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# TELE LABOUR

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

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

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

**Chandeshwar Singh, General Secretary : Resi. 2570 6166, Mobile: 9868 256 622, 09431 200 383**

**November, 2011**

**Editor - Chandeshwar Singh**

**Vol. LVI No. 11**

**EDITORIAL**

## ITS ABSORPTION

The absorption of ITS personnel into BSNL has been long over due. This was deferred and postponed many times on one or the other pretext. It is most unfortunate that the ITS officers also could not spell out their future even after ten years and preferred litigation without result.

The Govt., DoT, is also responsible for creating and generating hurdles in the process of absorption. In Sept., 2000 Govt. of India took extra ordinary decision to pay the pension to absorbed employees. Rule 37A pension Rule was framed for absorbed employees in BSNL. After 3 years of corporatization Ministry of Finance demanded full cost of the pension. The NFTE resisted the move in 2003/2004 and launched struggle against this. The DOT was forced to issue orders on 15th March, 2005 to the effect that Govt. will pay the pension and BSNL was freed from the liabilities.

However within a year i.e. on 15th June, 2006 Govt. reversed all the orders and imposed 40% pension payment liability on BSNL. This has created enough but avoidable fear and apprehension amongst the ITS personnel and due to this only few office have

exercised option for BSNL. **It is pity indeed!** There would have been more ITS optees for BSNL in case orders on pension were not altered, revised and diluted. Unfortunately the recognized union also failed to read writings on the walls and did not organise any kind of struggle against the change in orders. The pension payment situation may become very grim in future in case one lakh employees are granted VRS. The contribution will be less but the pension expenditures will be very high. Now vacume is created due to relief of non-optees. This is affecting the performance of the PSU especially when for last 6 months it was picking up. The DOT choose a very wrong time to start the process and it appears its intention is not pious. They want to kill and destroy the BSNL by hook or crock. Thus a big challenge is now thrown before us.

Time has come when absorbees , executives and non-executives both, in BSNL Should join hands to put the company on right track. We also appeal to BSNL management to relieve atleast 50% ITS personnel immediately including non-performers, tainted and chargesheeted ITS personnel from BSNL.■

## Letters from Administration

### Forwarding of Revised Scheme and Syllabus for Limited Internal Competitive Examination (LICE) for filling up posts in the cadre of JTO (Telecom) under both 35% & 15% quota-

**BSNL No. 5-11/2009-Pers.IV Dated: Nov. 01, 2011 to CGMs All Telecom Circles.**

In partial modification to this office letter of even No dated 20-10-2009, I am directed to enclose herewith a copy of revised Scheme for Limited Internal Competitive Examination (LICE) for filling up posts in the cadre of JTO (Telecom) under both 35% and 15% quota for favour of further necessary

action at your end please. The Revised scheme shall be applicable for the examinations to be held in future.

#### **Annexure-1**

### Scheme and Syllabus for the Limited Internal Competitive examination (LICE) for filling up vacancies In the cadre of Junior Telecom Officer (Telecom.) under 35 % 15% Internal Quota

#### 1. SCHEME OF EXAMINATION :-

1.1 The Question Paper will consists of two parts as given under:

Subject	Max. Marks-150	Duration
<b>Part A</b> General English & General Studies (Objective Multiple choice Question)	50 Marks (50 Question of one Mark each)	3 Hrs
<b>Part B</b> - Technical Paper (Specialization) (Objective Multiple Choice Question)	100 Marks (100 Questions of one Mark each)	

### Appeal to Circle/ District Secretaries

**Remittance of CHQ quota :-** As per RBI instructions, the cheques will be valid for three months instead of 6 months w.e.f. 1st April 2012. More than 300 cheque are received by CHQ every month. Some of the accounts officers are in the habit to issue cheques in favour of CHQ every month but do not despatch regularly. They send all the cheques after three to four months in one cover. If this practice continues, most of the cheques will become invalid after 3 months. To avoid this all the Circle/District secretaries are requested to caution their accounts officers to issue and despatch cheques for share of CHQ quota every month to ensure clearance in time.

## **TELE LABOUR**

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1.2 The minimum qualifying marks in the examination will be 30% in each part and 37% in aggregate for OC category candidates and 23% in each part and 30% in aggregate for SC/ST category candidates. There would be negative marking and for each wrong answer 25% of the mark of that question would be deducted.

## **2. SYLLABUS:**

### **2.1 Part A - General English & General Studies - 50 Marks.**

**Standard of paper :-** Standard of the paper will be such that of CBSE Xth Standard.

#### **2.1.1 General English-25 Marks**

The Question paper in General English shall be designed to test the candidate's understanding of English.

The pattern of question shall be broadly as follows:-

- (i) Comprehension of given passages.
- (ii) Usages and vocabulary
- (iii) Grammer

#### **2.1.2 General Studies-25 marks.**

The paper on general Studies shall include questions on the following topics:-

- (i) General Science.
- (ii) Geography of India and its natural resources.
- (iii) Current Events of National & International Importance.
- (iv) General Mental Ability Test

Question of General Science will cover General Appreciation and understanding of Science. Including matters of everyday observations and experience, as may be expected of an educated person, who has not made a special study of any scientific discipline.

Questions in the Geography of India and its natural resources will relate to Physical Social & Economic Geography of India.

Questions on the General Mental Ability Test will include questions on Analogies, similarities, differences, space visualization, problem solving, analysis, Judgment, decision making, visual memory, discrimination, observation, relationship, concepts, arithmetical reasoning, verbal & figure classification, arithmetical number series etc.

### **2.2 Part B - TECHNICAL PAPER-(SPECIALIZATION) (100 Marks)**

**Standard of paper:** The standard of Paper shall be that of an Engineering Diploma.

#### **Computer Architecture:**

Computer architecture, basic computer organization and design programming, CPU, I/O organization, memory organization. Control unit design. Familiarization with DOS and Windows-concept of file, directory, folder, Number systems, Programming- Elements of a high level programming language, PASCAL, C:Use of basic data structures. Web Page Design; Scripting Language - Perl/ CGI/ JavaScript; Fundamentals of JAVA Programming; Advanced Features of JAVA Programming.

#### **Data Communication and Computer Network:**

Data Network and Networking Basics; MAC &. Data Link Layer Network, Transport (TCP/IP). Introduction to Computer Network, LAN, MAN, WAN, Network essentials, Internet addresses, ARP, RARP, Internet protocols, user data, gram protocol, transmission control protocol, routines, internet multi testing socket interface, domain name system, applications.

#### **Data Structure and Algorithms:**

Basis concepts of data representation introduction to algorithms design and data structure, Arrays stacks and queues, linked lists, storage allocation and garbage collection, symbol tables, Searching, Sorting and

Merging Techniques.

### **Database Management System :**

Database, Data models, relational algebra and normalization, statistical quality level, distributed and object data basis. Introduction to the Relational Model; Normalisation and Query Processing; Recovery, Concurrency Management and Database Security.

### **Electronic / Electrical Measurement & Measuring Instrument:**

Electrical Measuring Instruments, Watt meters and energy meters, measurement of resistance, measurement of inductance and capacitance, electronic voltmeters, audio and radio frequency measurements, A F & R F Power measurements, digital instruments:

### **Electrical Installation & Maintenance:**

Single-Phase supply vs. 3 Phase supply, Star Delta connections, relation between phase & line voltage power factor All types of motor and generators-AC & DC transformers, starters, rectifiers, inverters, batteries. Installation, commissioning, earthing, insulation testing and maintenance, preventive maintenance, electrical accidents and safety measures, switchgear, sub-stations, maintenance of relays and circuit breakers. A.C. Circuits, Circuit Theorems, Four Terminal Passive Networks, Coupled circuits and their analysis, Passive filters, Lightning protection, power electronics application in control of drivers; Refrigeration & air-conditioning.

