

# TELECOM

Organ of National Federation of Telecom Employees (BSNL)

Regd. No. 4906 dated : 17.9.2001

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ALL INDIA CONFERENCE  
NATIONAL FEDERATION OF TELECOM EMPLOYEES (BSNL)  
Central Head Quarter, New Delhi

No. TF/1/1

Date : 01/02/2010

## NOTICE

It is hereby notified that All India Conference of National Federation of Telecom Employees (BSNL) CHQ New Delhi shall be held from 9-4-10 - 11-4-10 at Patna. National executive meeting shall be held on 8/4/10 at Patna. Com. Ramnath Pandey All India president shall preside over the conference and executive meeting. Other details about reception committee and conference arrangements shall be circulated separately. Subject to modification following shall be the agenda.

### Agenda

- 1) Adoption of report of activities during the period under review after Saharanpur AIC
- 2) Adoption of audited accounts for the period under review
- 3) Organisational Review
  - i) Ways and means to strengthen union
  - ii) Functioning of CHQ
  - iii) Functioning of Circle/Divisional /Branch
  - iv) Appeals and dispute if any
- 4) Demands and problems at CHQ/Circle/Division Branch level
- 5) Wage Revision
- 6) Promotion Policy
- 7) Bonus
- 8) Transfer victimisation
  - a) Policy
  - b) Proposals for amendments if any
  - c) Discrimination
- 9) Membership verification
  - a) Review of last membership verification
  - b) Preparation for next membership verification
  - c) Code of discipline
  - d) Trade Union facilities
  - i) Check off system
  - ii) Works Committee
- 10) Alliance with unions Review, functioning, and Co-ordination
  - a) BSNLWA
  - b) Joint forum
- 11) Pension and Pensioners
- 12) Contract Labour
- 13) Govt. Policy
  - a) BSNL IPO
  - b) Privatisation
- 14) Price Rise - Economic Recession
- 15) Challenges for survival of BSNL
- 16) Dada Ghosu Bhawan - b) E-IV plot
- 17) Increase in union subscription
- 18) Amendment in constitution
- 19) Resolution given notice of
- 20) Election of office bearers
- 21) Any other item with the permission of chair

N.T.Sajwani  
Secretary General

## **AGREEMENT ON OFFICIAL OFFER**

Agreement on wage offered by the BSNL management is signed by BSNLEU on 15.1.10 along with some other unions. The joint wage committee including all the unions was not considered which has stopped better wage settlement through united approach. This was objected by both the management and the representative union to oblige each other. Whereas such wage committee including all unions were formed in many other PSUs. It seems it was purposely done to keep NFTE away from the negotiation knowing very well that in case NFTE is included in the wage committee it will be difficult for the management and the recognised union to act in such a way so as to put every one in loss.

The agreement does not seem that the wage agreement signed by the responsible union is in the interest of employees. Rather it seems the agreement is signed to please the management.

In fact the attitude and behaviour of recognised union towards demands for group C and D employees has been negative and loss making from very beginning itself.

Facilities and allowances achieved through struggles are surrendered in the agreement. The hidden agenda of ten years periodicity is accepted. Whereas NFTE has opposed ten years periodicity from very beginning. Never before this in the history of trade unions is seen where agreement is signed for surrendering the achievements.

The recognised union has not protested or agitated against the management's offer of fitment formula nor pursued to increase it. Even this was not proposed at all. The IDA merger of 78.2% was also not pressed whereas it is considered in many PSUs.

Effective provisions are not mentioned in the agreement to protect pension. The agreement itself is evident that the representative union is not seen serious on the pension issues. Whereas before this pension was protected intake. Scheme for IDA merger for employees retired before 1.1.07 is not planned. It may be because the present recognised union was away from the historic strike which was organised to protect pension. The pension for BSNL recruits is not protected. But the union can not be allowed to destroy our gains which were achieved by all of us through strike.

NFTE jointly with BSNLWA has organised many struggles to protect our gains and early better wage

settlement. Though hundreds were created but we struggled hard.

