प्रचण्ड बहुमत प्राप्त नहीं कर पाती है जिससे प्रबंधन मनचाहा कर्मचारियों को नुकसान पहुंचा सकती है जिसका वेतन पुनरीक्षण में टीटीए (नयी भर्ती) के साथ जो बर्ताव हुआ है ऐसा केवल बीएसएनएल में संभव है।

नयी प्रमोशन नीति किसी को भी पागल बना देने के लिए पर्याप्त है। जिसका चाहे जितना स्पष्टीकरण करो वह उलझते जा रहे हैं। ट्रांसफर पॉलिसी फील्ड में कार्यरत कर्मचारियों के लिए अभिशाप है। इसके माध्यम से कर्मचारियों में दहशत पैदा की जाती है। अभी आगे छंटनी, विनिवेश, साज-समान में प्राइवेट कंपनियों की भागीदारी, आईटीएस के संबंध में फैसला, आदि अनेक मुद्दों पर हम संयुक्त संघर्ष कर रहे हैं अगर ऐसा ही संयुक्त साझीदार नेशनल काउंसिल, सर्किल काउंसिल एवं अन्य समझौता समितियों में हो तो बिना कुछ बिगाड़े अर्थात् बिना हड़ताल किये और कंपनी को नुकसान पहुंचाये हम अपने समस्याओं के समाधान सहित कंपनी को भी ऊंचाई के सोपान तक ले जा सकते हैं।

अतएव एक से अधिक यूनियनों की मान्यता समय की पुकार है, इसे नजरअंदाज करके अथवा इसका विरोध करके कंपनी तथा कर्मचारी का हित संभव नहीं है।

**एनएफटीई बीएसएनएल का 15.6.2010 से 30.9.**

**2010 तक की संक्षिप्त कार्य विवरणी**

साथियों,

नई दिल्ली की बैठक के लगभग चार माह के उपरांत राष्ट्रीय कार्यकारिणी की बैठक जालंधर सिटी में हो रही है।

### 1. परिपेक्ष्य

सरकार की आर्थिक नीतियों के कारण आवश्यक वस्तुओं तथा पेट्रोलियम उत्पादनों के मूल्यों में वृद्धि हुई है। इन नीतियों के कारण श्रमिक वर्ग को अत्यधिक कष्ट है। पूंजी विनिवेश तथा वीआरएस के माध्यम से निगमों पर हमले हो रहे हैं। निजी क्षेत्र तथा सरकार दोनों ही श्रमिक कानूनों का उल्लंघन कर रहे हैं। मजबूर होकर इन्टक, ए आई टी यू सी, सी आई टी यू, तथा एचएमएस आदि केन्द्रीय ट्रेड यूनियन संगठनों ने 7 सितम्बर को हड़ताल संगठित की है।

बीएसएनएल की आर्थिक दशा अच्छी नहीं है। दस वर्षों के पश्चात् बीएसएनएल को रूपया 1822/- करोड़ की हानि हुई है। बीएसएनएल दिन प्रतिदिन गिरावट की दशा में है। यह चिन्ताजनक है। मोबाईल क्षेत्र में बीएसएनएल लुढ़कता हुआ पांचवे स्थान पर पहुंच गया है। यह चिन्ताजनक है। अब सीएमडी का पद कन्ट्रैक्ट पर भरा जाएगा। यह सभी बीएसएनएल के विकास हेतु सकारात्मक दिशा नहीं है।

## 2) 13 एवं 14 जून, 2010 को दिल्ली में राष्ट्रीय कार्यकारिणी की बैठक

पटना अधिवेशन के पश्चात् भूतपूर्व सेक्रेटरी जनरल द्वारा संघ के पदाधिकारियों के चुनाव में विवाद उत्पन्न करने के कारण 13.6.2010 से 14.6.2010 को दिल्ली में राष्ट्रीय कार्यकारिणी की बैठक बुलानी पड़ी। बृहत चर्चा के उपरान्त कार्यकारिणी ने पदाधिकारियों की सूची का अनुमोदन किया तथा तत्पश्चात् भूतपूर्व सेक्रेटरी जनरल ने अपना विरोध वापस ले लिया। परन्तु उनके असहयोग के कारण अभी तक दोनों जरनलों (टेलीकाम तथा टेलीलेबर) के सम्पादक। प्रिन्टर-पब्लिशर के नाम में परिवर्तन नहीं हुआ है। पोस्टल विभाग ने इस विषय पर विरोध किया है। उन्होंने अभी तक निर्वाचित महामंत्री को लैपटाप तथा दादा घोष भवन के कमरे की चाभी भी सुपुर्द नहीं की है। अथक प्रयासों के बावजूद भूतपूर्व सेक्रेटरी जनरल नवीन नेतृत्व को सहयोग नहीं कर रहे हैं। संघ के हित में इन परिस्थितियों में परिवर्तन आवश्यक है।

3) जेएसी सम्मेलन तथा अक्टूबर में तीन दिनों की हड़ताल 20 अप्रैल, 2010 की एक दिन की हड़ताल पितरोदा समिति की सिफारिशों (पूँजी विनिवेश, वी आर एस, अनबन्डलिंग आदि) के विरुद्ध था। परन्तु इन पर कार्यवाहियाँ अभी भी हो रही हैं। एनएफटीई पूँजी विनिवेश तथा वीआरएस का प्रबल विरोध करती है। जेएसी ने दिल्ली सम्मेलन में तीन दिनों की हड़ताल, 19 से 21 अक्टूबर, संगठित करने का निर्णय लिया था। बिहार, केरल में चुनाव के कारण यह हड़ताल अब 24 से 26 नवम्बर को होगी। बीएसएनएल कर्मचारी 11 नवंबर को संसद की तरफ कूच

करेंगे। एनएफटीई के सेन्ट्रल/सर्किल पदाधिकारियों ने चेन्नई, बेंगलोर, त्रिशूर, लुधियाना, आगरा आदि प्रान्तीय सम्मेलनों में भाग लिया। तिथियों, सूचना तथा सौहार्दता के अभाव में कुछ स्थानों पर एनएफटीई ने भाग नहीं लिया। एनएफटीई ने 6.9.2010 की प्रबंधन की औपचारिक बैठक में वी आर एस तथा पूँजी विनिवेश को पूर्णरूपेण खारिज कर दिया है।