### **Fundamentals of Digital Circuits:**

Fundamentals of digital electronics, Transistor as a switching elements; Boolean algebra, Simplification of Boolean functions, Karnaugh Map and applications; Number System, IC Logic Gates, Logic-Circuits, Encoders and Decoders, binary code converters, Arithmetic Logic Units (ALU), DTL, TTL, NMOS, PMOS AND CMOS gates and their

comparison; Combination logic circuits; Half adder, full adder; Digital Comparator, Multiplexer Demultiplexer; ROM and their applications. Flip-flops, R-S, J-K,D and T Flip-flops; Different type of counters and registers; AID and D/ A converters;

### **Communication Systems:**

Amplitude, frequency and phase modulation, their generation and demodulation, Noise. PCM, basic principles of SPC Exchanges. Quantization & Coding; Time division and frequency division multiplexing; Equalization; Optical communication in free space & fibre optic; Propagation of signals at HF,VHF,UHF and Microwave frequency; Satellite Communication.

### **Foundation in Information Technology:**

Information System -Hardware; Software; Software Engineering; Operating Systems.

### **Computing:**

An Object Oriented Approach: Introduction to Object Oriented Concepts; Object Oriented Programming Language; Object Oriented Analysis and Design.

### **Discrete Electronic Devices & Circuits:**

The P-N Junction, Junction Diode, Zener Diode, B.J.T. configurations and biasing, low frequency low signal Hybrid Models of BJT; JFET, MOSFET, C- MOS, Photo-Electric Devices, Feed back Amplifiers, Oscillators, R.F. Voltage Amplifiers using BJT, Special Semiconductor Devices.

### **Microprocessors :**

Architecture & programming of 8086/8088, Microprocessor based data acquisition, memory address & DMA controllers, arithmetic co-processor, other micro processors, micro processor applications. Study of Peripheral Chips : 8255, 8279, 8155, 8259. Study of ADC 0808, DAC 0800.

### **Radio Communication Systems :**

Principles of Radio Communication, A.M., F.M. Radio, Phase Modulation. Signal conditioning and Transmission Study of special chips, output interfacing output instruments-indicators, recorders, data acquisition systems, data loggers, servo mechanism, electronic process control instrumentation. Wave propagation, Microwave devices & components, microwave measurements, antenna fundamental & their characteristic. Audio Engineering, sound transducers, sound recording & reproduction, sound transmission, radio transmission, radio reception.

### **LDCE ( 40% uota) for promotion to the Grade of TTA in the field Units of BSNL for the Recruitment Year 2008.**

**No.7 -2/200B-DE Dated: 2. 11.2011 to The Chief General Manager BSNL Telecom Circles Tamil Nadu / Assam / Jharkhand / UP(East)**

It has been decided to hold LICE under 40% quota for the Recruitment Year 2008 for promotion to the grade of TTA in Tamil Nadu / Assam / Jharkhand/ UP(East) Circle of BSNL as per letter No. 250-27/2008-Pers.III dated 19.10.2011 (which has already been circulated by Estt. Cell, BSNL Corporate Office, to all concerned). These Circles are requested to initiate necessary action to conduct the examination immediately.

2. All arrangements for conducting the examination from issue of Notification to declaration of result will be made by the Circles strictly in accordance with the rules laid down in Appendix No. 37 of P & T Manual Vol- IV (5th Edition) and instructions issued in this regard from time to time. All the Examination related activities may be completed in a time bound manner and all out efforts be made to conduct the Examination in the month of Feb., 2012. The progress of holding the examination may be communicated to Dy.

Manager(DE-I) BSNL Corporate Office at all important stages.

3. In the event of any query relating to Rectt. Rules, Scheme and Syllabus of Examination, eligibility conditions etc., Circle are requested to refer the same to AGM(Pers.III), BSNL Corporate Office for clarification.

### **Cases/requests for retention of staff quarters beyond permissible period at stations where sufficient quarters are vacant- Delegation of Powers to Circle Heads regarding No. BSNL 6-1/SR/2011 (i) Dated, the 31.10.2011 to All CGMs, Bharat Sanchar Nigam Limited.**

In order to ensure optimal utilization of vacant staff quarters and to minimise delay in deciding the cases/requests for retention of staff quarters beyond permissible limit, it has been decided by the High Power Committee, BSNL Corporate Office to delegate its power to the Circle heads. The guidelines relating to consideration of such cases of retention beyond normal permissible period at stations where vacant quarters are available and attendant conditions thereof are as follows :-

I.) The cases/requests for retention of staff quarters beyond permissible period at stations where sufficient quarters are available will henceforth be considered and decided by the Circle head, who may be assisted by a High Power Committee to be constituted at Circle HQrs. and may consist of the following -

- PGM/Sr.GM -Chairman
- GM (concerned with quarter allotment) - Member
- Circle IFA - Member
- [or any other DGM level officer from Finance side to be nominated by the Circle IFA in his place.]

The concerned cell in the circle handling cases of quarters will coordinate/provide necessary support to the committee.

ii.) Retention of quarter beyond permissible limit shall be permitted for a maximum period of 6 months at a stretch subject to the conditions laid down in Annexure-A for different situations, viz. Transfer / retirement / death etc. Similarly the rent to be charged is also specified in Annexure-A.

iii.) For retention of quarter beyond permissible limit, Monthly rent is payable in advance. In case the allottee fails to deposit advance rent, the permission for retention of quarter is liable to be cancelled immediately and eviction proceedings initiated as per the extant rules/guidelines.

iv.) Status of availability of staff quarters will be reviewed every month. In case, the situation/status of vacant quarters changes and quarters are required by the eligible employees, then the quarter may be got vacated after giving due notice to the allottee. The notice period for vacation of staff quarter is one month by either side This condition needs to be mentioned in the order allowing retention of the quarter.

v.) On transfer HRA admissible for 8 months only at new station if accommodation at old station is retained. Thereafter, he is not eligible for grant of HRA at new station. In case the employee is allotted quarter at the new station in addition to retention of quarter at the old station then the employee shall pay HRA + licence fee + departmental charges for the accommodation allotted at the new place of posting. In addition, the employee will pay rent equivalent to HRA being drawn at the time of transfer + licence fee + departmental charges for the , accommodation retained at the old place of posting

vi.) In cases where permission for reten-

tion of staff quarter is not granted and the occupant of the quarter continues beyond permissible period, the entire period after permissible period shall be treated as unauthorized and penal rent charged for the period of over-stay, i.e. till quarter is physically vacated by the allottee and possession of vacant quarter handed over to the administration.

vii.) Whenever Licence Fee is revised by the Government, it will be applicable in these cases also.

3. The above guidelines are to be followed where vacant quarters are available and waiting list is not there. However, in cases of waitlist, if the Circle head is personally convinced with the grounds for retention of quarter beyond permissible period, he may forward the request with his recommendations/comments to the BSNL Corporate Office in prescribed proforma observing/complying the guidelines circulated vide this office letters No. (i) BSNL 6-1/SR/2006 dated 22nd July, 2008 & (ii) BSNL 6-1/SR/2011 dated 24th March, 2011.

**Extension of scope of family pension to widowed/unmarried daughter and dependent disabled siblings of Central Government servants/pensioners.**

***No. 40-13/2011-Pen(B) Dated 8-11-2011 to All Heads of Telecom Circles/Telecom District/ Other Administration Offices/ Telecom Stores/Telecom Factories. Bharat Sanchar Nigam Ltd.,***

I am directed to refer to this office letter of even no, dated 28-6-2011 (circular no-11) in which clarification on the above mentioned subject from Ministry of Personnel, Public Grievances & Pensions. Department of Pension and Pensioners' Welfare's vide their OM No-1/13/09-P&PW(E) dated 28th April 2011

had been circulated for taking further necessary action.

2. It is seen that there is a general lack of clarity on the issues involved in various field units of BSNL. However, in order to bring about clarity in this regard, salient features of these instructions are reproduced below:-

(i) As per the existing provisions the son/daughter of a Govt. servant/Pensioner is eligible for family pension up to the date of his/her marriage/remarriage or till he/she starts earning or till the age of 25 years, whichever is earlier. A disabled son/daughter of a Govt. servant Pensioner suffering from any disorder or disability of mind, including mentally retarded, or who is physically crippled or disabled, is eligible for family pension for life.

(ii) Divorced/widowed daughters are eligible for family pension even after attaining the age limit of 25 years. Family pension to widowed/divorced daughters is admissible irrespective of the fact that the divorce/widowhood takes place after attaining the age of 25 years or before.

