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TELECOM

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SEPTEMBER, 2010

Com. Chandeswar Singh, General Secretary

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PREPARATIONS FOR 7th SEPTEMBER STRIKE IN BSNL



For the 7th September General Strike country wide preparations are on.

Com. C.K. Mathivanan, Dy. General Secretary addressed a meeting on 13.8.2010 in Chennai at the CGM's office complex of Southern Telecom Region (STR) to explain the demands and importance of the one day strike on 7-9-2010. In Chennai Telephones circle NFTE-BSNL, BSNLEU, FNTTO have conducted joint campaign for the 7th September strike. As part of this six massive meetings were organised by the three unions jointly at Flower Bazaar, Ambathur, Thiruvallur, Mambalam, Guindy and Kodambakkam in which more than thousand employees enthusiastically participated. Separately NFTE-BSNL conducted meetings in 8 more centres at Greams Road, Kellys, Avadi, STR, Adyar, Harbour, Kanchipuram and Madhavaram to explain the demands of the strike as well as the need for such a strike action in the light of impending proposal for disinvestment and reduction of staff in BSNL.

General Secretary Writes

Dear Comrades,



Due to our continuous insistence now the Management has sent letters to all unions to Communicate their opinions on changes in the Code of Discipline /recognition rules by 31st August 2010 positively. We have already communicated our views to the management.

We expect that the next membership verification in Feb. 2011 may be conducted only after making necessary changes in the recognition rules since the code of conduct was outdated and needed very important changes. We are firm to end the "dictatorship of one union". We have suggested for recognising more than one union as in the case of MTNL and NLC etc.

The notice for the general strike on 7th September was served on 21-8-2010 to the management /government. All over the country hectic propaganda was carried out by our comrades for the success of the strike on 7.9.2010. I hope our employees will see through the game plan of the Government and massively participate in the strike to defeat the policies of disinvestment and retrenchment in BSNL.

I appeal to all of you to implement the decisions of the CHQ. The Circle/District/branch unions which have collected donations already on the pay arrears due to the second wage revision may please remit the share of the CHQ immediately since lot of expenditure is being incurred by the Central headquarters. Similarly we got information only from Tamilnadu and Chennai Telephones circles regarding conductance of circle wise branch secretaries conventions. All other circles are also requested to complete the same before the next National Executive Committee meeting to be held at Jullandhar (Punjab) in the first week of October, 2010.

Few circles are still not fixed the dates for their circle conferences which are already delayed too much.

I appeal to all of them to conduct the circle conferences at the earliest.

In this period I have toured and attended the meetings at Kolkata, Buxor (Bihar), Ballia (U.P.East) and Raipur (Chatisgarh).

The management has issued recently 46 clarifications on the Non-executive Promotion policy. It must be noted that only due to our efforts the last date for exercising option for NEPP was extended although BSNLEU wanted its implementation very urgently (?) even before the period for option ends. The very fact that the management has issued 46 clarifications on NEPP within few months speaks of the 'achievement' of the recognised union. NFTE-BSNL will continue all efforts to remove the discriminations between the executives and non-executives and between DoT optees and directly recruited by BSNL. We also will not rest till the "reservation" for SC/ST employees are extended in the NEPP.

The management has rejected our request for awarding grace marks for the failed candidates in the JAO (Part II) examination. So that the existing vacancies are filled. But we will continue our efforts because the next JAO examination may not be conducted in the old syllabus and many of our employees will not be eligible to appear for those examinations. We hope the management will change it's rigid attitude soon.

The JAC Conventions are going on in many circles. During September, 2010 in Rajasthan, UP(W) and Punjab Circles the conventions will be organised. I request our members and leaders to involve in these and mobilise the employees so that the message of the impending three days strike in October reaches every employee.

To avoid frequent snag and virus attack on our CHQ website its address was changed. Kindly note the new address for future use. www.nftechq.co.in

I will continue to write on the union developments.

With best wishes

Yours faithfully,



(Chandeshwar Singh),
General Secretary

Double speaks and Triple acts

The recognised union is expert in "Double Speaks" and "Triple acts". Recently the united forum led by BSNLEU gave a call for demonstrations on 5th July and Dharna on 12th July for certain demands. But as usual the said two programmes were withdrawn/postponed at the last minute. Some of the grievances raised for the agitations were all self made by BSNLEU only. We point out few examples for the benefit of our employees.

Removal of restrictions imposed on BSNLMR scheme.

On 16-4-2010 the management issued an order for restricting the Medical Reimbursement Scheme to only two children of the employee. Options were already been called from among the employees who have more than two children. This is most atrocious and discriminatory. No parent will like to discriminate their own children. Yet the order of the Management was issued. We were told by the authorities at Corporate office that these restrictions were decided at the Review Committee Meeting of BSNLMR Scheme. It is to be noted that in is review committee the representatives of the recognised union were included along with higher officers. Thus it is crystal clear that BSNLEU was a party to this anti-worker decision of restricting the medical reimbursement scheme only two children in a family. But having agreed to this with the management inside the review committee, the BSNLEU now enacting a drama as it is as opposed to there restrictions.

Denial of reservation to SC/ST employees in NEPP

The worst promotion agreement that was signed a year back by the BSNLEU did not provide for any reservation to the employees belong to the SC/ST Community. Com. VAN Namboodiri and his friends knew this well when they gladly signed the agreement on Non-executive promotion policy (NEPP). Because of this 'betrayal' to the SC/ST employees Com. T. Muthukrishnan of SEWA-BSNL resigned from the National Council and opposed the BSNLEU in the 4th membership verification. Now asusual the BSNLEU enacted a drama only to get the votes of SC/ST employees in the 5th membership verification which is due in Jan. 2011. Having agreed

for denial of reservation to SC/ST employees in NEPP while signing the agreement the BSNLEU's agitation for the same is nothing but a fraud. We hope our SC/ST brothers and sisters will not be "fooled" by this drama.

Merger of 78.2% IDA with Pay on wage Revision

As we all aware, the BSNLEU assured our employees wage revision for five years periodicity only that too with the merger of 78.2% IPA with pay. But in the end the recognised union "surrendered" before the management and accepted the illogical offer of the BSNL. It meekly signed second wage revision for ten years periodicity with only 68.8% IDA merger. Because of this our employees loss thousands of rupees every month. It is pertinent to note that in the same period many CPSUs signed wage agreements with 78.2% IDA merger and for five year periodicity. But BSNLEU could not even get the implementation of the government of India's order on five year periodicity and merger of 78.2% IDA. Thus the management which implement every other order issued by the government of India with a 'missionary zeal' was allowed to go scot free without implementing this very particular order on 78.2% IDA merger. This speaks volumes of incapacity of the recognised union. But the BSNLEU shamelessly now tell the employees that it is fighting for the 78.2% IDA merger.

The 'modus operandi' of the recognised union during the last 5 years is the same. It will first raise demands and finally settle for anything with the management. To hoodwink the employees it will conduct number of demonstrations and Dharnas. At the very first year BSNLEU silently accepted the 74% FDI hike in Telecom without any murmur. Now it has forgotten the issue of FDI in Telecom. We can enumerate number of its' promises/assurances which were conveniently forgotten by the BSNLEU during the last 5 years. This double talks and triple acts of the BSNLEU must be thoroughly 'exposed' and our employees must be enlightened and educated so that in the next membership verification BSNLEU pay for its betrayal to the cause of employees in BSNL.

C.K.M. ■

LETTERS FROM ADMINISTRATION

Sub : 5th Membership verification to elect a majority union of non-executives' in BSNL- consideration of change in Code of discipline regarding

No. BSNL/5-1/SR/2010 dated 16 August, 2010

At the time of last membership verification, some of the unions raised an issue for change in the code of discipline on the premise that the existing Code of discipline is very old and is not largely applicable in the present circumstances. With a view to consider this demand, all the applicant unions are advised to submit their view-points in this regard, if any, within a period of 15 days, i.e. by 31st August, 2010, so that a meeting could be convened with all the applicant unions to discuss the issue threadbare and come to an agreed conclusion.