जेएसी ने भी सदस्य (सेवा) को दो टूक शब्दों में विरोध दर्ज किया है। हमें तीन दिनों को हड़ताल को सफल करना है। एनएफटीई ने प्रथक रूप से भी पितरोदा समिति की सिफारिशों के विरुद्ध अपना पक्ष रखा है।

## 4) कोड ऑफ डिसिपलिन में परिवर्तन

निरन्तर प्रयास के फलस्वरूप प्रबंधन ने 16.9.2010 को संघों की बैठक करके मुद्दे पर चर्चा की। बीएसएनएलईयू तथा टी पू ने मान्यता नियम में परिवर्तन का विरोध किया। अन्य 9 संघों परिवर्तन हेतु सहमत थे। इस बैठक में एनएफटीई के पक्ष से महामंत्री तथा उपमहामंत्री ने भाग लिया। हमने दृढ़ निश्चय किया है कि पांचवा वेरीफिकेशन नवीन मान्यता नियम के अनुसार हो। निम्न बिन्दुओं पर संघ का ध्यान केंद्रित है।

- एक संघ का अधिपत्य बन्द हो तथा अतिरिक्त संघों को मान्यता मिले।
- चुनाव में भत्तों के अनुसार निगोशिअटिंग मशीनरी में प्रतिनिधित्व दिया जाय।
- सभी संघों को न्यूनतम ट्रेड यूनियन सुविधाएं
- एन एल सी निर्णय का कार्यान्वयन हो। प्रबंधन ने मांग को इस तर्क पर अस्वीकार कर दिया कि संघों में आम सहमति नहीं है। अतः नव संघों ने बैठक का बहिष्कार किया। हमें उपायों, अदालती कार्यवाही सहित, पर विचार करना होगा।

5) बीएसएनएल मेडिकल रिम्बर्समेन्ट स्कीम तथा एनईपी पी में हमारी भूमिका:-

मान्यता प्राप्त संघ तथा प्रबंधन दोनों ने बीएसएनएल मेडिकल रिम्बर्समेन्ट स्कीम तथा एनई पी पी में एक दूसरे से

हाथ मिला लिया है। चिकित्सा योजना में प्रबंधन ने सुविधा को कर्मचारियों के दो बच्चों तक सीमित कर दिया। एनएफटीई के प्रतिनिधियों ने 16.4.2010 को सीएमडी से भेंट किया। इसके पश्चात् आदेश में संशोधन जारी हुआ। एनएफटीई के निरन्तर प्रयास के फलस्वरूप प्रबंधन ने एनईपीपी में 46 स्पष्टीकरण आदेश जारी किए तथा विकल्प हो 22.10.2010 तक समय की वृद्धि की।

एनई पी पी में अभी अतिरिक्त स्पष्टीकरण आदेश जारी होना है। एनई पी पी में दलित वर्ग के कर्मचारियों के लिए आरक्षण आवश्यक है। हमारा इस पर निरन्तर दबाव रहेगा। जेटीओ की विभागीय परीक्षा सेवाकाल को शिथिल करके होनी चाहिए।

## 6) प्रान्तीय आधिवेशन

प्रान्तीय अधिवेशन संघ के संविधान के अनुसार होना आवश्यक है। कुछ ऐसे सर्किल हैं जहां अत्यधिक समय व्यतीत होने के पश्चात् भी सम्मेलन नहीं बुलाया जा रहा है। सम्मेलन शीघ्रता से हो जिससे कि संघ चुस्त-दुरस्त हो। यदि सम्मेलन नहीं बुलाया जाता तो हेडक्वार्टर को कार्यवाही करनी पड़ेगी।

## 7) जरनल्स

वर्तमान में एनएफटीई की दो पत्रिकाएं, टेलीकाम तथा टेलीलेबर, प्रकाशित होती हैं। संघ की विन्तीय दशा को ध्यान में रखकर केवल एक पत्रिका को प्रकाशित करने का प्रस्ताव है तथा इसे सभी सदस्यों में वितरित करना है। भूतपूर्व सेक्रेटरी जनरल सम्पादक के नाम में परिवर्तन हेतु सहयोग नहीं कर रहे हैं। पोस्टल के अधिकारी परिवर्तन हेतु दबाव डाल रहे हैं परिवर्तन नहीं होने की दशा में पत्रिका का प्रकाशन तथा डिस्पैच कभी भी बन्द हो सकता है। अतः नवीन नाम का जरलन के प्रकाशन हेतु कार्यकारिणी निर्णय ले।

## 8) शाखा मंत्रियों का सम्मेलन

तमिलनाडू तथा चेन्नई के अतिरिक्त अन्य सर्किलों में शाखा मंत्रियों का सम्मेलन नहीं हुआ है। बेरीफिकेशन के पूर्व

सम्मेलन का आयोजन हो जाना चाहिए।

## 9) उपसंहार

पाँचवा बेरीफिकेशन में समय बहुत कम है। प्रत्येक दशा में हमें चुनाव जीतना है। इस उद्देश्य की प्राप्ति हेतु बीएसएनएल वर्कर्स एलायन्स का विकास तथा मजबूती आवश्यक है। हमें बीएसएनएलईयू के विरुद्ध एक मजबूत तथा शक्तिशाली एलायन्स बनाना है।

धन तथा मान्यता शक्ति के कारण बीएसएनएलईयू लाभ की स्थिति में है। परन्तु कर्मचारियों को पूर्णतः पता है कि उनके हितों की किस प्रकार बलि दी गई है। कर्मचारी हित के कार्य नहीं हुए हैं। इनका लाभ हमें अवश्य मिलेगा। हमें प्रत्येक स्तर पर संगठन को मजबूत करना है। हमें पांचवे बेरीफिकेशन पर ध्यान देना है।