(iii) However, an unmarried daughter of a Govt. servant / Pensioner beyond 25 years of age, has been made eligible for family pension at par with the widowed/divorced daughter subject to fulfillment of certain conditions. Family pension to the widowed/divorced/unmarried daughters shall, however, be payable in order of their date of birth and the younger of them shall not be eligible for family pension unless the next above has become ineligible for grant of family pension.

(iv) The family pension to widowed/divorced/unmarried daughters above the age of 25 years shall be payable only after the other eligible children below the age of 25 years have ceased to be eligible to receive family pension and that there is no disabled child to receive the family pension.

(v) Dependent disabled siblings of a Govt.

servant/pensioner have been made eligible for family pension for life.

(vi) The widowed/divorced/unmarried daughter of a Govt. servant/ Pensioner, will be eligible for family pension with effect from the date of issue of respective orders irrespective of the date of death of the Govt. servant/ Pensioner. Financial benefits in such cases will accrue from the date of issue of respective orders. The cases of dependent disabled siblings of the Govt. Servants/Pensioners would also be covered on the above lines.

3. All Heads of Circles are requested to arrange to settle the family pension claims of widowed/divorced/unmarried daughters and dependent disabled siblings strictly according to the clarifications and various associated/attendant conditions as mentioned in the DOP&PW O.M. No.1/13/09-P&PW(E) dated 28th April 2011(copy enclosed for ready reference), on priority.

#### **Absorption of ITS personnel into BSNL.**

**TF No.24/5 -Dated: 11.11.11 to Shri R.K. Upadhyay, CMD, BSNL, New Delhi**

We have come to know that non-optee ITS officers are being relieved from BSNL to DOT. We wish to draw your kind attention in this respect.

There are many circle and SSA Heads who have not performed well due to which the company is in loss in the concerned circles / SSAs. Similarly there are tainted and charge sheeted officers also. The NFTE strongly feels that such tainted, chargesheeted and non-performer category of officers should not find place in the company any more and be relieved to DoT immediately.

We, therefore, impress upon you to please ensure that above category of officers are relieved from the company urgently. ■

## Letters to Administration

### Letter from Com. Gurudas Das Gupta, GSA AITUC to Shri Sibal, MOC

#### Financial Viability

I am enclosing herewith a copy of the letter, dated 19.9.2011 addressed to you by the NFTE regarding financial viability of BSNL. I have also written to you earlier on the subject vide my letter, dated 29.7.2011.

Financial viability of BSNL has become a matter of serious concern to the workers. As stated by me in my letter of 29th July, even TA/medical claims of the workers are not settled for want of money. I am told that L.T.C., encashment of leave etc. are also being curtailed. This is not going to save BSNL. The workers knew Govt. and private sector in Telecom will act against BSNL /MTNL. It is why there was opposition to corporatisation. The Govt. had made a commitment at the time of corporatisation that they will defray expenditure/loss incurred due to socially desirable activities like rural telephony undertaken by BSNL at Govt. behest. The BSNL should be compensated fully for the work they are doing in rural telephony and to develop remote areas and incurring huge losses."The Govt. have not kept commitments made by Group of Ministers at the time of corporatisation.

Besides, I would suggest that the Govt. should advise all its Ministries / Deptts. that all the telecom services in fixed line, mobile and internet etc. for Central, State Govt. Departments, PSUs etc. be provided by BSNL/MTNL alone. This will restrict the cash flow for telecom services within the Government. If Govt. take such a decision there should not be any objection for the same since the private operators are not barred from doing

business among the General public. BSNL/MTNL will have only advantage of preferential treatment in all the business of Govt. Recently the Govt. of India instructed all Govt. Deptts / PSUs to use Air India services for all official tours. Similarly BSNL/MTNL may be given preferential treatment so that their financial position improves upwards.

The enclosed letter of the NFTE, particularly their demands regarding pension, job security, financial viability etc. may be considered most sympathetically and accepted keeping in view the solemn commitment given by Group of Ministers at that time of corporatisation. ■

### Letter dt. 26.9.2011 from Com. Gurudas Dasupta General Secretary, AITUC to Shri Sibal, MOC

#### Recognition of NFTE BSNL

Would you please refer to your letter No. BSNL/12-5/SR/2011 dated 11.4.2011 regarding grant of recognition to second union i.e. NFTE (BSNL) in BSNL.

I maintain it is illegal to recognise only one union having secured less than 50% votes. Since they have got only 46% votes they have no right to represent entire lot of workers as single sole bargainer. You will kindly appreciate that majority of workers i.e. 54% did not support this union. It is not therefore correct statement that majority union has been recognised. The fact is that BSNL has recognised a union which majority of workers have rejected.

As far as "Code of Discipline" is concerned it cannot supersede judgments of the Supreme Court or Tamilnadu High court quoted in my last letter. Please advise your officers

to study both these judgments in order to reach correct conclusion.

In any case I am told that the recognised union itself has recently under pressure of workers passed a resolution accepting the stand of NFTE(BSNL) for recognition of second union. In the circumstances, there should therefore be no objection now to accord recognition to NFTE immediately. ■

### **Election of office bearers in NEC at Coimbatore.**

***TF-4/1 Dated 21.10.2011 to PGM (SR) BSNL New Delhi***

The National Executive meeting of NFTE BSNL held at Coimbatore from 15th Oct to 17th October 2011 has elected the following unanimously as central office bearers against the occurred vacancies.

1. Com. Harish Muktali, Secretary, Sr. TOA, (Rtd.), Maharashtra Circle.
2. Com. Shyamal Ghosh, Organising Secretary. Sr. TOA, Kolkatta Telephones.
3. Com. C. K. Joshi, Organising Secretary Sr. TOA, Indore (MP) ■

### **Restoration of one extra increment granted to Grade III staff of BSNL covered under OTBP/BCR scheme one year prior to retirement.**

***TF-26/3(b) Dated 24.10.11 to Shri R.K. Upadhyay, Chairman, cum, Managing Director, BSNL, New Delhi***

We invite your kind attention to DoT letter No. 40-12/2004-Pen(T) dated 27.07.2009 regarding counting of one extra BCR increment for the pensionary benefits.

It is stated that the issue had been a part of wage settlement in respect of employees who are absorbed in BSNL as per option exercised by them. The benefit was extended sequel to agreement with the recognised un-

ion and approved by DoT. Under the circumstances the BSNL has erroneously withdrawn the facility. More over, it is in violation of agreement and against DoT's approval also.

We may mention that after introduction of NEPP there are few staff who have preferred to continue in erstwhile OTBP/BCR scheme. The BCR staff have now no out-let on account of erroneous withdrawal of order of one extra BCR increment benefit prior to one year of retirement.

We, Therefore, implore upon you to intervene and get the wrong done rectified. ■

### **Denial of Pension and Terminal benefits to upgraded personnel in NEPP- case of Orissa Telecom Circle.**

***TF-11/3 Dated 24.10.2011 to GM (Est) BSNL, New Delhi***

In our National Executive Meeting held at Coimbatore, it was mentioned that the employees upgraded under NEPP are being denied pension and terminal benefits by "DOT Cell". The "DOT Cell" is denying pension on upgraded scales on the plea that the same is not approved by the administrative Ministry i.e. DoT.

The retired employees are thus suffering for their no fault.

Kindly, therefore, take appropriate action to resolve the problem and save staff from the sufferings. ■

### **Vindictive and revengeful attitude of CGM Chennai telephones- Re**

***TF-13 Dated 24.10.2011 to The Director (HR) BSNL New Delhi***

Kindly recall our talks of 21st and 24th October 2011.

On 5 October, 2011 our circle union representatives had a detailed discussion on few local issues including one which concern the

safety and security of one of our member working in Anupuram Telephone exchange (Chengelpet SSA). The COM agreed to address these issues. But nothing happened till 11.10.2011. Our circle union sent a letter on 12.10.2011 intimating the CGM that trade union action will begin from 18.10.2011 if the issues remain unsettled.

In the meanwhile our National president, Shri Islam Ahamed met Shri A. Subramaniam, CGM of Chennai telephones on 15th October at Coimbatore when he attended a seminar there and personally appealed to him to sort out the issues so that the industrial peace is not disturbed in Chennai telephones.