Sub : Grant of the facility of 'Deduction of union subscription' to all the applicant unions in BSNL-clarification regarding

No. BSNL /39-6/R/2008 Dated, the 12th August, 2010

Reference the office letters of even number dated 4th June and 6th June, 2008 regarding grant of the facility of 'Deduction of union subscription' to all the applicant unions in BSNL and continuation of the facility in favour of the recognized union, i.e. BSNL Employees Union. Under Para 3 (i) of the said letter dated 4.6.2008, it has clearly been mentioned that "under the scheme, the facility of only monthly union subscription is extended to the applicant unions including the representative union.

2. It has been brought to the notice of Corporate Office that in some Circles, union subscription deducted from the salary of employees is either much more than the monthly union subscription, meaning thereby the union subscription includes other deduction in addition to monthly union subscription of deduction is being made under some other head. This is against the spirit of instructions issued on the subject. It is once again clarified that only the facility of monthly union subscription has been extended to the applicant unions including the representative union and no other deduction can be made on behalf of any union. It is requested that the CGMs may kindly ensure that only union monthly subscription is deducted on behalf of all

the unions at the rates mentioned in this office letter of even number dated 4th June, 2008 or subsequent instructions issued from time to time in this regard.

Sub : Special recruitment Drive (SRD) for filling up the backlog vacancies reserved for SCs, STs, OBCs and Persons with Disabilities (PWD) in TTA cadre through Direct Recruitment.

No. 10-1/2010-R-II Dated 7th July, 2010 to CGM Telecom Circles

I am directed to refer to U.O. Note No. 250-03/2010 Pers-III (1) and (2) dated 21-5-2010 from Estt. Branch of recruit TTAs through Special Recruitment Drive (SRD) to fill up backlog vacancies reserved for SCs, STs, OBC and Persons with Disabilities (PWD). The SRD has been launched in pursuance of DoP&T OM No. 36038/1/2008-Estt.(Res) dt. 19-11-2008 and No. 36038/2/2008-Estt. (Res) dt. 27.11.2009.

2. Approval of the competent authority is hereby conveyed to conduct SRD for filling up backlog vacancies reserved for SCs, STs, OBC and Persons with Disabilities (PWD) in the cadre of TTA under Direct Recruitment quota in a time bound manner. The number of backlog vacancies, as reported by the circles, are given in Annexure. The backlog vacancy position are on the basis of information furnished by the Circles w.r.t. to the SCT cell's letter No. 45-1/2008-SCT dated 24-12-2008. In case the vacancies have decreased on account of ongoing recruitment process, SRD may be conducted against such decreased vacancies and a prior intimation to this effect may be sent to SCT Branch & Pers-III Section of the BSNL C.O.before notifying the examination.

3. The Examination for said SRDS shall be conducted in accordance with the provisions of Recruitment Rule - 2001 of TTAs circulated vide letter No. 250-41/2001-Pers.III 27.7.2001 and subsequent amendments in RRs made vide letter No. 250-41/2001-Pers. III date 5.11.2001 and letter No. 250-17/2008-Pers,III dated 22.8.2008. The terms and condition viz. Educational qualification, Scheme & Syllabus for competitive ex-

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"BlackBerry" and the "National Security"

Com. C.K. Mathivanan, Deputy General Secretary

When the patriotic forces and trade unions warned the government not to allow the private operators in to the strategic telecom sector, the successive governments at the centre ignored those warnings. Dr. Manmohan Singh after becoming the Prime minister enhanced the cap provided for Foreign Direct Investment (FDI) in Telecom Sector to 74%. Because of this many foreign companies like 'Vodafone' entered the Telecom Market in our country. Some other foreign companies bought shares in the Indian Telecom Companies like Airtel, Aircell and Reliance. Certainly all these affected the security of our Nation to a great extent. But now the government of India has suddenly woken up from its slumber and make 'noise' about the threat to the security of the country due to "Black Berry mobile services" and Chinese telecom companies such as "Huawei" and "ZTE".

Black Berry mobile service is provided by a Canadian Telecom Company by name "Research-in-Motion" (RIM). It provides a very advanced mobile/internet services such as Push Mail, Messenger service and Enterprise service. These services are not available with any other operators and hence 'Black Berry' is very popular worldwide. The 'Secrecy' factor of this service is added to its popularity. In India alone nearly ten lakh customers are using 'Black Berry' services. The unique feature of BlackBerry is that no security /intelligence agencies could 'Monitor' the messages (or) communications in India. Only in America and Saudi Arabia on the pressure of the governments there the 'RIM' Company provided access to the security/police people to monitor the messages and communication flowing through its services by installing necessary "servers" in those countries. But in India the said company did not install any "Server" for blackberry Services.

India is high on the agenda for attack by terrorists and extremists from inside and outside the country. Even then the government of India ignored the warnings of the patriotic and democratic forces against permitting the private companies whether local (or) foreign in to our Telecom business. Now it is reaping what it has sown. A terrorist in India

can converse and send messages and data to another terrorist in Pakistan (or) America without being noticed by any military/security and intelligence agencies if utilise the services of BlackBerry. That is why the Home ministry now threatened the 'RIM' Company to provide necessary access for monitoring the BlackBerry services by 31.8.2010. BlackBerry will be closed in India if the 'RIM' Company did not accept the demand of the Government of India. The Canadian Company dodged the concerns expressed by the Home Ministry and 'excused' itself that in the absence of any server located in India the access asked for may not be possible to grant purely on technical grounds. On 27 August just four days ahead of the dead line given by the government to provide solutions to monitoring contents Black Berry company said that it did not have a "Master key" to gain access to encrypted corporate informations.

When Chinese Companies such as ZTE and Huawei offered telecom equipments to the BSNL at a very competitive price, the DoT opposed it and stopped the deals on the ground that the security of the country may be compromised. But strangely the same DoT looked otherway and allowed the private telecom companies to purchase the equipments from the same Chinese companies at a very competitive price. This two different attitude of the DoT is surprising. When pressed hard for clarification on this discrimination the DoT quietly told that most of the government departments are using only BSNL network and hence DoT is worried about BSNL purchasing equipments from Chinese companies. This arguement is fallacious and erroneous. The DoT must know that the Indian Railways use more mobile phones from private companies. If the government of India is very serious on the security of the country it should as a first step issue an order to all Central/State departments, CPSUs and Nationalised banks only to use the state owned BSNL telecom network. This may not only protect the safety and security of the country but also stabilise the financial viability of the BSNL, which has recorded Rs. 1822 crore net loss for the year 2009-10 for the first time in ten years of its existance. ■

Inspiring District Conference at Visakapatnam (AP Circle)

On 11/08/2010 the district conference of Visakapatnam was held at GM office complex under the presidentship of Com. Somasudara Rao. More than 300 delegates including 25 women comrades participated in the conference. Com Kondal Rao District secretary welcomed the delegates and guests. In the morning session a seminar was conducted in which com. C.K. Mathivanan, Deputy General Secretary, Com. Raj Mouli, Circle Secretary, Com. Ramanamurthy, Circle vice president, Shri. Nagaraju, General Manager, Visakapatnam, SSA, Com. Naggi Reddy, District secretary- AIBSNL EA, Com. Chittibabu, District Secretary-SNEA, Com. Baskara Rao, District Secretary- Vijayangaram and

Com. Maligarjuna Rao, Chairman- JAC Visakapatnam have participated and expressed their views regarding the expansion and profitability of BSNL.

In the afternoon delegates session Com C.K. Mathivanan explained in detail the issues like delay in merger of 78.2% IDA, restrictions imposed on BSNLMRS scheme, difficulties on account of new promotion policy and next membership verification in BSNL. At the end, comrades Kondal Rao, Somasundara Rao and Chakravarty were unanimously elected as district president, district secretary and district treasurer respectively. ■



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amination & minimum qualifying standards etc. will remain the same as was adopted for TTA Direct Rectt Examination 2008 conducted in the year 2009. However, the Waiting list shall remain valid for 6 months, as the process of SRD has to be completed within six months.

4. In the cadre of TTA, the Persons with Disability having the following disability are permitted:

- (i) Locomotive Impairment- OL (One leg affected) or BL (Both legs affected but not arms)
- (ii) Hearing Impairment- partially deaf

5. It has been decided with the approval of competent authority that:-

- a) TTA being SSA cadre, the respective circle is authorised to conduct exam centrally on behalf of all SSAs within the circle, however, necessary precautions may be taken to maintain the

SSA wise selection process.