कम्पनी की आर्थिक दशा संतोष जनक नहीं है। दो लाख पचास हजार कर्मचारियों की पेंशन तथा नौकरी दाव पर है। प्रबंधन कर्मचारियों की संख्या में कमी करने के लिए कटिबद्ध है। लगभग रूपया 4853 करोड़ प्रबंधन ने छुट्टी नगदीकरण हेतु एल आई सी को दिया है। उच्च अधिकारियों को बीएसएनएलईयू के सहयोग से कमीशन अवश्य मिला होगा। हमें इस पर विचार करके कार्यवाही करने हेतु निर्णय लेना होगा। कम्पनी तथा कर्मचारियों की सुरक्षा सुनिश्चित करना हमारा कर्तव्य है।

## बीएसएनएल सेवानिवृत्त कर्मचारियों हेतु आउटडोर चिकित्सा सुविधा

बीएसएनएल पत्र संख्या बीएसएनएल/एडमिन/14-2/09 दिनांक 8.9.2010

बीएसएनएल बोर्ड ने निम्न निर्णय लिया है।

### 1.1.2007 के पश्चात सेवानिवृत्त

1. वाउचर सहित-25 दिनों का अंतिम मूल वेतन+वित्तीय वर्ष के अप्रैल माह में डीए
2. बिना वाउचर के 12.5 दिनों का अंतिम मूल वेतन+सेवानिवृत्त के समय प्राप्त डीए। यह चार किशतों में भुगतान होगा।

## 1.1.2007 से पूर्व सेवानिवृत्त

1. निम्न दो विकल्प हैं।

**विकल्प 1 :** मूल वेतन का 25 दिनों की राशि (यह संशोधित) वेतनमान के न्यूनतम पर ठप्प होगा) + वित्तीय वर्ष के अप्रैल माह का डीए।

**विकल्प 2:** सेवानिवृत्ति के समय प्राप्त मूल वेतन का 25 दिनों की धनराशि+अप्रैल माह का आईडीए।

2. बिना वाउचर के कोई परिवर्तन नहीं।

मूल वेतन का 15 दिनों की धनराशि + सेवानिवृत्त के समय प्राप्त डीपी+ आईडीए

यह वित्तीय वर्ष 2010-11 से प्रभावी होगा।

### एनईपीपी का कार्यान्वयन

**बीएसएनएल संख्या 27-7/2008-टीई दिनांक 6.9.2010 सभी सीजीएम्स को**

पात्र कर्मचारियों का अपग्रेडेशन शीघ्र किया जाय।

**टीटीए वर्ग में प्रोन्नति हेतु विभागीय परीक्षा 40 प्रतिशत कोटा**

**बीएसएनएल पत्र संख्या 250-27/2008-पर्सIII दिनांक 14.9.2010 सभी सीजीएम्स को**

वर्ष 2008 की विभागीय परीक्षा सभी सर्किलों। एसएसएस में आयोजित की जांच। यह परीक्षा उन सर्किलों। एसएसएस में नहीं होंगी जहां वर्ष 2004 की पूरक परीक्षा नहीं हुई है अथवा न्यायालय में वाद लम्बित है।

## प्रशासन को पत्र

**एनएफटीई बीएसएनएल का पितरौदा समिति के सिफारिशों पर प्रस्तुतिकरण**

**टीएफ-1/5 सी दिनांक 4.9.2010 जीएम (एसआर) बीएसएनएल को**

कृपया बीएसएनएल पत्र संख्या बीएसएनएल 16-1/एसआर/2010 का संदर्भ लें। वांछित मुद्दों पर एनएफटीई का प्रस्तुतिकरण निम्नवत है।

1. वीआरएस द्वारा एक लाख कर्मचारियों का रिटायर

## अथवा ट्रांसफर

एनएफटीई उपर्युक्त सिफारिश का प्रबल विरोध दर्ज करती है। कर्मचारियों को उनकी इच्छा के विरुद्ध ट्रांसफर अथवा रिटायर नहीं किया जा सकता है। सिफारिश कंपनी के लिए हानिकारक है तथा इसके कार्यान्वयन से औद्योगिक शांति भी बाधित होगी।

इसके अतिरिक्त सिफारिश पूर्णतः सरकार के पूर्व वादों के विरुद्ध है। सरकार ने निगमीकरण के समय नौकरी की सुरक्षा की गारंटी दी थी। बीएसएनएल में सम्मिलित कर्मचारियों की सरकारी पेंशन की पात्रता है तथा केंद्रीय कर्मचारियों की भांति इन पर वीआरएस योजना लागू नहीं होता है। यह उल्लेखनीय है कि नौकरी की सुरक्षा तथा पेंशन गारंटी के पश्चात् ही वर्ष 2004 में निगमीकरण संभव हो सका था। तीन फेडरेशनों (एनएफटीई, एफएनटीओ तथा बीटीईएफ) तथा सरकार के मध्य इन पर लिखित समझौता हुआ था।

स्वेच्छा सेवानिवृत्ति का नियम 37ए के क्लास 11(ए) में प्रावधान है।

उत्पादन में प्रतिवर्ष वृद्धि हुई है। सीएजी के रिपोर्ट के अनुसार स्टाफ तथा टेलीफोन के अनुपात में भारी गिरावट हुई है। निजी कंपनियां ग्रोथ (वृद्धि) के अनुसार नौकरी नहीं देती हैं। अतः बीएसएनएल की तुलना निजी कंपनियों से करना अनुचित तथा अनैतिक है। वीआरएस में दक्ष कर्मचारी भी कम्पनी से जा सकते हैं।

## पूंजी विनिवेश

एनएफटीई पूंजी विनिवेश प्रस्ताव के विरुद्ध है। पूंजी विनिवेश से प्राप्त धनराशि का उपयोग बजट घाटे की पूर्ति में होगा। यह सेवा विस्तार में उपयोग नहीं किया जाएगा। एमटीएनएल इसका जीता-जागता उदाहरण है। एमटीएनएल तथा अन्य निगमों की दशा को ध्यान में रखकर आर्थिक जीवनक्षमता, बेहतर उत्पादन, कर्मियों को व्यक्तिगत दौलत, प्रबंधन में सुधार, ग्रोथ दर में वृद्धि आदि की आशा व्यर्थ है। पूर्णरूपेण सरकारी कंपनियां ही औद्योगिक ग्रोथ के आधार हैं। स्टेक होल्डर्स की भी सोच है कि सरकारी कंपनियों में