The CGM agreed to call our union for negotiations on reaching Chennai on 17th October, 2011. Our president, Com. Islam Ahmad, again spoke and requested him on 18th October for sorting out the issues. But he did nothing hence our circle union held a dharna in which more than 200 employees took part. On 20.10.2011 the CGM called our union representatives for talks at 1600 Hrs and the issues were almost settled. Thus the peaceful protest ended in the late evening of the same day. This could have been avoided if the CGM would have responded to the request of our president. ■

**Our circle union did not conduct any agitation till 20th October 2011 since we wanted to help him to improve the efficiency and enhance the revenue of the Company.** But due to unbearable situation only "we were forced to launch trade union action on 20.10.2001.

But now the CGM is acting vindictively by ordering pay cut to all the participants in the said dharna although they have applied their own leave and members took part in the agitation. This amounts to denial of basic rights

for the union and by acting in the manner the CGM deliberately disturbed the peaceful atmosphere in Chennai Telephones.

Kindly intervene and advise him to stop all these victimisations so that industrial peace in Chennai is preserved. ■

### **Vindictive and revengeful attitude of CGM, Chennai TD.**

**TF-38/1 Date 28/10/2011 to Sri A.K. Garg, Director (HR) BSNL, New Delhi**

Kindly recall our submission on the subject.

We write to you again that sequel to Dharna on 20th October the CGM has become vindictive and has started revengeful action against the staff. We are afraid this may precipitate the matter. The CGM is obviously not realizing that his callous and casual approach on problem has aggravated the situation.

It is again mentioned that our All India President, Shri Islam Ahmad, requested him on 15th and 18th October to hold dialogue with circle union to avert any Dharna programme. We are sorry to state that he paid no attention causing resentment amongst the employees.

We, therefore, once again solicit you to please take effective steps to contain the officer else situation may deteriorate further. The BSNL is in crisis and we can ill afford such situation. ■

### **Departmental examination for promotion to JTO (T) Cadre in 35% and 15% quota.**

**TF-14/4-Date: 11.11.2011 to The Chairman cum Managing Director BSNL, New Delhi.**

Please refer our letter no.TF-14/4 dated 30.12.2010. On 9th instant we held discus-

Contd. on next page

मिलिंद देवरा  
MILIND DEORA

राज्य मंत्री  
संचार एवं सूचना प्रौद्योगिकी  
भारत सरकार  
नई दिल्ली-110001  
Minister of State for  
Communications & Information Technology  
Government of India  
New Delhi-110001

20 OCT 2011

Dear Shri Gupta ji,

I have received your letter dated 26<sup>th</sup> September, 2011 addressed to Hon'ble Minister of Communications & Information Technology regarding financial viability of BSNL.

I am having the matter looked into.

With regards,

Yours sincerely,  
(Milind Deora)

Shri Gurudas Gupta,  
Member of Parliament (Lok Sabha)  
35-36, Deen Dayal Upadhyay Marg,  
Rouse Avenue,  
New Delhi - 110 002.

Room No. : 102, Sanchar Bhawan, 20, Ashoka Road, New Delhi-110 001  
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मिलिंद देवरा  
MILIND DEORA

राज्य मंत्री  
संचार एवं सूचना प्रौद्योगिकी  
भारत सरकार  
नई दिल्ली-110001  
Minister of State for  
Communications & Information Technology  
Government of India  
New Delhi-110001

20 OCT 2011

Dear Shri Das Gupta ji,

I have received your letter dated 26<sup>th</sup> September, 2011 addressed to Hon'ble Minister of Communications & Information Technology regarding grant of recognition to second union i.e. NFTE (BSNL) in BSNL.

I have forwarded this matter to the department for appropriate action.

With regards,

Yours sincerely,  
(Milind Deora)

Shri Gurudas Das Gupta,  
Member of Parliament (Lok Sabha)  
35-36, Deen Dayal Upadhyaya Marg,  
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sion with GM (Est.) and urged him for early notification of examination for promotion to JTO (T) Cadre in 35% and 15% quota taking into vacancies upto year 2011. More than 11 years have elapsed but departmental examination could not be organized by BSNL head quarter for promotion to JTO (T) cadre, while GM (Est.) agreed for early notification but was not agreeable for taking vacancies into account upto year 2011. Therefore we are seeking your kind intervention. We may state that earlier Sr. GM (Est.) Shri D.P.De had agreed in the matter.

It is mentioned that sufficient candidates will not be available in case vacancies are considered upto year 2009 as direct recruit TTAs were appointed only after years 2001 and 2002. A large number of staff will be eli-

gible for examination if vacancies upto year 2011 are taking into consideration. We strongly feel there is no legal hurdle in this regard as Hon'ble Kerala CAT decision is clear and distinct. Moreover, revised scheme for LICE has been introduced vide No. 5- 11/2009-pers IV dated 01.11.2011 as such there will be no legal problem in issuing fresh notification.

We, therefore, urge upon you to please intervene into the matter in the interest of future of employees and company both.

An early action is urged for. ■

### Creation of NE 12 Scale

There is no progress. The Concerned file is moving from one table to another. The senior employees are retiring every month without benefit. ■

## One day strike (or) One more futile exercise?

After NFTE-BSNL had discussion with Director (HRD) on 27th Sept. 2011 in New Delhi, the leaders of Joint action committee (JAC) met the president, General secretary and Dy General secretary of NFTE-BSNL to join the JAC and also participate in the proposed one day strike on 10/10/2011. The leadership of NFTE-BSNL expressed its inability to join the JAC since the reasons for going out of JAC are still remain and undressed.

NFTE-BSNL also pointed out the decision of the National Executive Committee meeting of Bhopal not to have any truck with JAC due to the disruptive activities of BSNLEU which organized split in both NFTE-BSNL and FNTTO on the eve of 5th membership verification. The splinter groups are now part of JAC ignoring the decision that new unions will be admitted after detailed separate discussion. However, NFTE-BSNL leadership agreed to consider joining the united struggle against VRS after discussing the same at the next National Executive Committee meeting at (Coimbatore) to be held from 15th to 17th October 2011. There after the leadership of the JAC decided to postpone the one day strike on 10/10/2011. But we are surprised to note that both JAC and BSNLEU leaders attribute different reason for the postponement. At no point of time NFTE-BSNL demanded postponement of 10/10/2011 strike. However we understand the feelings of the JAC leadership that without the active participation of NFTE-BSNL and FNTTO unions no strike will be successful in BSNL. Due to this reason only the JAC postponed the strike on 10/10/2011.

At coimbatore National Executive Committee meeting there was big opposition from majority of circle secretaries for joining the JAC due to victimization of NFTE-BSNL members in all most all circles by the BSNLEU. However the leadership of NFTE-BSNL convinced them explaining the dangers of VRS and other attacks on employees and decided unanimously to join the united strike action against VRS, disinvestment etc.

NFTE-BSNL sincerely and firmly feels that one day strike against these policies will not serve any purpose but can only be a protest action. That is why again and again NFTE-BSNL appealed to the JAC for an indefinite strike instead of one day token strike as a ritual. NFTE-BSNL also feels that the date for the said indefinite strike may be fixed when the parliament is in session so that number of MP's may intervene on behalf of us inside the parliament. This will have more impact on both the management and govt. We don't want that the process of absorption of ITS personnel be derailed.