- b) All Recruiting circles will issue the advertisements separately.
- c) Respective Recruiting circle will prepare and declare the results.
- d) The SSA- wise distribution of vacancies shall be done by the respective Recruiting Circle after taking into account the demands of Non-recruiting circles like projects, Maintenance Regions etc.

6. The Corporate office may be kept informed about the number of candidates who join as TTA through SRD. A copy of which may also be endorsed to SCT-Cell, BSNL Co.

7. The concerned Heads of Circles are requested to initiate the process of conducting SRD for SCs, STs, OBCs and Persons with Disabilities (PWD) immediately. ■

LETTERS TO MANAGEMENT

Sub. : Holding of JAO II examination as per old syllabus

No. TF-14-2 (C) Dated 9-8-2010 to GM, (SEA), BSNL, New Delhi

Kindly refer to corporate Hqr Letter No. 17-3 / 2000- SEA II dated 9/09/2002 circulating guidelines for examination in respect of candidates who are having exemption in various papers of JAO Part II as per old syllabus. In para A (I) of the guidelines it is mentioned that such candidates have to qualify both Part I Part II examination within a period of two years with maximum of two attempts in each part.

It is stated that till date the BSNL Hqr has afforded only one opportunity in year 2006 to such candidates and thereafter no examination has been held. The prospective candidates are waiting for second opportunity and chance to appear in the examination.

Therefore, we request you to please get the matter considered so that examination is notified.

Sub.: Promotion of Smt.Sunita Garg, Sr. TOA (G) as JAO.

No. TF-14-2 Dated 9-8-2010 to PGM, (SEA), BSNL, New Delhi

A departmental examination as per old (DOT) syllabus was held on 20-12-2006 to 22-12-2006 and Smt. Sunita Garg with Roll No. RT-49 / JAO II / Dec.2006 appeared and qualified the examination as per Rajasthan Circle office Letter No. Rectt / 11-6-2/ JAD II / ICE / 2009-10 / CH II / 29 dated 31/08/2009. A vacancy was kept reserved for her in Rajasthan but even then matter could not be resolved. A part from this she has also opted for posting in J & K.

We, therefore, request you to please get the matter considered and reviewed so that justice is afforded to the official.

Sub.: Broadband services at Gujarat.

TF-19-4 Date 16/07/2010 Date 16-7-2010 to GM, Broadband BSNL, New Delhi

It is reported that the Circle office has given contracts for Broadband new connections and its maintenance. We have been informed that in case of faults these are not rectified even after

15 days causing irritation to subscribers leading migration.

Kindly take appropriate action in the matter.

Sub.: Pension and retirement benefits to regularized employees etc.

No. TF-11-3 Dated 6-8-2010 to Director (HR) BSNL, New Delhi

Kindly refer to Wage revision recommendation signed on 15th January, 2010. In para 6.1.1 it is mentioned as below.

"The BSNL recruited / regularised employees are governed by provisions of Employees provident funds and Misc Provision Act 1952".

The said agreement as represented earlier is not acceptable to our union as it is not only erroneous but in violation of DoT's orders also. In DoT's Letter No. 27-2/ 2006-SNG dated 20/10/2006 it is mentioned that TSMS absorbed on or after 01/10/ 2000 will be entitled to Pension and terminal benefits. The clause 6.1.1 of the agreement is not tenable as it is taking away the pension of such absorbed employees.

Therefore, we request you to please get the matter reconciled. An early action is urged for.

Mother Teresa - 100 years



On 26th August, 2010 the birth centenary celebrations of Mother Teresa began with much enthusiasm world wide. Eventhough she born in a foreign country her life in India started in 1929 at the age of 19 when she decided to serve the poorest people of kolkata & India. As a christian Nun she practised humanism and her sevcice to the Mankind was unparalleled . She was "Mother" for millions of Motherless and homeless Indians. NFTE-BSNL remembers Mother on her birth anniversary.

NOTES OF THE MONTH

No need for Outsourcing

The CGM, Bihar circle has ordered outsourcing of the maintenance of all BTS (Base Tower Stations) of mobile services in Bihar. This is unacceptable to NFTE-BSNL. When our employees are capable of doing the maintenance works of the GSM towers we can't understand the logic behind the "outsourcing" which may cost crores of rupees to the Company. NFTE BSNL has lodged strong protest already with the circle management. We hope better sense will prevail on the management.

Branch Secretaries Convention in Chennai Telephones

As per the call of the CHQ the branch secretaries Convention will be held on 18.9.2010 at Kancheepuram. Each branch will depute two delegates to this convention from all the 173 branches. In addition to this all the 33 divisional secretaries and 21 circle office bearers and 173 branch Secretaries will participate in this convention. The Convention will deliberate on the following:

- 1) 5th Membership Verification in 2011.
- 2) Strike action decided by JAC from 19th to 21st October, 2010.

Coms. C.K. Mathivanan, Dy. G/Secy, G. Jayraman, Secretary (CHQ) and R. Pattabiraman, Circle Secretary, Tamilnadu V.K. Goplan, officiating circle secretary, Chennai Telephones will address the convention.

Special invitee

Com. B.L. Yadav (Uttaranchal) was nominated to the National Executive Committee as one of the Special invitees as per the decision taken at the New Delhi Meeting of the National Executive held in June, 2010.

JAC Convention in Circles

- 18-9-2010 : At Jaipur (Rajasthan Circle)
21-9-2010 : At Ludhiana (Punjab Circle)
25-9-2010 : At Agra (U.P. West Circle)

Supply of Telecom

To enable us to despatch the copies of "Telecom" to each member the circle/District sec-

retaries are hereby requested to inform the CHQ the number of copies they required for each branch. Till now only few circles have supplied information regarding the. Kindly do this needful immediately.

Reduction of Retirement Age to 58 years?

The CHQ received hundreds of frantic calls from all over the country regarding the so called proposal of the management to lower the retirement age from 60 to 58 years. Comrades C.K. Mathivanan, R.K. Kohli and M.P. Singh met the GM (SR) and other officers on 25th August in New Delhi and enquired specifically about the "rumours" on retirement age. The management categorically denied any such move to reduce the age of retirement. Hence NFTE-BSNL appeals to our members/employees not to believe in these type of rumours on lowering of retirement age.

Circle Conference of Kolkata Telephones held on 13th and 14th September 2010

Open session was held on 13th July in Indians Association hall and it was jointly inaugurated by Mr. Garg, CGMT KTD and Com. Chandeshwar Singh general Secretary, NFTE. The open session was also addressed by the All India President of AITUC, The chairman Calcutta municipal corporation explained the present position of all the issues facing the company as well as it's workforce.

On 14th August, 2010 a new set of office bearers were elected unanimously.

Comrades L.M. Bala, Utpal Ghosh Dastidar and Tapan Das were elected as circle president, Circle secretary and circle treasurer respectively.

Condolence

A veteran Trade union leader of Bihar P&T, DoT, BSNL, Com. Rai Narain Singh has breathed his last on 12.8.10.

We extend our heartfelt condolences to the family of the departed soul. ■

JOIN THE NATION-WIDE PROTEST ACTION BY ALL TRADE UNIONS PARTICIPATE IN THE SEPTEMBER 7th GENERAL STRIKE

As already decided by the secretariat of NFTE-BSNL all our members have to participate fully in the General Strike on 7th September called by all the major central trade unions and independent federations.

INTUC, AITUC, HMS, CITU and other unions including AIBEA, NFTE-BSNL, BSNLEU and FNTU supported this strike call to protest against the ill-advised economic policies of Dr. Manmohan Singh government which has resulted in huge increase of prices of all essential goods including petrol, diesel, kerosene and LPG cooking gas. The most affected due to this price rise are "salaried class" which has no other income than their monthly salary. Instead of controlling the price rise the ruling class "justified" the same. UPA II is comparatively harsher and active in the disinvestment of PSUs whether it was run on profit (or) loss. The BSNL has recorded a net loss of Rs. 1822 crores for the first time in its history. The financial viability of the company is wantonly destabilised by the policies of the Central Government. Even though the "ban on recruitment" imposed by Mrs. Indira Gandhi three decades ago is still in operation the "Pitroda Committee" recommended reduction of staff strength by sending out one lakh employees. Per 1000 telephones 114 employees was the staff telephone ratio in 1990s. But now it has come down to 1000:6 ratio throughout the country. But still the government of India is not satisfied and wants fur-

ther reduction in the staff strength. In BSNL every year nearly 12000 staff retire from service. In the next five years almost 60000 will be out of BSNL. Still the government wants to reduce the number of employees by VRS/CRS route. Then who will perform the duties? Simply the management may outsource the jobs.