कर्मचारियों का हित सुरक्षित है। पांच वर्षों के आईपीओ विश्लेषण से पता चलता है कि लोग बैंक में फिक्सड डिपोजिट में अधिक धन अर्जित करते हैं। सीएजी ने अपनी रिपोर्ट में कहा है कि निगम की जमीन तथा इमारत की "टायटिल" निर्धारित होने के पश्चात् ही पूंजी विनिवेश हो। अतः शत प्रतिशत सरकारी शेयर रखते हुए बीएसएनएल को बाजार से धन प्राप्त करने की इजाजत दी जाय।

बीएसएनएल के विकास में डीओटी तथा राजनेता भी बाधक हैं। कंपनी को काम करने तथा विकास की स्वायत्ता नहीं है। सरकार ग्रामीण टेलीफोन सेवा से उत्पन्न हानि की भरपाई नहीं कर रही है। ग्रामीण आपरेशन में बीएसएनएल को 16,000/- करोड़ रूपए की हानि हुई है। परंतु डीओटी ने हानि की भरपाई वर्ष 2000 के निर्णयानुसार नहीं की है। सरकार को वर्ष 2000 के वादे का आदर करते हुए हानि की भरपाई करनी चाहिए।

### लोकल लूप की अनबंडलिंग

यह स्पष्ट नहीं है। इसे स्पष्ट करें जिससे संघ अपनी प्रतिक्रिया प्रस्तुत कर सके।

### कार्य सभ्यता

कार्य सभ्यता में वृद्धि तभी संभव है जब प्रबंधन तथा कर्मचारियों के मध्य संवाद कायम रहे। विभिन्न स्तरों के निगोशिएटिंग मशीनरी में कर्मचारियों का समुचित प्रतिनिधित्व आवश्यक है। वर्तमान कोड ऑफ डिस्सिपलिन से केवल एक संघ को मान्यता मिलती है जिससे अधिकांश कर्मचारियों का निगोशिएटिंग मशीनरी में प्रतिनिधित्व नहीं होता है। कर्मचारियों की समस्याओं तथा कष्टों का समाधान नहीं होता है। मान्यता प्राप्त संघ के कारण कर्मचारियों के साथ ट्रांसफर में भेदभाव किया जाता है जिससे कार्य सभ्यता प्रभावित होती है। अतः मान्यता नियम में परिवर्तन हो जिससे कर्मचारियों तथा प्रबंधन के मध्य उचित संवाद स्थापित हो।

सेवाओं से सम्बन्धित मुद्दों जैसे कि बीसीजी, सीडीआर पर प्रबंधन संघों से कभी भी विचार-विमर्श नहीं करता है। इकाईयों में टूल्स, केबिल्स की कमी है। इससे लैंडलाइन

फोन्स तथा ब्राडबैंड सेवाएं बाधित होती हैं। बीटीएस का रखरखाव ठीक नहीं है। डीजीएल का दुरुपयोग होता है। बीटीएस की कमी भी है।

समय का तकाजा है कि जिम्मेदारी निर्धारित हो। यह उच्च स्तर से प्रारंभ होनी चाहिए। नान-परफार्मर्स तथा भ्रष्ट अधिकारियों के विरुद्ध कार्यवाही हो। भ्रष्ट तथा नान-परफार्मर्स अधिकारियों को नियमों को अनदेखा करके निश्चित अवधि से अधिक रखा जाता है। वित्तीय अनुशासन आवश्यक है। सीएमडी का कान्ट्रैक्ट पर चयन उचित नहीं है। इससे कंपनी पर बुरा प्रभाव पड़ेगा। यह भी निश्चित नहीं है कि बाहरी व्यक्ति सीएमडी होने पर अपना अथवा किसी निजी कंपनी का एजेंडा लागू नहीं करेगा।

### सीडीआर योजना

**टीएफ-19/5(बी) दिनांक 17.9.2010 श्री गोपालदास, सीएमडी को**

कार्पोरेट कार्यालय ने टेलीफोन्स बिलों की तैयारी हेतु सीडीआर योजना लागू की है जो कि चंडीगढ़ में केन्द्रित है। बीएसएनएल प्रबंधन ने टाटा एजेंसी को करोड़ों का भुगतान किया है। परंतु तीन महीनों से अधिक समय से ग्राहकों को बिलों की प्राप्ति नहीं हो रही है। ग्राहक असंतुष्ट होकर फोन्स की वापसी कर रहे हैं। ग्रामीण क्षेत्र के ग्राहक शहरी दर से बिल प्राप्त कर रहे हैं।

कृपया उचित कार्यवाही करें।

### एनईपीपी के संबंधित मुद्दों पर स्पष्टीकरण

**टीएफ-26/6 दिनांक 15.9.2010 सीएमडी, बीएसएनएल को**

कुछ बिंदुओं पर स्पष्टीकरण अभी भी आवश्यक है।

ए) "सेंसर" दंड प्रोन्नति में बाधक नहीं है। एक कर्मचारी जिसे वर्ष 2007 में बीसीआर मिल चुका था उसे 22.10.2008 को "सेंसर" दंड दिया जाता है। कर्मचारी एनईपीपी का विकल्प देता है। कृपया स्पष्ट करें कि उसे 1.10.2004 अथवा 22.10.2004 के पश्चात अपग्रेडेशन मिलेगा।

बी) कुछ कर्मचारी 1.7.2008 को बीसीआर में थी तथा उसके पूर्व 1.7.2005 से 30.6.2008 तक उनका इंक्रीमेंट दंड के कारण बंद था। कृपया स्पष्ट करें कि एनईपीपी का विकल्प देने पर उन्हें किस तिथि से अपग्रेडेशन मिलेगा? प्रथम अपग्रेडेशन 1.10.2004 से होना है।