Now the corporate office is very much busy with the absorption of ITS officers and we hope the one day strike at this juncture will be one more futile exercise. It will be difficult to mobilise the workers for indefinite strike after one day strike. We once again appeal to the JAC to give serious thoughts and due respect to views of NFTE-BSNL without standing on false prestige to galvanize one and all for a very successful united strike against the policies of management/ govt. The blame game will fail to build up unity of unions. ■

## संपादकीय

### आई टी एस ऐबजार्पशन

आईटीएस अधिकारियों का बीएसएनएल में शामिल होने का मुद्दा बहुत अधिक समय से लम्बित रहा है। यह कई बार विभिन्न कारणों से टलता रहा है। दुखद तो यह है कि 10 वर्षों से अधिक समय व्यतीत होने के उपरान्त भी ये अधिकारी अपने भविष्य को निश्चित करने में अस्मर्थ रहे हैं। समय-समय पर व्यर्थ में केवल अदालतों का शरण लेते रहे हैं। सरकार विशेषकर डीओटी ने भी कठिनाईयों को उत्पन्न किया है। सितम्बर, 2000 में भारत सरकार ने अभूतपूर्व तथा महत्वपूर्ण निर्णय लिया कि बीएसएनएल में सम्मिलित कर्मचारियों की सरकारी पेंशन की पात्रता होगी तथा इसका सरकार भुगतान करेगी। सरकार ने पेंशन नियम, 37ए, भी बना दिया था। परन्तु तीन वर्षों के अन्तराल में ही वित्त मंत्रालय ने बीएसएनएल से सम्पूर्ण पेंशन भुगतान खर्च की मांग प्रस्तुत कर दी। एनएफटीई ने इसका प्रबल विरोध किया जिसके कारण डीओटी को आदेश जारी करना पड़ा कि सरकार पेंशन भुगतान करेगी तथा बीएसएनएल को पेंशन वित्तीय भार से मुक्त कर दिया। परन्तु एक वर्ष के भीतर ही 15 जून, 2006 को डीओटी ने पेंशन भुगतान आदेश को निरस्त करते हुए कहा कि 40 प्रतिशत पेंशन भुगतान का वित्तीय भार बीएसएनएल को सहन करना पड़ेगा। **पेंशन आदेशों में परिवर्तनों ने आई टी एस अधिकारियों में भय तथा शकाएं उत्पन्न की जिसके कारण बहुत कम संख्या में लोगों ने बीएसएनएल का विकल्प दिया है।** हमारा दृढ़ मत है कि यदि पेंशन आदेशों में संशोधन एवम् परिवर्तन नहीं होता तो आईटीएस अधिकारी अधिक संख्या में

बीएसएनएल का विकल्प देते। यह दुर्भाग्य है कि मान्यता प्राप्त संघ ने पेंशन आदेशों में संशोधन के विरुद्ध किसी भी प्रकार का आन्दोलन तथा संघर्ष संगठित नहीं किया। एक लाख कर्मचारियों के *वीआरएस के पश्चात पेंशन भुगतान की परिस्थिति अत्यन्त गम्भीर हो जाएगी। कर्मचारियों की संख्या में कमी के कारण पेंशन योगदान कम होगा तथा पेंशन भुगतान खर्च अधिक हो जाएगा।*

नॉन-आप्टीज (आई टी एस) के कार्यमुक्त होने के कारण खालीपन व्याप्त हो रहा है। इससे बीएसएनएल की प्रगतिबाधित हो रही है। यह कष्टदायी है क्योंकि पिछले छः माह से यह प्रगति के मार्ग पर था। डीओटी ने ऐबजार्पशन का गलत समय निर्धारित किया है। डीओटी ऐन केन प्रकारण बीएसएनएल को बर्बाद करना चाहता है। **अतः हमारे समक्ष गम्भीर चुनौती है।**

समय का तकाजा है कि बीएसएनएल में सम्मिलित इक्जीक्युटिव तथा नॉन-इक्जीक्युटिव कर्मचारी एकजुट होकर कम्पनी को आगे बढ़ाए।

प्रबंधन से अपील है कि कम से कम 50 प्रतिशत नॉन-आप्टीज अधिकारियों को बीएसएनएल से तुरन्त कार्यमुक्त करें जिससे कि कम्पनी का वित्तीय भार कम हो। **ब्रष्ट, चार्जशीटेड तथा नॉन-परफार्मर्स को तत्काल बीएसएनएल से हटाया जाय।**

#### एन ई -12 वेतनमान का सृजन

मुद्दे पर प्रगति नहीं हुई है। पत्रावली एक टेबिल से दूसरे टेबिल पर जाती है। प्रत्येक माह कर्मचारी बिना लाभ के सेवानिवृत्त हो रहे हैं।

## प्रबंधन से पत्र

वर्ष 2008 हेतु टीटीए वर्ग में प्रोन्नति की विभागीय परीक्षा (40 प्रतिशत कोटा)

बीएसएनएल 6-1/एसआर/2011 (I) दिनांक 31.10.2011 सीजीएसस तमिलनाडु/असम/झारखंड/यूपी (पूर्व)

उपर्युक्त परीक्षा को आयोजित करने का कार्पोरेट कार्यालय ने निर्णय लिया है। यह विभागीय परीक्षा बी एस एन एल के पत्र संख्या 950-27/2008- पर्स III दिनांक 19.10.2011 के अनुसार होगी।

भर्ती नियम, स्कीम तथा पाठ्यक्रम संबंधित मामलों का स्पष्टीकरण कार्पोरेट कार्यालय के स्थापना अनुभाग से ले।

निर्धारित समय से अधिक क्वार्टरों का रखना

बीएसएनएल/6-1/एस आर/2011 (I) दिनांक 31.10.2011 सभी सीजीएसस को

निर्धारित अवधि से अधिक क्वार्टरों को रखने की अनुमति देने का अधिकार अब कार्पोरेट कार्यालय ने सर्किल हेड को दे दिया है। इसके लिए हाई पावर समिति का गठन किया जाएगा। जिसमें निम्न अधिकारी हो सकते हैं।

## परीक्षा की स्कीम

1.1. प्रश्न पत्र के दो भाग होंगे

विषय	अधिकतम मार्क 150	समय
पार्ट ए जनरल अंग्रेजी तथा जनरल अध्ययन (आब्जेक्टिव)	50 अंक (1 अंक के 50 प्रश्न)	3 घंटे
पार्ट बी टेक्निफल पेपर (विषय) आब्जेक्टिव तथा च्वाइस प्रश्न	100 अंक (एक अंक के 100 प्रश्न)	3 घंटे

अर्हता हेतु ओ सी वर्ग हेतु 30 प्रतिशत प्रत्येक भाग में तथा 37 प्रतिशत अंक संपूर्ण योग में आवश्यक एवं एससी/एसटी हेतु यह क्रमशः 23 प्रतिशत तथा 30 प्रतिशत होगा।

निगेटिव मार्किंग होगी। प्रत्येक गलत उत्तर में 25 प्रतिशत अंक की कटौती होगी।

पाठ्यक्रम आदि

(अंग्रेजी में प्रकाशित है। पढ़ने का कष्ट करें।)

पीजीएम/सीनियर जीएम – चैयरमैन  
जीएम (क्वार्टर आवंटन से सम्बंधित अधिकारी) – सदस्य  
सर्किल आई एफ ए अथवा डीजीएम स्तर का वित्त विभाग का अधिकारी – सदस्य

निर्धारित अवधि से अधिकतम क्वार्टरों को छः माह अधिक रखने की अनुमति दी जाएगी। मासिक किराया का भुगतान अग्रिम किया जाएगा। नहीं भुगतान करने पर आवंटन निरस्त करने की प्रक्रिया की जाएगी।

यह उपर्युक्त दिशा-निर्देशन उन स्थानों के लिए है जहां क्वार्टर खाली है तथा प्रतीक्षा सूची नहीं है।

नोट: (अन्य शर्तें अंग्रेजी में प्रकाशित है। पढ़ने का कष्ट करें)

विभागीय जेटीओ परीक्षा (35 प्रतिशत तथा 15 प्रतिशत)

बीएसएनएल पत्र संख्या 5-11/2009-पर्स IV दिनांक 1.10.2011 सभी सीजीएसस को

विभागीय परीक्षा की स्कीम तथा पाठ्यक्रम में संशोधित किया गया है। भविष्य में परीक्षा संशोधित स्कीम को अनुसार होगी।

कोयम्बटूर राष्ट्रीय कार्यकारिणी समिति में पदाधिकारियों का चुनाव

टी.एफ.-4/2 दिनांक 21.10.2011 प्रधान महाप्रबंधक (एस.आर.) बी.एस.एन.एल. नई दिल्ली

दिनांक 15 अक्टूबर से 17 अक्टूबर 2011 तक सम्पन्न हुए एन.एफ.टी.ई. (बी.एस.एन.एल.) की राष्ट्रीय कार्यकारिणी समिति की बैठक में कार्यकारिणी के रिक्त