Already BSNL employees have VRS facility. So the proposed VRS scheme is actually not voluntary as propagated but "Compulsory" one. That is why a target of one lakh is proposed by the Sampitroda Committee.

The 7th September Strike demands No disinvestment in BSNL and No VRS/CRS in any PSU. So, the strike is for our own cause and every one has to join the strike to make it a big success throughout the country. Bank Employees, State and Central Government employees, Electricity employees, transport employees, private company employees and all other unorganised workers have endorsed this strike action besides BSNL employees. Hence the strike on 7th September bound to be a big success and capable of forcing the government to change its anti-people and anti-worker policies. Hence NFTE-BSNL once again appeal to all our members to prepare for the strike by organising gate meetings and joint campaign with other unions in BSNL wherever possible and join the strike in a massive way. ■

Branch Secretaries Convention in Tamilnadu

As decided by the CHQ the Circle wise branch Secretaries Convention was held in Tamilnadu on 14th August 2010. At five major centres on the same date these conventions were held and nearly 500 comrades participated in total. The main agenda of these conventions were focused on the 5th membership verification and strengthening of the union. The circle office-bearers attended the conventions at the five centres as a team as mentioned below:

- 1) Kumbakonam - Coms. R. Jayapal and G.S. Murali.
 - 2) Coimbatore - Coms. K. Sethuramalingam and Anbalagan
 - 3) Dharmapuri - Coms. S. Tamilmani, L. Subbaroyan and P. Chennakesavan
 - 4) Thirunelveli - Coms. G. Jayaraman and N. Ramakrishnan.
 - 5) Pudukkottai - Coms. Kamaraj and Balasubramaniam
-

"Heros" (or) "Neros" of BSNL?

When BSNL is facing the worst crisis, the ITS officers are behaving like "Neros". They are well protected and their Salary and Pension are all protected since they refused to get absorbed in BSNL and continued as government servants even after 10 years of formation of BSNL. They seldom feel the sense of belonging for the BSNL and mostly worried about their "promotions" and Career prospects only.

In Bihar the CGM and GMs are behaving like "Kings" and "Maharajas". In Ara, a district of Bihar the total telephone connections have come down to just 8000 from 28000 within a year due to the carelessness and bureaucratic approach of the ITS officers there.

The CGM, Bihar circle visited the district headquarters town of 'Ara' in the last week of July, 2010. The leaders of NFTE-BSNL wanted to meet the CGM and explain the casual attitude of the TDM/Ara due to that the phone connections in Ara district were reduced from 28000 lines to just 8000 lines. Instead of hearing our representatives and study the problem of massive disconnections the CGM "lectured" the staff about

"sincerity" and "efficiency". He also told our employees that he came all the way from Patna not to "hear" anything but only to "preach" them. This attitude of the CGM/GMs in Bihar is highly condemnable. The mobile services in the state capital is very very poor and the comrades from all over the country who visited Patna during April in connection with the All India Conference of NFTE-BSNL "experienced" the poor quality of GSM services of BSNL. When such is the Quality of Telecom the CGM, Bihar is only interested in giving "sermons" and not pulling up the erring officers such as TDM/Ara.

It has become a fashion nowadays for the CGMs and GMs to give "lectures" to the employees on improving the service. In many circles the quality of mobile services is very poor for which who is responsible? Poor phone mechanic (or) Sr. TOA (or) TTA? The officers must involve themselves for improving the quality of services instead of sitting always in the AC Chambers and giving lectures to the employees who are working hard in the field and facing the wrath of the customers directly. ■

'Andhra' Circle union on struggle path

The CGM and the GMs of East Godhavari, Warrangal and Ongole SSAs in Andhra Circle behave like 'loyal servants' of the recognised union. In Implementing the 'transfer policy' these officers victimise the office-bearers of NFTE-BSNL at the behest of BSNLEU. Even though the corporate office issued number of instructions against the "Pick and Choose" transfers in circles the officers in A.P. circle violate these instructions with impunity. At East Godhawari SSA the district secretary of NFTE-BSNL was abruptly transferred out for the "Crime(?)" of Questioning the GM, East Godhavari regarding Pick and Choose transfers of NFTE-BSNL activists.

Having failed to convince the Management to stop these unwarranted transfers the circle union organised a massive 'Dharna' on 26th August, 2010 to protest the partisan attitude of the management

at all the district headquarters and circle head quarter. Nearly 2000 comrades took part in the Dharna throughout the circle and served a stern warning on the management. If the issue of 'Pick and choose' transfer was not settled immediately the circle union has decided to intensify the agitation.

The CHQ has already taken up the issue of these transfers in A.P. Circle with the authorities concerned and hope the victimisation of NFTE-BSNL activists stop immediately in Andhra Circle.

जेएसी की सर्किल कन्वेंशन

18.9.2010: जयपुर (राजस्थान सर्किल)

21.9.2010: लुधियाना (पंजाब सर्किल)

25.9.2010: आगरा (यू.पी. (पश्चिम) सर्किल)

GURUDAS DAS GUPTA

MEMBER OF PARLIAMENT
(LOK SABHA)



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GENERAL SECRETARY
ALL INDIA TRADE UNION CONGRESS

Dated 31.7.2010

Dear Shri Raja,

I have been requesting you to kindly review the matter of recognition of unions in BSNL and follow the procedure laid down by Madras High Court recently as it no doubt is more democratic.

The High Court of Madras has given direction in WP9688 of 2005 dated 11.12.2007 that since no single union secured 51% of votes polled, two unions which have secured largest percentage of votes (41% and 18%) may be recognized as bargaining agents. A copy of the order issued by the Ministry of Labour, Govt. of India, No. 11(1)/2008-01 dated 5.3.2008 was enclosed by me with my letter dated 25.4.2008 addressed to you. This judgement was in regard to Neyveli Lignite Corporation.

In fact even the Supreme Court has made a similar order. With growth of industrialization in the country and progress made in the field of trade union activities the necessity for having multiple unions in an industry has been felt very often. Taking note of this position, power has been vested in the management to recognize the trade unions for the purpose of having discussions and negotiations in labour related matters. This arrangement is in recognition of the right of collective bargaining of workmen/employees in an industry."

As you know three membership verifications have already been conducted under the code of discipline in Telecom (BSNL). The code of discipline is not a statutory rule or law. It has created a situation in BSNL where unions with very large membership like NFTE are not granted recognition because only one union with largest membership is recognized even if it is less than 51%. This is not correct. I would therefore request you to reconsider the matter and allow recognition to two largest unions.

With regards

Yours sincerely,

(Gurudas Das Gupta)

Shri A. Raja,
Minister of Communication & IT,
Govt. of India, Sanchar Bhawan,
New Delhi.

**Clarifications issued by the BSNL Corporate office on
Non-Executive Promotion Policy vide letter Number
F.No. 13-2/2010 - TE dated 20.8.2010**

Annexure - I

Sl. No.	Points raised	Clarifications issued
1	Whether in the event of opting for NEPP, the pay arrears drawn by an individual on account of OTBP/BCR/restructuring etc. during the intervening period (i.e. from the date he has got promotion between 01/10/2000 to 23/03/2010 i.e. till the date of publication of NEPP) are to be recovered ? If so, what methodology/criterion shall be adopted in recovering sum amount from an individual?	The pay/pay arrears, already drawn, will be adjusted, while regularizing under NEPP i.e. in case of excess amount, no recovery will be made but the amount due for BSNL, will be adjusted in the future payments made to employees, in installments. However, the number of installments may be suitably decided by the BSNL C.O./ Circle Office/ SSA concerned so that the recoveries can be completed by 2010-11.
2	Whether the pay already drawn by the Non-Executives upto 01/04/2008 is protected even though they opt for 1 st promotion from 2004 or between 2000 and 2004 (the promotion whichever is got in between 2000 October and 2004 treating as 1 st promotion as per new Promotion Policy) ?	No, the pay already drawn by the Non-Executives upto 01/04/2008 is not protected, if they opt for first upgradation w.e.f. 01/10/2004 under NEPP. The same is to be regulated as per the clarification given at point no. 1.
3	It may be clarified that in the event of foregoing earlier promotion, whether DPC is required to be done in respect of those officials who have been promoted during 01/10/2000 to 22/03/2010 based on the DPC already held ?	Minutes of DPC already held during the earlier promotion may be placed on record and considered by the prescribed Screening Committee for the purpose of granting first financial upgradations under NEPP.
4	Whether a separate option form is required to be submitted in case of foregoing earlier promotion/upgradation stipulated in para 6.4 of NEPP Order dated 23/03/2010 ? If so, specific proforma of the option may kindly be furnished.	Yes, a separate option form is required to be submitted. Option Form - II, for opting for first upgradation is annexed herewith. Option Form annexed with letter dated 23/03/2010 may be read as Option Form - I, against Para 5.1 of NEPP Order dated 23/03/2010.
5	Whether the cadre to cadre promotion got is treated as 1 st promotion in the new Promotion Policy or he gets 1 st promotion after completing 4 years in the New Cadre as per the new Promotion Policy ?	As per Para 6.5 of NEPP Order, promotion got by the official from one post on or after 01/10/2000 and before 01/10/2004 to another post as per the provisions of the Recruitment Rules is to be treated as first upgradation under NEPP.