सी) कुछ कर्मचारी 13.7.2008 को बीसीआर में है। परंतु 13.7.2007 से 12.8.2008 तक वे दंड में थे। स्पष्ट करें उन्हें किस तिथि से अपग्रेडेशन मिलेगा।

बीएसएनएल हेडक्वार्टर के पत्र संख्या 400-147/2009-पर्स दिनांक 29.3.2010 के अनुसार विजिलेंस क्लेरिअंस (बीसी) डीपीसी के समय लिया जाता है। इकाईयों में कार्पोरेट कार्यालय के पत्र संख्या 13-2/2010-टीई दिनांक 20.8.2010 में क्रमांक तीन के स्पष्टीकरण को उचित रूप से नहीं लिया जा रहा है। अतः स्पष्ट आदेश आवश्यक है कि ओटीबीपी/बीसीआर में चयनित कर्मचारियों का पुनः डीपीसी नहीं होना चाहिए। बीसीआर का एक अतिरिक्त इंक्रीमेंट बीसीआर योजना का एक अंश है। अतः इसकी बंदी नहीं हो।

### जीपीएफ में ब्याज की वृद्धि

टीएफ-11/10 दिनांक 16.9.2010 सचिव डीओटी तथा प्रतिलिपि संचार मंत्री तथा सीएमडी, बीएसएनएल को

कुछ समय पूर्व ईपीएफ में ब्याज वृद्धि 8.5 प्रतिशत से 9.5 प्रतिशत बोर्ड आफ डायरेक्टर्स ने किया है।

कृपया जीपीएफ में ब्याजदर वृद्धि की कार्यवाही सुनिश्चित करें।

एनईपीपी ने वेतनमान रूपया 9200-13200

(एनई-12) का सृजन

टीएफ-26/6 दिनांक 16.9.2010 जीएम (स्थापना) तथा (एसआर) बीएसएनएल को

डीपीई के अनुमोदन के पश्चात् भी वेतनमान के सृजन में विलंब हो रहा है। इसे तत्काल प्रभाव से लागू होना है। जिसके कारण ज्येष्ठ कर्मचारी किंचित लाभ से भी वंचित हो रहे हैं। ऐसे कर्मचारी प्रतिमाह सेवानिवृत्त हो रहे हैं।

कृपया वेतनमान सृजन की तत्काल कार्यवाही करें।

### बीसीआर का एक अतिरिक्त इंक्रीमेन्ट

टीएफ-26/6 दिनांक 17.9.2010

ग्रेड फोर के एवज में है। यह डीओटी से अनुमोदित है तथा पेंशन की पात्रता है। इसकी वापसी से कार्यरत तथा सेवानिवृत्त कर्मचारी गम्भीर रूप से प्रभावित होंगे।

कृपया निर्णय के पूर्व गम्भीरता के साथ विचार सुनिश्चित करें।

### संघों के मान्यता हेतु कोर्ड ऑफ डिरिस्पलिन में परिवर्तन

टीएफ-1/1सी/5वां दिनांक 18.9.2010 सी एम डी को

कृपया कार्पोरेट कार्यालय के पत्र संख्या बीएसएनएल/5-1/एस आर/2008 दिनांक का सन्दर्भ लें। वर्तमान कोर्ड आफ डिरिस्पलिन बीएसएनएल के संघों पर लागू नहीं होता है। पूर्व में हमने इसलिए स्वीकार किया था क्योंकि निगम के स्थापना के उपरान्त कोई नियम नहीं बना था। यह कोड ऑफ डिरिस्पलिन पुराना है। इसका कोई कानूनी हैसियत भी नहीं है। इससे निगोशिएटिंग मशीनरी में कर्मचारियों का उचित ढंग से प्रतिनिधित्व भी नहीं होता है।

अनेक प्रतिवेदनों के पश्चात् भी "एस आर सेल" ने कोई नियम नहीं बनाया। दिनांक 16.9.2010 की बैठक में चेरमैन, जीएम (एसआर), बहुमत संघों की मांग को ठुकराते हुए घोषणा किया कि पांचवा वेरीफिकेशन पुराने कोड ऑफ डिरिस्पलिन के अनुसार होगा। जबकि यह संघों पर लागू नहीं होता है। **वास्तविकता तो यह है कि जीएम (एस आर) एक विदेशी की भांति भूमिका निभाई तथा मुद्दे को रौंद दिया।** बीएसएनएलईयू तथा टीपू को छोड़कर अन्य सभी संघों ने नियम में संशोधन की मांग की। जीएम (एसआर) के एकतरफा तथा मनमाना निर्णय औद्योगिक शांति तथा सौहार्दपूर्ण वातावरण को अवश्य प्रभावित करेगा। यह कम्पनी के हित में नहीं होगा। हमारा स्पष्ट दृष्टिकोण है कि ऐसे अधिकारी जिन्होंने बीएसएनएल में ऐबजार्पशन नहीं लिया तथा अपने को सुरक्षित समझते हैं उन्हें सम्मिलित कर्मचारियों

को असुरक्षित करने का अधिकार नहीं है। इस संदर्भ में नव संघों का संयुक्त मेमोरैन्डम आपको भेजा जा चुका है। अतः आपसे अनुरोध है कि तत्काल हस्तक्षेप करें जिससे कि कम्पनी में शांति रहे। कम्पनी इस समय संकट में है। अतयव कम्पनी वर्तमान में श्रमिक असन्तोष नहीं झेल सकती।

## जीएम (एसआर) ने उत्तेजना तथा असंतोष उत्पन्न की

बीएसएनएल /5-1/एसआर/2010 दिनांक 20.9.2010

### कोड ऑफ डिस्सिपलिन में परिवर्तन

#### 16.9.2010 बैठक का संक्षिप्त विवरण

चेयरमैन, जीएम (एसआर), ने संघों के प्रतिनिधियों को बताया कि चौथे वेरीफिकेशन के समय डिप्टी चीफ लेबर कमिश्नर की उपस्थिति में यह बताया गया था कि भविष्य में कोड आफ डिस्सिपलिन में परिवर्तन के लिए प्रबंध विचार करेगा। नए नियम को बनाने हेतु 6 माह पूर्व कार्यवाही करने का भी निर्णय था। अतः संघों से सुझाव की प्राप्ति के पश्चात् यह बैठक बुलाई गई है।