पदों पर निम्न पदधारक सर्वसम्मति से निर्वाचित किये गए:-

1) का. हरीश मोक्ताली, वरीय कार्यालय सहायक (सेवानिवृत्त) मुख्यालय सचिव।

2) का. श्यामल घोष, वरीय कार्यालय सहायक कोलकता टेलीफोन्स – संगठन सचिव।

3) का. सी. के. जोशी, वरीय कार्यालय सहायक इन्दौर (म.प्र.) – संगठन सचिव।

**सेवानिवृत्ति के एक वर्ष पूर्व ओ.टी.बी.पी./बी.सी. आर योजना के अन्तर्गत देय वेतनवृद्धि को पुनः बहाल करने हेतु।**

**टी.एफ.-26/3 (बी) 24.10.11 श्री आर के उपाध्याय अध्यक्ष सहप्रबंध निर्देशक बी.एस.एन.एल को**

कृपया डी.ओ.टी पत्र संख्या 40-12/ 2004 – पेन (टी.) दिनांक 27.07.2009 का संदर्भ लें।

ऐसा उल्लिखित है कि बी.एस.एन.एल कर्मचारियों के लिए यह सुविधा उनके विकल्प देकर निगम में सामंजस के लिए वेतन निर्धारण के क्रम में दिया गया सुविधा है। ऐसा तत्कालीन मान्यता प्राप्त संघ एवं बी.एस.एन.एल प्रबंधन के बीच हुए समझौते तथा डी.ओ.टी. के अनुमोदन से हुआ है। बी.एस.एन.एल. ने इस सुविधा को गैरवाजिब ढंग से वापस ले लिया है यही नहीं यह एक मान्यता प्राप्त संघ से हुए समझौते तथा डी.ओ.टी. के अनुमोदन का उल्लंघन भी है।

हम यह उद्धृत कर सकते हैं कि नॉन इक्जीक्यूटिव पदोन्नति नीति लागू होने के पश्चात बहुत कम कर्मचारी पूर्व के ओ.टी.बी.पी./बी.सी.आर.के. लिए विकल्प दिये हैं और गैरवाजिब ढंग से वेतनवृद्धि की सुविधा की वापसी के बाद उनके पास प्रोन्नति का कोई रास्ता नहीं बचा है।

अतः हमारा आग्रह है कि आप हस्तक्षेप करें तथा गये गलती को वाजिब अंजाम दें।

**उड़ीसा परिमंडल में एन.ई.पी.पी.द्वारा अपग्रेड**

**व्यक्ति का पेंशन तथा सेवानिवृत्ति लाभ से वंचित करने के सम्बंध में।**

**टी.एफ.-11/3 दिनांक 24.10.2011 महाप्रबंधक स्थापना बी.एस.एन.एल. नई दिल्ली को**

कोयम्बटूर में सम्पन्न राष्ट्रीय कार्यकारिणी समिति की बैठक में यह मुद्दा ज्ञात हुआ कि उड़ीसा परिमंडलीय डी.ओ.टी. कोषांग में नॉन-एक्जीक्यूटिव पदोन्नति नीति के तहत उन्नयन किये गये कर्मचारियों को पेंशन तथा अन्य सेवानिवृत्ति लाभ बढ़े हुए वेतन पर देना अस्वीकार कर दिया है। डी.ओ.टी. कोषांग का कहना है कि सम्बंधित वेतनमान प्रशासकीय मंत्रालय यानि डी.ओ.टी. द्वारा अनुमोदित नहीं है।

निर्दोष सेवानिवृत्त कर्मचारी परेशान हैं। कृपया उचित कार्रवाई के द्वारा समस्या का समाधान करायें।

**टी.एफ.-38/3 दिनांक 28/10/2011 संयोजक संयुक्त कार्य समिति नई दिल्ली को।**

आपके पत्रांक जे.ए.सी./जे.एस. दिनांक शून्य हमें 27 तारीख को हस्तगत हुआ।

एन.एफ.टी.ई. ने 15 अक्टूबर के संघर्ष में शामिल होने की सहमति दी थी परन्तु बदलते परिवेश को नजरअन्दाज नहीं किया जा सकता। वर्तमान में आई.टी.एस. का सामंज एक ज्वलंत समस्या के रूप में उभर चुकी है और यह लम्बे समय से लम्बित भी है। अभी असमंजस की स्थिति है। आई.टी.एस. मुद्दे का समाधान आवश्यक भी है। हमें यह भी नजर अंदाज नहीं करना चाहिए कि एक दिन के हड़ताल के बाद कर्मचारी की गोलबंदी पुनः आसान नहीं होगी। हम अभी भी महसूस करते हैं कि एक दिन की हड़ताल से इच्छित फलाफल की प्राप्ति नहीं हो सकती।

**कार्यसमिति में टीपू यूनियन को शामिल करने सम्बंधित**

**टी.एफ.-35/3 दिनांक 25/10/2011 निदेशक (मानव संसाधन) बी.एस.एन.एल नई दिल्ली को**

बी.एस.एन.एल. निगमित मुख्यालय के आदेश का अवहेलना करते हुए चेन्नई टेलीकाम डिस्ट्रिक्ट में टी.ई. पी.यू. को कार्य समिति में शामिल किया गया है। वर्तमान आदेश के अनुसार कार्य समिति में वैसे यूनियन के सदस्यों को शामिल करना है, जिन्होंने पांचवीं सदस्यता सत्यापन में 15 प्रतिशत से अधिकतम मत प्राप्त किये हों। एन.एफ. टी.ई. ने इस मामले को मुख्य महाप्रबंधक दूरसंचार चेन्नई टी.डी.के. समक्ष उठाया तो इस पर उचित स्पष्टीकरण हेतु निगमित कार्यालय दिल्ली को प्रेषित की गई है।

कार्यसमिति की बैठक समयानुसार नहीं होती है तथा मुख्या महाप्रबंधक इस में शामिल नहीं होना चाहते हैं। आग्रह है कि यथोचित कार्यवाई शीघ्र की जाय।

**टी.एफ.-38/2 दिनांक 28/10/2011 मुख्य महाप्रबंधक चेन्नई टेलीफोन द्वारा बर्बरतापूर्ण एवं प्रतिशोधात्मक कार्यवाई के सम्बंध में।**

कृपया हमारे पूर्व निवेदन का सन्दर्भ लें, हम पुनः आप को सूचित करते हैं कि दिनांक 20 अक्टूबर 2011 को कर्मियों द्वारा आयोजित किये गये धरना के कारण मुख्यमहाप्रबंधक दूरसंचार चेन्नई टी.डी. ने कर्मचारियों के विरुद्ध प्रतिशोधात्मक कार्यवाई शुरू कर दी है। मुख्य महाप्रबंधक यह भूल रहे हैं कि इनके द्वारा समस्याओं को नजरअंदाज करना तथा इसे बहुत ही हल्के ढंग से लेना कर्मचारियों के बीच आक्रोश उत्पन्न किया है।

हम पुनः स्मारित करते हैं कि हमारे अखिल भारतीय अध्यक्ष मो. इस्लाम अहमद ने 15 एवं 18 अक्टूबर को मुख्य - महाप्रबंधक से आग्रह किया था कि कर्मचारी पक्ष से वार्ता कर समस्याओं का हल निकालें ताकि धरना अथवा प्रदर्शन की स्थिति टाली जाय। हम दुख के साथ कहते हैं कि सीजीएम ने हमारे आग्रह को भी ठुकराया जिससे कर्मचारियों में रोष उत्पन्न हुआ। हम पुनः आपसे साग्रह निवेदन करते हैं कि तत्कालिक कार्यवाई के तहत संबंधित अधिकारी को मार्गदर्शन करें ताकि शांति स्थापित हो।