Sl. No.	Points raised	Clarifications issued
6	Whether the staff is allowed to opt for the normal promotion got after 2004 as 1 st promotion in the new Promotion Policy ?	As per Para 6.6, any post based promotion on or after 01/10/2004 and before 22/03/2010 is to be treated as first upgradation under NEPP. Further, as per Para II (i) of NEPP, post based promotion will continue along with the NEPP, in cadres where post based promotions already exists.
7	An employee promoted under OTBP/BCR between 01/10/2000 to 01/10/2004 will get his second upgradation under NEPP on completion of 7 years from the date of earlier promotion or from 2011 by taking the year 2004 as cut off year for 1 st upgradation ?	The employee will get his second upgradation under NEPP on completion of 7 years from the date of earlier promotion, if he opts that the said promotion is to be treated as the first upgradation, as per the provisions contained in Para 6.4.
8	Some Group 'D' officials of CSS cadre are working as L.D.C. on adhoc basis w.e.f. November 2004. How the cases of these officials would be treated, if these officials opt for NEPP ?	In the cases where the employees are working on adhoc/officiating basis before 01/10/2004, the date of their adhoc/officiating promotion may provisionally be treated as the first upgradation under NEPP. Similarly, in the cases where the employees are working on adhoc/officiating basis on or after 01/10/2004 and on or before 22/03/2010, such employees may be provisionally granted the first upgradation under NEPP w.e.f. 01/10/2004. However, in both the aforesaid cases, if the officiating/adhoc service is terminated in between, then the residency period spent in adhoc/officiating post will be treated as spent in their substantive post and the first upgradation granted under NEPP will be suitably adjusted.
9	Some L.D.C.s of CSS cadre are working as U.D.C. on adhoc basis w.e.f. January 2003. How the cases of these officials would be treated, if these officials opt for NEPP ?	In the cases where the employees are working on adhoc/officiating basis on or after 01/10/2004 and on or before 22/03/2010, such employees may be provisionally granted the first upgradation under NEPP w.e.f. 01/10/2004. However, in both the aforesaid cases, if the officiating/adhoc service is terminated in between, then the residency period spent in adhoc/officiating post will be treated as spent in their substantive post and the first upgradation granted under NEPP will be suitably adjusted.
10	Some U.D.C.s of CSS cadre are working as Assistant on local officiating basis w.e.f. August 2005. How the cases of these officials would be treated, if these officials opt for NEPP ?	Since these UDCs, on their local officiating promotion, have been placed in the pay scale of Rs.9850-250-14600, they are not covered under the purview of NEPP, till they continue to officiate in the post of Assistant. However, on their reversion to their substantive post of UDC, the residency period in the officiating post will be counted, treating the same to be spent in their substantive post and the upgradations will be granted as per the provisions of NEPP.

Sl. No.	Points raised	Clarifications issued
11	Some Steno Grade 'D' and some U.D.C.s have been granted ACP and are placed in the pay scale of Rs.9850-250-14600. How these officials will be covered under the NEPP ?	As per the provisions, only Non-Executive employees in a substantive Non-Executive Post and drawing Non-Executive pay scales of NE-I to NE-10 will be covered under NEPP.
12	Whether the Non Executives drawing NE-11 scale after 01/10/2000 and before 01/04/2008 are eligible for promotion under NEPP Scheme. If eligible what will be the date of effect of promotion to the following Non Executives :- 1) Promoted after 01/10/2000 and before 01/10/2004 2) Promoted from 01/10/2004 till date.	
13	An official was promoted to NE-10 pay scale i.e. Rs.7800/- on 01/09/2000 and opted for pay fixation from the date of next increment which falls after 01/10/2000. It is presumed that for the purpose of promotion under NEPP, he is considered to be in the pay scale of Rs. 7800/- on 01/10/2000, irrespective of the date from which he is drawing pay in that scale. Please confirm.	For the purpose of granting next upgradation under NEPP, the date of promotion of the official is to be reckoned, irrespective of the date from which he was drawing that scale.
14	It has been mentioned at para 5.2 of the NEPP order dated 23/03/2010 that "All the concessions given by BSNL to Non-Executives in relation to OTBP/BCR/Grade-IV/ACP etc. after 01/10/2000 stands withdrawn with immediate effect." This needs elucidation.	The provisions of Para 5.2 are self explanatory. However, in case any difficulty is faced while implementing the said provisions, the case may be referred to this Section with complete details of the case.
15	If the post based promotion availed by an employee on or after 01/10/2000 but before 01/10/2004 is treated as first promotion under new scheme, whether the financial benefits availed upto 31/03/2008 needs to be refunded as the first promotion under this scheme is Notional upto 31/03/2008 ?	No recovery/adjustment is required to be made, as the employee has been promoted under post based promotion and the same has been treated as first upgradation without seeking any option from the concerned official.

Sl. No.	Points raised	Clarifications issued
16	It is presumed that the post based promotions means vertical promotion from one cadre to another cadre through examination/ absorption etc. Kindly confirm.	Post based promotions means vertical promotions from one cadre to another cadre in its hierarchy, based on the provisions of Recruitment Rules of the concerned cadre.
17	Whether the officials promoted as Sr. TOA/ TM/ TTA through restructuring process, are covered under post based promotion ?	Since restructuring to Sr. TOA/TM/TTA is with due regard to creation of posts, the restructuring of officials to Sr. TOA/TM/TTA will be treated as post based promotion for the limited purpose of application of NEPP and Para 6.5 and 6.6 of NEPP will accordingly apply.
18	It has been mentioned at para II (ii) that except as provided in the instant guidelines, there will be no claim on account of any of the other provision of FRSR in the context of pay scales, pay fixation, substantive status etc. It may be clarified whether this includes the option under FRs for fixation of pay on promotion from the date of next increment or otherwise.	The concerned employee has the option to get his pay fixed either from the date of upgradation under NEPP or from the date of his next increment.
19	Whether the employee, who has availed any post based promotion after 01/10/2004 and before notification of NEPP, are eligible for first upgradation/promotion in his pre-promoted IDA scale from 01/10/2004 and if so, whether the post based promotion availed after 01/10/2004 is treated as second promotion and accordingly the third upgradation will be after 8 years as per NEPP. Please confirm.	As per Para 6.6 of NEPP Order, in case the employee gets a post based promotion after 01/10/2004 and before notification of NEPP, then he will be eligible for second upgradation and subsequent upgradations as per the provisions of Para 3.1 or Para 3.2 (b), as per applicability from the date of such post based promotion.
20	It has been mentioned at Para 5.1 of NEPP order dated 23/03/2010 that an individual Non-Executive employee is required to give option within one month from the date of Circle/SSA authority ask for such option. Some Heads of SSAs are fixing 15 days time to submit the option. Whether the last date can arbitrarily be fixed by the Heads of Circle or Heads of SSA ?	As per Para 5.1 of NEPP order, at least one month time is required to be given by the Circle/SSA for exercising option.