चर्चा के मध्य बीएसएनएलईयू तथा टैपू को छोड़कर सभी संघों ने परिवर्तन की सहमति व्यक्त की।

कोड आफ डिस्सिपलिन तथा नवीन कोड आफ डिस्सिपलिन बनाने हेतु आम सहमति के अभाव में चेयरमैन ने निर्णय दिया कि पांचवा वेरीफिकेशन पुराने कोड आफ डिस्सिपलिन द्वारा होगा। इस पर कुछ संघों ने इसका प्रबल विरोध किया तथा कहा कि वर्तमान कोड आफ डिस्सिपलिन से केवल एक संघ को मान्यता मिलती है। इससे उद्योग में शांति नहीं रहती है। मान्यता प्राप्त संघ द्वारा कर्मचारियों का शोषण भी होता है। अधिकांश कर्मचारियों का प्रतिनिधित्व भी नहीं होता है। संघों ने मांग किया कि उन्हें प्रबंधन के समक्ष अपने दृष्टिकोण रखने का अवसर जाये। चेयरमैन ने कहा कि उन संघों के विचारों को उच्च प्रबंधन के समक्ष रखा जाएगा तथा दिशा-निर्देशन हेतु चीफ लेबर कमिशन से भी सम्पर्क किया जाएगा।

संघों ने एक मत से न्यूनतम ट्रेड यूनियन सुविधाओं की

मांग की। चुनाव के समय की सुविधाएँ पर्याप्त नहीं हैं। कर्मचारियों की समस्याओं के समाधान हेतु स्थानीय प्रबंधन से औपचारिक बैठक आवश्यक है। चेयरमैन ने बताया कि प्रबंधन इसके लिए बाध्य नहीं है। फिर भी संघों की न्यूनतम ट्रेड यूनियन सुविधाओं की मांग को प्रबंधन को प्रस्तुत होगा।

चेयरमैन ने पांचवा वेरीफिकेशन को पुराने कोड ऑफ डिस्सिपलिन से करने की घोषणा किया जिसके विरोध में एनएफटीई बीएसएनएल, एन यू बीएसएनएल (एफएनटीओ), बीटीईयू, (बीएसएनएल), बीएसएनएल डब्ल्यूआरयू, बीएसएनएल ई एस, बीएसएनएल एटीएम, बीएसएनएल, एनटीएसयू तथा बीएसएनएल पेवा संघों ने वाकआउट किया तथा कहा कि पुराने कोड ऑफ डिस्सिपलिन द्वारा चुनाव में वे भाग नहीं लेंगे।

(संघों के वाक आउट करने के पश्चात् चेयरमैन ने चुनाव प्रोग्राम की घोषणा की)

## मासिक टिप्पणियां

### एनईपीपी पर स्पष्टीकरण आदेश

कार्पोरेट कार्यालय द्वारा लगभग 20 आदेश पुनः जारी होने हैं। कर्मचारियों को सलाह है कि विकल्प में जल्दबाजी नहीं करें।

### सीआर में औसत प्रविष्टियों से नवीन प्रमोशन पॉलिसी में कुप्रभाव

प्रबंधन राहत देने हेतु विचार कर रहा है।

### टीटीए की विभागीय पूरक परीक्षा

तमिलनाडू की पूरक परीक्षा को सुप्रीम कोर्ट ने निरस्त कर दी है। कार्पोरेट कार्यालय ने कानूनी सलाह मांगी है कि शेष सर्किलों में वर्ष 2004 की पूरक परीक्षा आयोजित हो अथवा नहीं।

## जेएसी के निर्णय

बिहार तथा केरल में चुनाव के कारण तीन दिनों की हड़ताल अब 24 नवम्बर से होगी। संसद मार्च 11 नवंबर को।

## ग्रामीण इलाकों में इंटरनेट का इस्तेमाल

इस साल के अंत तक इंटरनेट का इस्तेमाल करने वालों का आंकड़ा 30 प्रतिशत की वृद्धि के साथ 54 लाख पर पहुंच जाएगा।

## बीएसएनएल द्वारा एलआईसी को 4853/- रूपया करोड़ की किस्त

बीएसएनएल ने एलआईसी को एक समूह योजना के तहत 4,853/- करोड़ रूपये का प्रीमियम दिया है। बीएसएनएल के कर्मचारियों को उनके अवकाश नकदीकरण योजना के लिए यह बीमा किया गया है। इससे कर्मचारियों को सेवानिवृत्ति के समय अवकाश नकदी की सुरक्षा मिलेगी।

## पूंजी विनिवेश

विश्वस्त सूत्रों से ज्ञात हुआ है कि डीओटी ने सरकार को अपनी रिपोर्ट में कहा है कि वर्तमान समय बीएसएनएल के पूंजी विनिवेश हेतु उचित नहीं है। कंपनी में घाटा होने के कारण सरकार को उचित मूल्य नहीं मिलेगा।

## अलगाव सदैव दुःखद होता है

जेएसी की एक बैठक में बीएसएनएल के चेयरमैन एवम् मैनेजिंग डायरेक्टर पद के विभाजन मुद्दा पितरोदा समिति के सिफारिश के परिपेक्ष्य में चर्चा में आया। एनएफटीई ने स्पष्ट दृष्टिकोण अपनाते हुए कहा कि विभाजन के दूरगामी परिणाम होंगे। चेयरमैन पद पर बाहरी व्यक्ति, राजनेता सहित, आसीन हो सकते हैं। ऐसे में बीएसएनएल की दुर्दशा निश्चित है। इसके अतिरिक्त चेयरमैन तथा एमडी के विभाजन के पश्चात बीएसएनएल का जोन में विभाजन भी सरल हो जाएगा। जेएसी संयोजक वयोवृद्ध साथी नम्बूदरी अन्ततः कहा कि विभाजन सदैव दुःखदायी होता है। उन्होंने राजनीतिक कारणों से एनएफटीई का विभाजन किया था। शायद यह पीड़ा उन्हें अब सता रही है क्योंकि वे बीएसएनएल तथा कर्मचारियों की सुरक्षा अपने संगठन के बल पर करने में अस्मर्थ हैं। एकीकृत एनएफटीई अवश्य रूप से चुनौती का अकेले दम पर मुकाबला करती।