**मुख्य महाप्रबंधक दूरसंचार चेन्नई फोन्स की बर्बरतापूर्ण कार्यवाई के संबंध में।**

**टीएफ-13 दिनांक 24.10.2011 निदेशन (मानव संसाधन) बी.एस.एन.एल.ई दिल्ली को**

कृपया हमारे 21 तथा 24 अक्टूबर के वार्ता का स्मरण करें। दिनांक 5 अक्टूबर को हमारे संघ के सथायीय प्रतिनिधियों ने स्थानीय मुद्दों पर विस्तृत चर्चा में चेगलपेट एस.एस.ए के अनुपुरम टेलीफोन एक्सचेंज में कार्यरत कर्मचारियों की सुरक्षा की बातें भी शामिल की। मुख्यमहाप्रबंधक चेन्नई ने समस्याओं के समाधान का अश्वासन दिया परन्तु 11.10.2011 तक कुछ भी नहीं किया गया। दिनांक 12.10.2011 को परिमण्डलीय यूनियन ने पत्र द्वारा मुख्य महाप्रबंधक को सूचित किया कि अगर समस्याओं के समाधान की ओर ध्यान नहीं दिया गया तो 18.10.2011 से संघात्मक कार्यवाई की जायगी।

इस बीच कोयम्बटूर में हमारा राष्ट्रीय कार्यकारिणी समिति की बैठक में आयोजित सेमिनार में भाग लेने के लिए गए श्री ए. सुब्रह्मण्यम मुख्य महाप्रबंधक चेन्नई से भेंट कर हमारे राष्ट्रीय अध्यक्ष इस्लाम अहमद ने आग्रह किया कि कर्मचारियों से वार्ता कर समस्याओं का निदान करने का प्रयास करें ताकि किसी प्रकार का आन्दोलनात्मक कार्यवाई नहीं हो सके। मुख्यमहाप्रबंधक ने आश्चस्त किया कि 17.10.11 को चेन्नई पहुंचने के उपरान्त वे स्थानीय प्रतिनिधियों को वार्ता हेतु आमंत्रित करेंगे। दिनांक 18.10.2011 को पुनः श्री इस्लाम अहमद ने टेलीफोन द्वारा मुख्य महाप्रबंधक से आग्रह किया और उन्होंने पुनः आश्वासन दिया परन्तु समस्त आग्रह को ठुकराते हुए मुख्यमहाप्रबंधक ने वार्ता नहीं किया। फलतः 20.10.2011 को कर्मचारियों ने धरना का आयोजन किया जिसमें 200 से अधिक कर्मचारियों ने भाग लिया। उसी दिन 16.00 बजे मुख्य महाप्रबंधक चेन्नई ने वार्ता के लिए प्रतिनिधियों को बुलाया तथा संध्या देर तक विचार विमर्श के बाद सभी समस्याएं

लगभग निपटा दी गई और शांतिपूर्ण ढंग से आन्दोलन का समापन हो गया। अगर मुख्य महाप्रबंधक पहले वार्ता करते तो शायद पूर्व में ही शांति स्थापित हो सकती थी।

हमारा परिमण्डलीय यूनियन वर्तमान मुख्य महाप्रबंधक के चेन्नई में पदस्थापन की तिथि से 20.10.2011 तक किसी प्रकार का आन्दोलन नहीं किया अपितु हर सम्भव सहयोग देकर कम्पनी के राजस्व बढ़ाने में मदद दी परन्तु मुख्य महाप्रबंधक को कठोर एवं अव्यवहारिक रूख के कारण 20.10.2011 को पहला आन्दोलनात्मक कार्यवाई हुई।

अब पूर्ण शांति स्थापित होने के पश्चात् मुख्यमहाप्रबंधक चेन्नई ने धरने में शामिल होने के कारण कर्मचारियों के विरुद्ध वेतन कटौती सहित अन्य बर्बरतात्मक कार्यवाई शुरू कर दी है जबकि कर्मी छुट्टी का आवेदन देकर धरना पर बैठे थे। यह ट्रेड यूनियन के अधारभूत अधिकारों पर कुठाराघात है।

अतएवं हम निवेदन करते हैं कि समय रहते हस्तक्षेप करें तथा बर्बर कार्यवाई से मुख्यमहाप्रबंधक चेन्नई को रोकने की कृपा करें ताकि कंपनी में शांति बनी रहे।

**बीएसएनएल एवं एनटीएनएल की दूरसंचार सेवाएं उपभोग करने सम्बंधित।**

**टीएफ-19/3 दिनांक 24.10.2011 श्री आर.के. उपाध्याय, अध्यक्ष सहप्रबंध निदेशक बी.एस.एन.एल. नई दिल्ली को।**

कोयम्बटूर में सम्पन्न राष्ट्रीय कार्यकारिणी की बैठक में दिनांक 15/10/2011 को "बीएसएनएल में राजस्व की अधिकतम वृद्धि" विषय पर 15 अक्टूबर को सगोष्ठी आयोजित की। विस्तृत चर्चा-परिचर्चा के उपरान्त एक प्रस्ताव द्वारा बीएसएनएल प्रबंधन से यह निवेदन किया गया कि वे संबंधित मंत्रालय से सुनिश्चित करें कि बीएसएनएल एवं एमटीएनएल द्वारा प्रदत्त सेवाएं सभी केंद्र सरकार/राज्य सरकार एवं लोक उपक्रमों के अधिकारी एवं कार्यालय इस्तेमाल करें ताकि बीएसएनएल की राजस्व

में गुणात्मक वृद्धि हो सके तथा सरकार द्वारा निर्धारित पच्चीस प्रतिशत अधिक राजस्व प्राप्ति की लक्ष्य को पूरा किया जा सके। जैसा कि सरकार ने एयर इंडिया की सेवाओं को इस्तेमाल का निर्देश भी सरकारी अधिकारियों को दिया है वैसे बीएसएनएल/ एमटीएनएल के लिए भी किया जा सकता है। हम निवेदन करते हैं कि यथोचित कदम उठाये जाए।

**आईटीएस अधिकारियों का बीएसएनएल में शामिल होना**

**टीएफ-24/5 दिनांक 11.10.2011 श्री उपाध्याय, सीएमडी बीएसएनएल को**

फील्ड में ऐसे सर्किल हेड्स हैं जिनका परफार्मेंस ठीक नहीं है। कुछ ऐसे भी अधिकारी हैं जो कि भ्रष्ट तथा चार्जशीटेड हैं। इसके अतिरिक्त कम्पनी में अधिक संख्या में आईटीएस की आवश्यकता भी नहीं है।

अतः संघ का अनुरोध है कि चार्जशीटेड, नॉन परफार्मेंस को तत्काल बीएसएनएल से कार्यमुक्त करें। कम से कम 50 प्रतिशत अधिकारियों को कम्पनी से डीओटी भेजें।

**जेटीओ (टी) 35 प्रतिशत तथा 15 प्रतिशत की विभागीय परीक्षा**

**टीएफ-14/4 दिनांक 11.10.2011 सीएमडी, बीएसएनएल को**

कृपया संघ की पत्र संख्या टीएफ-14/4 दिनांक 30.12.2010 का संदर्भ लें।

संघ का अनुरोध है कि वर्ष 2011 तक की विभागीय रिक्तियों को लेकर जेटीओ (टी) की विभागीय परीक्षा की अधिसूचना जारी की जाय। यदि 2008 तक की रिक्तियां ली जाती हैं। तो बहुत संख्या में कर्मचारी परीक्षा में सम्मिलित होंगे।

**एक दिन की हड़ताल अथवा व्यर्थ की प्रक्रिया**

बीएसएनएलयू ने प्रचार किया है कि 10.10.2011 तथा 15.11.2011 को एक दिन की प्रस्तावित हड़ताल

एनएफटीई के कारण स्थागित हुई है। यह असत्य तथा अनुचित है। एनएफटीई जेएसी में नहीं है। हड़ताल का स्थगन जेएसी नेतृत्व ने लिया है।

एनएफटीई अनेको बार स्पष्ट किया है कि हम संयुक्त संघर्ष के पक्षधर हैं। वीआरएस, पूंजी विनिवेश, बीएसएनएल की आर्थिक जीवन क्षमता आदि गम्भीर मुद्दे हैं जिनका समाधान एक दिन की हड़ताल से समाधान सम्भव नहीं है। हमारी लड़ाई सरकार से है। अतः एनएफटीई ने अनिश्चितकालीन हड़ताल का प्रस्ताव किया है। यह हड़ताल संसद के शीलकालीन बैठक के समय हो। प्रबंधन इस समय अपंग है। आईटीएस ऐबजार्पशन का मुद्दा जोरों पर है। ऐसे समय में हड़ताल बेमानी होगी। एक दिन की हड़ताल के पश्चात् अनिश्चितकालीन हड़ताल संगठित अत्यंत कठिन होगा। संघर्ष परिणामदायक होना चाहिए। हमें केवल विरोध दर्ज नहीं करना है।