Sl. No.	Points raised	Clarifications issued
21	In case of Non-Executives, who got BCR promotion between 01/10/2000 and 01/10/2004 and Gr. IV promotion after 01/10/2004, what will be the first upgradation and when will be the second upgradation ?	The BCR promotion will be treated as first upgradation and the Gr. IV promotion will be treated as second upgradation.
22	If any official got BCR and Gr. IV (NE-11) promotion during the period between 01/10/2000 and 22/03/2010, which is his first upgradation and if the official opt for Gr. IV as first upgradation, how the BCR placement will be considered ?	
23	For TTA direct recruitees, what will be the next higher pay scale for upgradation ?	As per the provisions of NEPP, the next higher IDA pay scale is to be granted on upgradation of the concerned employee.
24	Whether the officials who were Temporary Status Mazdoors/ Casual Mazdoors as on 30/09/2000 and regularized on or after 01/10/2000 may be treated as BSNL recruitees or BSNL absorbed officials ?	Clarification on this point will be issued later.
25	Can the officials in NE-10 be upgraded to the pay scale of NE-11 of IDA pay scale ?	Yes.
26	Which is the first upgradation of the officials converted from LDC (TA) to TOA (G)/Sr. TOA (G) and what is the qualifying service and procedure of upgradations of these officials under NEPP ?	The conversion from LDC (TA) to TOA (G) is to be treated as the first upgradation, if they opt for the same as per Para 6.4. Subsequent upgradations would be regulated as per the instructions under Para 3.2.
27	If any official got two promotions, one under Short fall and another as regular OTBP/BCR scheme between 01/10/2000 and before notification of NEPP, which promotion of the official could opt as his first upgradation, how the shortfall promotion will be treated i.e. whether he has to forego that promotion or not ?	Any promotion got between 01/10/2000 and 01/10/2004 is to be treated as first upgradation. The promotion and cadre change got between 01/10/2004 and 22/03/2010 are to be treated as his second and third upgradations, respectively.

Sl. No.	Points raised	Clarifications issued
28	If any official got three promotions during the above period i.e. one under shortfall, one under regular and another cadre change as TTA, Stenographer, JTO etc., which promotion will be considered as first upgradation and how the other promotions will be considered ?	Any promotion got between 01/10/2000 and 01/10/2004 is to be treated as first upgradation. The promotion and cadre change got between 01/10/2004 and 22/03/2010 are to be treated as his second and third upgradations, respectively.
29	If any official came on Rule-38 transfer on revision of scale after getting OTBP/BCR promotion, which will be his first upgradation and when he gets second upgradation ?	To be regulated as per Para 6.4, as per his option.
30	The option of the officials converted from LDC (TA) to TOA (G)/Sr. TOA (G) are to be sent to Circle Office along with other Circle cadre options or to be processed in SSA ?	The cases of officials belonging to the Circle Cadre are to be processed in Circle Office and the cases of officials belonging SSA Cadre are to be processed at SSA.
31	The post based promotion of Lorry Drivers are given by Circle Office and for all other purpose Lorry Driver is treated as SSA cadre. Whether upgradation under NEPP is to be given by SSA or by Circle Office ?	The cases of officials belonging to the Circle Cadre are to be processed in Circle Office and the cases of officials belonging SSA Cadre are to be processed at SSA.
32	There is no mention about periodicity of the third and fourth pay upgradation under NEPP.	As per Para 3.1, the periodicity of the third and fourth pay upgradations under NEPP is 8 years each in case of the BSNL absorbed as well as BSNL recruited employees.
33	Whether the Non Executives drawing NE-7 scale is eligible for first scale upgradation to NE-9 on fulfilment of 4 years residency period in the present IDA pay scale ?	No. As per Para 2.3, pay scale upgradation means placement of the Non-Executive employee from the current non-executive IDA pay scale to the next higher non-executive IDA pay scale.
34	RMs placed in the merged pay scale of NE-5 (NE-4 & NE-5 after getting stagnation in NE-4 as per the pay commission recommendations) can be placed in NE-6 on fulfilment of first upgradation conditions ?	No such orders have been issued by BSNL with regard to granting the pay scale of NE-5 to Regular Mazdoors by way of merger of NE-4 and NE-5 pay scales. Hence, on their upgradation they will be placed from their current IDA pay scale to the next higher IDA pay scale.

Sl. No.	Points raised	Clarifications issued
35	Whether a Non Executive who was granted an extra increment in his BCR Gr. III (NE-10) due to non availability of Gr. IV post retired after 01/10/2004 and before 23/03/2010 is eligible for upgradation to NE-11 grade and also eligible for drawal of arrears and subsequent revision of pension ?	As per Para I.1 Non-Executive employees, who are working as on 01/04/2008 or after are covered under NEPP. Those, who have retired before 01/04/2008 are not covered under the NEPP.
36	Whether RMs and other Gr. D employees, who have been granted IDA pay scale of Lineman i.e. Rs.4250-6200 or Rs.4550-6650 as the case may be prior to 01/10/2000 as they have not been promoted to Telephone Mechanic cadre due to non-availability posts, can be considered for next higher IDA pay scale upgradation from existing IDA pay scale they are drawing. If not, how their promotion will be regularized and taken up under the NEPP ?	As per Para 3.2 (a), first upgradation to the next higher non-executive IDA pay scale is to be considered after 4 years of service in the IDA pay scale held by the employee as on 01/10/2000.
37	Whether an official in the restructured cadre of Sr. TOA (G) who has completed 16 years of service during the year 2009 but yet not been placed/promoted to the higher pay scale due to non-convening of DPC or for some other administrative reasons will be promoted retrospectively from 01/10/2004 under the new Scheme and with what pay scale i.e. Rs. 7100-200-10,100 (NE-9) or Rs. 6650-185-9325 (NE-8) in the event the official opts for the new NEPP ?	The cases of such officials may be expedited for placement/ promotion in the higher pay scales w.e.f. their due dates. Thereafter, the cases of these officials may be regulated as per Para 6.4, as per their option and as clarified vide point no. 33.
38	Whether the period of non-qualifying service viz. Dies Non, E.O.L. without medical certificate to be excluded for counting service ?	Yes.
39	Whether the officials, who are on deputation to other units from BSNL, can be considered for upgradation on eligibility for next higher scale through his/ her parent Circle or through the Office where the official is working. Whether orders for such upgradation will be issued by the parent Circle or by the Unit, where the official is working at present ?	In such cases, upgradation is to be done through the parent Circle and also the order is to be issued by the parent Circle.

Sl. No.	Points raised	Clarifications issued
40	Whether the promotion to BCR Grade IV is coming under post based or otherwise ?	Promotion to BCR Gr. IV is not a post based promotion.
41	Whether a non-executive employee (absorbed in BSNL) who has not availed any promotion/higher scale on account of OTBP/BCR/Gr. IV/ACP/conversion/restructuring etc. during the period from 01/10/2000 to 01/04/2008 but promoted to executive cadre during the period after 01/04/2008 and before notification of the NEPP can be granted first upgradation on 01/10/2004 under NEPP ?	As per Para 3.2 (a), the employee is eligible to be granted first financial upgradation on 01/10/2004 under NEPP.
42	Whether the NEPP is applicable to Motor Drivers/Junior Accountant/Senior Accountant also?	All Non-Executive employees (absorbed or BSNL recruited) working in the Non-Executive IDA pay scale of NE-1 to NE-10 as on 01/04/2008 are covered under NEPP.
43	If so, whether the existing promotion policy in respect of these cadres is also to be continued along with new promotion or to be withdrawn?	As per Para II (i) of NEPP, post based promotion will continue along with the NEPP, in cadres where post based promotions already exists.
44	In the case of absence/non availability of the officer just below the SSA head, whether DE/AGM (Regular/Officiating) can be considered as Chairman of the Screening Committee for granting upgradations under NEPP?	Yes. As per Para 4.2, the officer above the rank of SDE can be Chairman of the Screening Committee.
45	In the case of TTAs, whose pay scale has been upgraded from CDA scale of 4500-7000 to CDA scale of 5000-8000 w.e.f. 01/10/2000, what will be date of first upgradation and what will be the date of second upgradation?	Any upgradation of the pay scale granted by BSNL on or after 01/10/2000 and before notification of NEPP will be treated as the first financial upgradation under NEPP. Accordingly, in the case of BSNL absorbed TTAs, the upgradation of pay scale w.e.f. 01/10/2000 is to be treated as first upgradation and hence the second upgradation is to be granted w.e.f. 01/10/2007 i.e. after completion of 7 years of service. In the case of BSNL recruited TTAs, the upgradations are to be regulated as per the provisions of Para 3.1 of NEPP Order dated 23/03/2010.
46	If most of the BCR officials opt for NEPP, how the vacancies for 10% BCR promotions i.e. Gr. IV promotions to non-optees are to be calculated?	10% of the non-optees in BCR Gr. III are to be promoted to Gr. IV.