## हर तीसरा भारतीय पूरी तरह से भ्रष्ट

श्री प्रत्यूष सिन्हा, निवर्तमान सीवीसी

श्री सिन्हा देश के लोगों में भ्रष्टाचार की स्वीकार्यता बढ़ने पर गहरी चिंता व्यक्त करते हुए कहा है कि :-

"...देश में हर तीसरा व्यक्ति पूरी तरह से भ्रष्ट है जबकि हर दूसरा व्यक्ति इसके कगार पर है।"

"...लोग भौतिकवादी होते जा रहे हैं।"

"...पूर्व में भ्रष्ट व्यक्ति समाज में सर उठाकर चलने का साहस नहीं कर सकता था। इसमें सामाजिक कलंक लगने का अहसास जुड़ा था, लेकिन यह स्थिति खत्म हो गयी है।"

"...20 फीसदी भारतीय अंतरात्मा की ताकत पर अभी भी ईमानदारी की जिन्दगी गुजार रहे हैं।"

## वीआरएस

बीएसएनएल में सम्मिलित डीओटी कर्मचारियों पर वीआरएस लागू नहीं हो सकता। वास्तविक खतरा सीडीए नियम, 2006 से है। जिसमें कर्मचारी का 55 वर्ष की आयु के पश्चात प्रबंधन को रिटायर करने का अधिकार प्राप्त है। अपील करने का अधिकार भी नहीं है।

## जयपुर में सम्मेलन

दिनांक 21 सितम्बर, 2010 को पीजीएम ऑफिस परिसर, जयपुर में कर्मचारियों की एक विशाल सभा को साथी चन्देश्वर सिंह, महामंत्री ने सम्बोधित किया। इस सभा में साथ एमएल तंवर (प्रांतीय मंत्री, एनएफटीई), साथ एम एल शर्मा (प्रांतीय मंत्री, एफएनटीओ), साथी दीक्षित (जिला मंत्री, एनएफटीई) तथा अन्य एलायंस संगठनों के पदाधिकारी उपस्थित थे। सभा की अध्यक्षता साथी के एल शर्मा, एनएफटीई के वयोवृद्ध नेता ने की।

अपने संबोधन में महामंत्री ने पूंजी विनिवेश, वीआरएस, बीएसएनएल की वर्तमान दशा, सीडीए नियम, प्रमोशन पालिसी, वेतन, संशोधन आदि पर विस्तार से प्रकाश डाला। इस सम्मेलन में 500 से अधिक कर्मचारियों ने भाग लिया।

## ममता ने रेलवे संरक्षा की कई श्रेणियों की वीआरएस में किया शामिल

### खाली पदों पर सरपट दौड़ेगी भर्ती की रेल



अमर उजाला ब्यूरो: नई दिल्ली। रेलवे में सुरक्षा और संरक्षा से जुड़े लगभग साढ़े तीन लाख खाली पदों को भरने के लिए रेल मंत्री ममता बनर्जी फास्ट ट्रैक पर हैं। रेलवे मंत्रालय ने शनिवार को स्वैच्छिक सेवानिवृत्ति (वीआरएस) योजना में रेलवे संरक्षा की कई श्रेणियों को शामिल करने का निर्णय लिया है। जिससे वीआरएस लेने वाले कर्मियों के बच्चों को आपरेशन, सिविल इंजीनियरिंग, सिग्नल व टेलीकॉम व मैकेनिकल व इलेक्ट्रिकल विभाग के खाली पदों पर भर्ती की जा सकेगी। ममता ने पूर्व सैनिकों की सीधी भर्ती करने का निर्णय शुक्रवार को ही आदेश जारी कर दिया था। पूर्व सैनिकों कोटा बढ़ाकर 20 फीसदी कर दिया गया है। विदित हो कि वीआरएस लेने वाले रेल कर्मियों के बच्चों को सिर्फ गैंगमैन व सहायक लोको पायलट

के पद पर भर्ती करने की व्यवस्था थी। लेकिन शनिवार को रेल मंत्रालय ने सर्कुलर जारी करते हुए इस योजना में संरक्षा की अन्य श्रेणियों के खाली पदों को भी शामिल कर लिया है। एआईआरएफ के महामंत्री शिवगोपाल मिश्रा ने बताया कि ममता के इस फैसले से रेलवे के ऑपरेशन विभाग, सिविल इंजीनियर, सिग्नल व टेलीकॉम विभाग, मैकेनिकल एवं इलेक्ट्रिकल विभाग के पदों पर वीआरएस लेने वाले रेल कर्मियों के बच्चों की भर्ती हो सकेगी। आखिर यह बीएसएनएल में क्यों नहीं लागू हो सकता? वर्ष 2003 में एनएफटीई ने रिप्लेसमेंट स्कीम का प्रस्ताव किया था।



साथी सजवानी, सचिव साथी साहू का रायपुर में स्वागत करते हुए



साथी सी.सिंह, महामंत्री रायपुर में साथी साहू का स्वागत करते हुए

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been mentioned that the order takes effect from the date of issue of the order. It is again clarified that the rates/eligibility criteria shown are applicable for the journeys performed on or after 08-09-2010.

This issues with the approval of the competent authority. n

**Limited Departmental Competitive Examination for TTA cadre under 40% quota for the Recruitment year 2008-- Amendments/Modifications thereof.**

**BSNL No. 250-27/2008-Pers-III dated : 14-9-2010 All Heads of the Telecom Circles, Bharat Sanchar Nigam Limited\*.**

I am directed to refer to this office letter of even No. dated 30.6.2009 on the above mentioned subject and to say that Para-2 of the above referred letter which reads " the LDCE of TTA under 40% quota for the Recruitment Year 2008 may be conducted in all the Circles excepting those Circles where either court cases are pending or process of Supplementary LDCE for the RY - 2004 has not been completed" has been re-examined afresh after receipt of several reference from a few Circles.