हमारी अपील है कि बीएसएनएल तथा कार्यरत कर्मचारी इस समय अत्यन्त कठिन समय से गुजर रहे हैं। हमें एकता तोड़ना नहीं बल्कि बनाना है।

एनएफटीई संघों की एकजुटता तथा सकारात्मक संघर्ष के लिए सदैव तत्पर है। ■

### निवेदन—चंदे का चेक समय से भेजें

**सी.एच.क्यू.चन्दा की अदायगी:-** रिजर्व बैंक के आदेशानुसार पहली अप्रैल 2012 से चैक तीन माह के बाद अवैध हो जाएगा। इसकी पहली अवधि 6 माह थी। हमें चन्दे के 300 से अधिक चैक हर माह प्राप्त होते हैं। कई लेखाधिकारी हमारे चन्दे का चैक हर माह जारी तो करते हैं परन्तु कई महीनों बाद इक्वेटे करके भेजते हैं जिससे अवैध होने की सम्भावना रहती है।

सभी परिमण्डल /मण्डल सचिवों से निवेदन है कि अपने-अपने लेखाधिकारी से लिखित अनुग्रह करें कि सी.एच.क्यू का चैक हर माह जारी कर साथ-साथ भेजते रहे ताकि अवैध न हो जाय।

### One Day Strike of no use

**TF-38/3 Date 28/10/2011 To, Convenor JAC, BSNL Unions/Associations, N.Delhi**

Your letter No. JAC / GL date nil in hand on 27th instant.

The NFTE while stand for united struggle of 15th October to protect BSNL and workers but it cannot overlook the present scenario. Presently the ITS absorption is very hot issue and an atmosphere of uncertainty is prevailing. This long pending problem need to be settled and not derailed. **Moreover, we are afraid if after one day strike workers can be mobilized for indefinite strike.**

*We reiterate one day strike will not bring the desired result.* ■

### NFTE BSNL will participate in the struggle

NFTE BSNL has suggested and proposed Indefinite strike to protect the BSNL and the interest of employees. However, if proposal of Indefinite strike don't find favour from the unions we will join one day strike as and when it is organised. But we reiterate one day strike will not solve the problem and it will be only protest action. ■

### एनएफटीई संयुक्त संघर्ष में शामिल होगा

*बीएसएनएल तथा कर्मचारियों के हितों को सुरक्षित रखने हेतु एनएफटीई ने संघों को अनिश्चितकालीन हड़ताल का प्रस्ताव एवम् सुझाव दिया है। यदि संघों से इस दिशा में सकारात्मक उत्तर नहीं मिलता तो भी एनएफटीई एक दिन के संयुक्त संघर्ष के भाग लेगा। परन्तु हम पुनः स्पष्ट करते हैं कि एक दिन की हड़ताल से समस्याओं का समाधान नहीं होगा तथा हम केवल विरोध दर्ज कराने में सफल होंगे।* ■

# Let Us Do Our Home Work

Com. Pattabhiraman

It is heartening to note that the entire leadership of prime Trade unions is resting on their wisdom that a strike struggle is inevitable in BSNL to face the onslaughts and to safeguard the rights won. The difference is on the form of struggle whether one day on November 15th or indefinite strike during the parliamentary session.

NFTE leadership is suggesting that indefinite strike during the time of parliamentary session would be more fruitful. We can gain public opinion thro parliamentary voices and that may push thro GOVT/BSNL to the negotiating table in a responsible way. ***The idea is to strengthen our cause and not to avoid any strike. NFTE is having strong opinion that policy issues cannot be settled by mere touch and go protest struggles.***

Com. Namboodri, JAC Convener has expressed his opinion that after one day strike, if need be, we can think about indefinite strike. BSNLEU website reports that it is firm on one day strike on November 15th.

Though it is unfortunate that we indulge in debates during strike environment, it is pertinent to address the issue of purpose. We all know our elementary lesson about strike that we *never organize strike for strike sake but to settle long pending demands* and to arrive at measures to safeguard employees' Interest. This strike is mainly to guard ourselves from the onslaughts of govt policies and to settle some long pending legitimate demands like **78.2 IDA merger IDA.**

Preparing ourselves for the negotiation is as important as preparing employees for the strike. We should be humble to under-

stand that we need a lot of home work to make the strike successful. Simply giving a call *without caring negotiation and claiming the strike a historic one would not serve the purpose* policy issues are beyond the level of BSNL. Our demands are the BSNL demands also. BSNL management may stand with us but they cannot on their own settle those issues.

BWA Refund of 8300 crores: The question of surrendering unviable area license is gaining momentum. But we should discuss the matter with DOT/MOF level only. We should press BSNL to arrange some tripartite meeting to thrash out issues like Refund of 7500 crore loan, Reimbursement of LF etc as all having stakes with DOT/MOF. Regarding pensionary contribution, we should seek the authority empowered to interpret FR 116. Our 37A speaks 'Govt will specify the quantum of contribution'. Whether that 2006-60% order stands as specification - this should be clarified.

Concrete understanding can be reached only if negotiation at the level of DOT/MOF is possible. Otherwise BSNL may say that they have raised the issues to the authorities concerned and may show us the copy of the letters to satisfy us without any solution to the policy issues. It may be difficult to get an appointment with Secy. DOT or Secy. DOE of MOF level but it is not an impossible task. We should make every effort to convince them that there are some genuine grievances that we have, to pass on to them for consideration.

78.2 is our legitimate demand. It comes out of merger of 50% DA with basic. Fresh 50% DA merger resolution we also passed

by NFTE at Coimbatore. Unfortunately when all the CG Employees and PSU Employees are enjoying the benefit of 50% merger in their new pay revision from 2006 and 2007 onwards, we are unable to settle the demand of 78.2, Though DPE guidelines are there. We have lost the effect of 50% DA merger during our pay revision and thereby losing 12% of our basic every month. BSNL board has not disposed of or negated the demand but deferred to take any decision. BSNL management has sought fresh inputs from staff side for restoring the agenda at board meeting. We do not know whether JAC has submitted the same. Why don't we use this time to prepare a common fresh note demanding settlement of 78.2 with immediate effect and frankly telling some via media for the question of arrears. BSNL may need 80 crores (approximately) every month additionally to settle the demand.

For Bonus, festival has already gone. Airport Authority has issues some new type of order calling Festival allowance. If bonus is not possible on the ground of no profit, we can change our demand like Non-PLB/PLI

exgratia as given to central govt employees (barring PLB areas) or some festival allowance. The idea is restoring our right of getting something during the time of festival instead of nothing for the years of no profit.

MRS Cut should also be viewed in the same way. Instead of 'complete no' we should restore our right to get something (may not be twelve and half day may be 10 days or 8 days at present .... can be restored after profit)

VRS, if Govt and BSNL jointly decided to implement the same then it is difficult to stop VRS even after indefinite strike. They may assure us no coercion. We can say our 'big no'. If they find money, they will implement and employees will decide as per their wisdom. Where is the meeting point? TUs will be put into some irksome position. We need serious internal discussion on this issues. Whether we feel negotiation is permissible on that issue... if so on what ground that should be discussed internally amongst ourselves. Voluntary Replacement Scheme as that of Railways to match some skill set and enriching 55ii c are some mooted points. How

we are going to give confidence to the Post VRS employees. Are we going to take up the issues of VRS Optess? Though all questions need not be discussed publicly and we may feel premature to discuss, but leadership should ponder these aspects at least internally when they meet in some joint forum.

So, Homework is must to prepare ourselves to face eventuality whether one day or indefinite strike.

### Central Office bearers elected at Coimbatore



**Com. Harish Muktali**  
Secretary  
(Maharashtra)



**Com. Shyamal Ghosh**  
Organising Secy.  
(Kolkata TD)



**Com. C.K. Joshi**  
Organising Secy.  
Indore (M.P.)