अध्यक्ष सह प्रबंध निदेशक "अनुबंध" पर?

विश्वस्त सूत्रों से ज्ञात हुआ है कि अब बीएसएनएल में सीएमडी के पद पर अनुबंधक नियुक्ति तीन वर्षों के लिए की जायेगी। सीएमडी के लिए कोई उम्र सीमा नहीं रहेगी परंतु सरकारी आदेशों के अनुपालन में त्रुटि होने पर सरकार किसी भी समय उनकी छुट्टी कर सकती है। सरकार बीएसएनएल के उच्च पद से शुरू करके इसे अस्थिर करना चाहती है। अभी तक हमलों में बीएसएनएल के अधीन कार्यरत कांटेक्ट मजदूरों की चिंता करते थे, अब से सीएमडी की स्थिति बीएसएनएल में कार्यरत अनुबान्धिक मजदूरों से अच्छी नहीं होगी।

उदारीकरण के नाम पर दूरसंचार विभाग के दायित्वों को पूरा करने हेतु पहले निजी क्षेत्र को दूरसंचार सेवा में प्रवेश दिया गया। बाद में सरकार ने हमें उपक्रम बनाकर निजी संचालकों से प्रतिस्पर्धा करने एवं समाप्त हो जाने की स्थिति पैदा कर दी। जो प्राइवेट क्षेत्र दूरसंचार विभाग को सहायता के नाम पर प्रवेशित किये गये वो देखते-देखते प्रतिस्पर्धक बन गये।

बीएसएनएल प्रबंधन पहले से ही इस उपक्रम के नियमित कार्यों को बाह्य श्रोत को सुपुर्द कर चुका है असल डायरेक्टरी की छपाई से काल सेंटरों की व्यवस्था, केबल बिछाने से ब्रांडबैंड कनेक्शन तक का काम, वातानुकूल, पावर प्लांट के अनुरक्षण से निजी गाड़ियों तक बहुत सारे नियमित कार्य खानगी ठेकेदारों का दिया जा चुका है। इन नियमित कार्यों को ठेकेदारों को सुपुर्द करने के पीछे बीएसएनएल को पिछले दरवाजे से निजी क्षेत्र में धकेलने की मंशा से है। इस अस्वस्थ नीतियों के कारण पहले से ही लाखों "कांटेक्ट लेबर" कार्यरत हैं जिनका शोषण ठेकेदारों द्वारा बदस्तूर जारी है।

अब इस उपक्रम के सर्वोच्च पद को ठेके पर दिया जाना है। इससे सार्वजनिक क्षेत्र के उपक्रमों को निजी क्षेत्र

में देने को सरकारी मंशा साफ झलकती है। इस प्रकरण को पूरा करने के लिए ही सरकार ने बीएसएनएल /एमटीएनएल के सीएमडी के चयन के पूर्व से गठित सार्वजनिक क्षेत्र के कार्यपालक चयन परिषद से अलग न कर प्रधानमंत्री कार्यालय ने मंत्री मंडलीय सचिव की अध्यक्षता में एक समिति गठित कर दी है। अब बिल्ली बंधन के बाहर है। ऐसे में इन नीतियों को निरस्त करने हेतु हमारी पूर्ण एकता वांछित है अन्यथा बीएसएनएल की बढ़ोतरी तथा कड़े मुकाबले के बीच इसके जीवंतता और इसके भविष्य के लिए एक बड़ा प्रश्नचिन्ह होगा।

हम प्रधानमंत्री से अनुरोध करते हैं कि बीएसएनएल को बचाने के लिए इसमें कार्यरत उच्च पदस्थ कार्यपालकों में से जो कुशल हों, इस उपक्रम में वर्षों कार्य का अनुभव है, जिन्हें उन्हीं में से सीएमडी का चयन हो, संतुष्टि के लिए किसी बाह्य हाथों में कंपनी की बागडोर सौंपने की सोच छोड़ दी जाय।

M.Ps salary hiked!

When everybody's salary is decided by some agency like wage panel (or) pay Commission our parliamentarians are very lucky to fix their salary themselves! Now their monthly salary is hiked to Rs. 50,000 and allowances in all will fetch them Rs. 50,000. Thus one lakh will be the monthly income of our M.Ps with effect from May 2009 (i.e.) the beginning of the 15th Lok Sabha. Hefty arrears may be given to them after this salary hike. We are not jealous of this. However we are of the opinion that more than 75% of M.P.s are millionaires (or) crorepaties. Only a handful of M.Ps are really poor and needed the salary hike. The government should show the same generosity towards all other working people in future.

7 सितम्बर के राष्ट्रव्यापी हड़ताल में शामिल हों

हमने पूर्व में अपने सचिवालय के निर्णय से आपको अवगत कराया है कि सभी राष्ट्रीय ट्रेड यूनियन एवं स्वतंत्र फेडरेशनों के, द्वारा आहूत 7 सितम्बर 2010 के हड़ताल में एनएफटीई के सभी सदस्य शामिल होंगे।

इंटक, एटक, सीटू, एचएमएस एवं बैंक, बीमा, बंदरगाह, कोच सहित एनएफटीई, बीएसएनएल ईयू तथा एफएनटीओ ने इस हड़ताल का समर्थन किया है। ज्ञातव्य है कि गत .. सरकार नीतियों के कारण डीजल, पेट्रोल, रसोई गैस, कैरोसिन, सहित सभी उपभोक्ता सामग्री की कीमत आसमान छू रही है जिससे वेतनभोगी कर्मों सबसे अधिक पीड़ित हैं। यह सरकार अन्य के अपेक्षा सार्वजनिक क्षेत्र के उपक्रमों का पूंजी विनिवेश के प्रति ज्यादा तेजी दिखा रही है। चाहे कंपनी लाभ में हो या घाटे में सरकार इसे विनिवेशित करना चाहती है। इतिहास में पहली बार बीएसएनएल ने 1822 करोड़ रुपये रुपये की हानि उठाई है। केंद्र सरकार की नीतियों के कारण कंपनी की आर्थिक जीवंतता डगमगा गई है। श्रीमती इंदिरा गांधी द्वारा नियुक्ति पर लगाये गये पाबंदी के तीन दशक गुजर जाने के बाद श्री सैम पितरौदा समिति ने एक लाख कर्मचारियों को बाहर कर देने की सलाह दी है। वर्ष 1990 में प्रति एक हजार टेलीफोन पर एक सौ चौहद कर्मचारी कार्यरत थे वह अभी सारे देश में औसत एक हजार टेलीफोन पर मात्र छः कर्मचारी कार्यरत हैं। इतने पर भी सरकार की तुष्टि नहीं है और सरकार और अधिक कर्मचारियों को हटाना चाहता है। लगभग 12000 कर्मचारी प्रतिवर्ष सेवामुक्त हो रहे हैं। अगले पांच वर्षों में लगभग 6000 कर्मचारी सेवानिवृत्त हो जायेंगे फिर भी सरकार वीआरएस/सीआरएस के लिए जोड़ लगा रही है।

असल में सरकार द्वारा प्रचारित स्वेच्छा सेवानिवृत्ति की योजना जबरन सेवा निवृत्ति की मंशा से लायी जा रही है तभी तो इसमें एक लाख की संख्या निश्चित है।

आगत 7 सितम्बर के हड़ताल में बीएसएनएल के पूंजी विनिवेश एवं किसी भी सार्वजनिक क्षेत्र में छंटनी नहीं करने की मांग शामिल है, अतएवं यह हड़ताल हमसे सम्बद्ध मुद्दों के लिए है और हमें इसमें शत-प्रतिशत भागीदारी देकर इसे सफल बनाना है। हमें विश्वास है कि सात सितम्बर की हड़ताल की सफलता सरकार को जन-विरोधी एवं कर्मचारी विरोधी नीतियों को त्यागने को मजबूर करेगी।

हम एक बार फिर एनएफटीई (बीएसएनएल) के सभी सदस्य साथियों से आग्रह करते हैं कि उपक्रम के अंदर अन्य यूनियनों के साथ मिलकर संयुक्त रूप से गेट मीटिंग आदि के द्वारा हड़ताल की पूर्ण तैयारी करें।

Our Reaction to clarifications on NEPP

Due to paucity of time, NFTE-BSNL could not study completely the 46 clarifications issued by the BSNL corporate office on Non-executive Promotion Policy (NEPP). However in the next issue of "Telelabour" journal we will publish in detail both the Hindi version of the clarifications and our reactions to them. Kindly bear with us for the delay.