Accordingly, It is now clarified that Para-2 of the above said letter dated 30.6.2009 is hereby modified to read as "the LDCE for TTA under 40% quota for the Recruitment year 2008 may be conducted in all the Circles/SSAs excepting those Circles/SSAs where their Court Cases are pending or process of Supplementary LDCE for the RY-2004 has not been completed" after seeking legal opinion, if so needed by the Circles, from the respective Legal Branch of the Circle.

This issues with the approval of the competent authority. n

**Disinvestment**

The DoT has reportedly sent report to Govt. to the effect that time is not ripe for the purpose. The Govt. may not get expected proceeds due to declining trend of BSNL.

**VRS**

The VRS is not applicable on DoT employees absorbed in BSNL. The real danger is CDA rules, 2006 which empowered the management to retire employee after attaining 55 years of age. It is not appealable also.

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ilities to all the unions. Further, extension of facilities to all the unions puts strain on the management in terms of resources, availability for meetings etc. However, he agreed to submit the case of the unions for grant of limited trade union facilities for consideration of the management.

7. Thereafter, the Chairman apprised the participants that the recognition period of the representative union is coming to an end on 26th January, 2011 and invited their views as to whether notification for the next membership verification can be issued concurrently with the recognition period so that election takes place immediately after 26th January, 2011 or notification is issued only after completion of recognition period. He also mentioned that notification for conduct of elections during the last two membership verifications was concurrent with the recognition period. Protesting against the proposal of the management for holding of next membership verification under the provisions of existing Code of discipline, some of the unions mentioned that they will not participate in the election under the present Code of discipline and staged walk-out. These unions are NFTE BSNL, NUBSNLW (FNTO), BTEU (BSNL), BSNLWRU, BSNLES, BSNL ATM, BSNL NTSU and BSNL PEWA.

8. The remaining unions agreed for holding of the election under the provisions of existing Code of discipline and advocated in favour of issue of notification concurrently with the recognition period so as to avoid vacuum when the recognition period comes to an end. Accordingly, the Chairman informed the participants about the tentative programme for holding elections, viz. -

- \* Issue of Letter for inviting applications - 01.10.2010
- \* Last date for submission of applications - 31.10.2010
- \* Issue of notification for holding elections - 01.12.2010
- \* Withdrawal of applications -10.12.2010
- \* Date of Election -01.02.2011
- \* Counting of votes by SROs in SSAs -03.02.2011
- \* Declaration of results -04.02.2011.

Thereafter, the meeting came to an end with a vote of thanks to the Chair.

**Note: Nine Unions are not party to decisions contained in para (8)** n

## **RESENTMENT MAY GROW**

**Record of discussions of the meeting held with the applicant unions on 16th September, 2010 under the chairmanship of Sr. GM (SR) to consider the issues related to change in Code of discipline and conduct of 5th membership verification of non-executive employees in BSNL**  
*No. BSNL/5-1/SR/2010 Dated, the 20th September, 2010*

The list of participants is available at Annexure-I. BSNL Employees Congress expressed its inability to attend the meeting due to heavy flood and continuous rains.

2. At the outset, the Chairman welcomed the representatives of all the unions present in the meeting and mentioned that at the time of 4th membership verification, in the minutes of the meeting held on 12th November, 2010 under the chairmanship of Deputy Chief Labour Commissioner (C), it has been mentioned that "the management is open to consider any change in the Code of discipline in future. The new set of rules can be drafted with the consent of all the unions at the time of next membership verification for which action can be initiated approx. six months in advance, to which- all the unions agreed unanimously. Accordingly, after having the views and suggestions of all the unions, the present meeting is convened.

3. During the course of discussions, all the unions except BSNL Employees Union and TEPU, argued in favour of change in Code of discipline so that recognition is granted to more than one union. BSNL Employees Union submitted that at this juncture. They oppose any change in Code of Discipline on the premise that the issue is so important that it would be discussed in their Central Executive Committee meeting scheduled to be held from 27th to 29th September, 2010. On the other hand, TEPU raised a fundamental question that this forum is not competent to make any changes in the Code of discipline since the Code is approved by the Indian Labour Conference after an evolved consensus in the tripartite meeting of National Trade Union Centers, Employers organizations and the Government. Any change is possible through tripartite meeting and subsequent approval by the Indian Labour Conference, as the Code is common to all PSUs. In the absence of power and authority, any attempt for reconsideration in exclusion may be dropped.

4. Subsequently, the unions proposed for evolving a fresh Code of discipline for BSNL under which the membership verification is conducted on which again consensus could not emerge. Both the unions, viz. BSNL Employees Union and TEPU opposed framing a fresh Code of discipline for BSNL.

5. In the absence of consensus on both the issues, i.e. change in the Code of discipline and evolving 8 fresh Code of discipline for BSNL, the Chairman ruled that the membership verification will be conducted under the provisions of existing Code of discipline, which is a sacrosanct document. Some of the unions strongly opposed this decision and argued that the present Code of discipline resulting in recognition of only one union has failed to bring industrial peace and leaves scope for exploitation of worker by recognized union. It also fails to consider views of a major section of workers. They demanded that they may be given a chance to submit their views directly to top management. The Chairman explained that in absence of consensus to change code of Discipline, only the existing Code of Discipline can save us from litigations. He however offered to put forth the views and sentiments of these unions before top management and bring it to the knowledge to Chief Labour Commissioner for seeking guidance.

6. On the issue of facilities to the unions, the unions unanimously demanded that at least limited trade union facilities be provided to all the applicant unions for their growth and sustainability since the facilities provided during the election period are not sufficient. The facility of formal meeting is of utmost important so that they are able to take up the issues of their members with the local management. The Chairman explained that recognition of union and extension of facilities to recognized union is a bilateral arrangement between the management and the union, and it is not obligatory on part of the management to extend fa-

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