**Chandeshwar Singh
General Secretary.**

Chattisgarh circle E.C. Meeting

At Raipur the Executive Committee Meeting of Chattisgarh circle union was held for two days from 25th to 26th August, 2010. Com. Chandeshwar Singh, General Secretary and Com. Sajwani participated in it and explained the issues concerning the employees and the company. Com. Chilamwar, circle secretary elaborated the activities of the circle union and the future tasks. It was a well attended meeting in which many active comrades also took part.

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Notice Served on the management for one day strike on 7.9.2010

No. TF-38-4-2010 dated 21.8.2010

To,
The CMD/BSNL, New Delhi-1

It is hereby notified that the members of NFTE-BSNL will go on a day's strike on 7th September, 2010 for the following demands along with the members of other Central Trade Unions.

1. No disinvestment/privatisation in BSNL and other PSUs.
2. No reduction of staff in BSNL as proposed by the Sampitroda Committee.
3. No outsourcing Contractisation of regular works in BSNL.
4. Stop violation of Labour Laws.
5. Ensure comprehensive Social Security Coverage for the workers in the unorganised sector.
6. Control the price rise of all essential commodities.
7. Withdraw the unjust price hike of petrol, Diesel, cooking gas and Kerosene.

Thanking you,

Yours faithfully,



(Chandeshwar Singh)
General Secretary

Copy to:-

1. Hon'ble Minister of Communication & IT, New Delhi
2. The Chief Labour Commissioner, New Delhi.
3. The Secretary, DoT, Sanchar Bhawan, New Delhi.
4. The G.M. (SR), BSNL.C.O., New Delhi

What is the "Urgency"?

The government achieve its aim on 25th August when the Lok Sabha passed the Nuclear liability bill with only 25 votes against it. After trying hard to dilute the bill in favour of American Companies which will supply the necessary equipments to India, the government was compelled to raise the compensation money to Rs. 1500 crores from poultry Rs. 500 crores. Dr. Manmohan Singh was anxious to present this bill to Mr. Obama, the president of USA when he visits the country in few months time. However the same "urgency was not shown for other pending bills like food security bill and Women Reservation Bill. Why?

Poor Country?

India will host the common "wealth" games in October 2010 at New Delhi. The estimate for conducting this was reported to be Rs. 11,494 crores. This however does not include Rs. 16,560 crores spent by the Delhi government for upgrading the facilities in New Delhi. Altogether Rs. 28000 cross might be spent on this common wealth games when it ends in mid October 2010. Indeed this game is a "wealthy" game! Reports of Himalayan Corruption by the organisers of the games is well known. But a country of one billion out of which nearly 77 crores lives below the "poverty line" (Rs. 20 per day as income) does really need such extravaganza?

EDITORIAL :

CMD ON "CONTRACT" BASIS?

It is reliably learnt that hereafter the CMD post in BSNL will be filled on "Contract basis" for a period of three years. There is no age limit and the government may remove the 'Contract CMD' at any time at will if he did not implement its directions. The government is attempting to 'destabilise' the BSNL from the top. Till now we were bothered only about the fate of Contract labourers in BSNL. From now on fate of the CMD in BSNL is no better than the fate of a Contract labour employed in BSNL.

In the name of liberalisation the "Strategic telecom sector" was first opened up to the private sector to "supplement" the efforts of DoT. Then suddenly the government told us to face the "Competition" (or) "Perish". How and when the private people who came to help the DoT became competitors is still a mystery. The management has already handed over many regular telecom works to outsiders in the name of "outsourcing". From printing the directories to manning the call centres and from laying the cables to installing the broadband connections and from maintenance of A/C power plants to hiring private cars many regular works are given to the Private Contractors. Giv-

ing the regular works to the contractor is nothing but privatisation through back door. Due to this ill-advised policies already there are lakhs of Contract labourers in BSNL, who are severely exploited by the Contractors. Now the top most post in BSNL is itself is being given on contract. This shows the negative mindset of the government with regard to Public Sector Enterprises. Only to implement the "agenda" of the government of India the selection process of CMDs of MTNL /BSNL were taken out of the perview of Public Sector Executives selection board. The prime minister office appointed a separate committee under the chairmanship of the Cabinet secretary for this. Now the cat is out of the bag!

Unless we all united to resist such policies which severely hamper the growth and expansion of BSNL the future of the BSNL and its survival amidst tough competition will be a big question mark. NFTE-BSNL urge the Prime Minister not to impose any person of his "choice" but to select one among the many executives who work in BSNL and has rich experience, commitment and talent to save the company.

Victory for Chennai Telephones Circle Union

The circle union of Chennai Telephones took up the issue of granting recognition to the so called district unions of the recognised union in gross violation of BSNL Corporate office instructions. But the management turned a deaf hear to the NFTE-BSNL. Hence our circle union approached the Regional Labour Commissioner (RLC), Chennai against the violations of rules for union recognition in Chennai Telephones. The dispute was settled now in NFTE-BSNL's favour and the CGM, Chennai Telephones has now withdrawn the illegal "recognition" accorded earlier vide his letter No. ASR/BSNLEU/Corr/Vol. III/148 dated at Chennai dated 9-8-2010 to district unions of BSNLEU in Chennai Telephones. The management in its anxiety to set right the mistake ordered even the disbandment of District unions of

BSNLEU in Chennai Telephones. This is a moral/legal victory for Chennai Telephones circle union. CHQ congratulate the Chennai Comrades. We appeal to all other circle unions to be more watchful to see that the orders of corporate office is not violated in any part of the country by BSNLEU. The pick and choose transfers and collection of huge amount of donation misusing the check off system, which is available for all applicant/recognised union only to collect monthly subscription. But in many SSAs the general managers violated the corporate orders with impunity and helped the recognised union for collecting crores of rupees under the guise of building fund. However on our intervention the BSNL corporate office once again reitratated its instructions on 12.8.2010 regarding check of system. ■

General Secretary : A. B. Bardhan writes to PM27th July 2010

Dear Manmohan Singh ji,

I would like to draw your special attention to the fact that various posts of board level are lying vacant for quite some time in state-owned telecom companies i.e MTNL and BSNL. These include post of CMD in MTNL, Director (Finance) and Director (Enterprises) in BSNL. In such circumstances, when their key leadership posts are vacant, to talk about the success and profitability of the telecom PSUs is no way fair and logical by any standards.

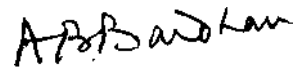
I am told that the post of CMD BSNL is also going to fall vacant on 31st July, 2010. It is leant that Government is contemplating appointment of CMD's through a search committee. The media is abuzz with reports that the post is going to be filled from candidates from private sector. There is also news in print media that the prospective heads would be offered phenomenal high salary which is unprecedented in the public sectors. I apprehend that such a move is interpreted as prelude to privatize the state owned telecom PSUs, through handing over management to the private sector, who are their competitors.

In a fiercely competitive telecom market, where mergers and acquisitions are the order of the day, an outsider appointed as CMD, MTNL/BSNL, it is very difficult to predict allegiance of individuals of private sector particularly when they have already been working with rival service providers or equipment supplier. Also a private sector candidate not aware of the PSU environment, work culture, ethos and network would require substantial time to acquaint himself which could be too late for the revival of these PSUs. Hence it would be prudent to select candidates from within the government, one who is well versed with the rules/procedures and has the first hand knowledge of network, organisation and most importantly answerable to the government.

I would like to stress that when there is no dearth of talent amongst those who are managing it at present, appointment to the posts of CMD, MTNL/BSNL may be made from amongst them. Looking for people from outside to head these PSUs should, in my opinion be avoided.

With Best Regards,

Yours,



(A.B. Bardhan)

Shri Manmohan Singh,
Prime Minister
Government of India, New Delhi.