NFTE with BSNL Workers Alliance submitted the charter for wage revision for group C and D employees which states -

Fitment benefit of 30% is given to executives. It should be more to the non-executives to compensate the low paid employees for the reasons:

- a) For the executives higher wage lift is achieved by 30% fitment because of high scales whereas in case of non-executives 30% fitment shall not give that much wage hike because of low pay scales.
- b) Executives are given benefit of five promotions. On each promotion they get pay fixation benefit. That is not available to the non-executives.
- c) The Central Govt. has upgraded the group D scale.

Therefore pay benefit to the non-executives should be proportionately increased. We proposed to provide minimum guarantee in fixation as it was Rs. 1500 in the first wage revision. But these proposal was not considered. Because the recognised union vetoed against it.

Earlier on behalf of NFTE late Com. Vichare ex-secretary general submitted a good memorandum on pay scales and perks. NFTE demand was Rs. 16,000 minimum pay scale for group D in the memorandum whereas the demand of recognised union was merely very less than NFTE.

There are many other factors belonging to various cadres. In fact it was proper time to remove discrimination and in justice. The employees are agitated and are not willing to wait for ten years i.e. next agreement

Agreement is a document of conspiracy of some unions to hitback the interest of employees and the company. The employees and all others shall realise very soon.

It is not legally binding on the unions who are not signatory or part to the agreement hence are free to protest not only to protect the interest of company and the employees but against its adverse effects and the procedure of signing the wage agreement limited to the unions who are in the good faith of management and the Minister ignoring the Second largest union NFTE which represents about one lakh employees.

It is totally illegal and unconstitutional. Either the management should correct the provisions and protect interest of employees and company or shall face protest against illegal provisions. ■

## CORRESPONDENCE LETTERS TO ADMINISTRATION

**Sub.: Reg. extension of benefit for payment of leave encashment to left out categories.**

**NFTE No. TF-16/6 (g) dtd. 14.1.10 to, the Director (HRD), BSNL Corporate Office**

Ref : BSNL Co. No. 1-59/2009- PAT (BSNL) dated 04/01/2010 DOPT OM Dated 07/10/97

We are to draw your kind attention towards corporate office above communication under which lump sum cash payment is allowed to the extent of 300 days of earned leave in case of superannuation and 150 days in case of cessation of service due to resignation form service including the number of days for which encashment was availed alongwith the LTC.

The other eligible categories like retirement/death of employee while in service (to the family of deceased) are left in the order issued by BSNL corporate office whereas these categories are included in the orders issued by DOPT OM dated 7/10/97.

In view of this it is requested that it may Please be extended to other left out categories. ■

**Sub. Reg grant of approval of payment of medical bills-case of Shri Radheshyam Rai Sr. TOA Jabalpur.**

**NFTE No. TF-32/6 Dated 14.1.2010 to the Director (HRD), BSNL Corporate office**

It is reported the medical bills of Shri Radheshyam Rai Sr. TOA Jabalpur for kidney treatment of his son are referred to corporate office by M.P. Circle.

We shall feel thankful if the approval is accorded for payment of bills. ■

**Sub. : Reg. Consideration of proposals for amendment in transfr policy.**

**NFTE No. TF-20/2 Dated 14-1-2010 to the Director (HRD)BSNL Corporate office**

Kindly refer to our earlier communication on the subject under which we had submitted some suggestions for modification in transfer policy for fair implementation. This will avoid day to day agitations about

**Com. Jyoti Basu. Stallwart Veteran CPI (M) Leader and Ex. CM. of West Bengal expired on 17<sup>th</sup> Jan. 2010 At 11.47 Hrs. NFTE BSNL deeply condoles the demise of veteran leader who secrificed for working class.**

discrimination. This will help all of us, the management, the company, the employees and Unions because we can save our energy time and utilize on other important works.

In addition some difficulties about transfers in hilly areas in Himachal Pradesh are experienced in transfer of employees of more than 50 years age. In this connection it is submitted that employees above the age of 55 years are exempted from transfer to rural areas. It can be further relaxed in hilly States.

Since the period for rotational transfer for this year is approaching fast. It is therefore requested to consider the proposals on priority.

We shall be thankful if some time is fixed to discuss the matter. ■

**Sub.: Department examination in Jablapur Telecom Factory for the Cadre of JTO**

**NFTE No. TF-14/2(b) Dated 2.12.2009 to Director (HRD) BSNL**

It is learnt that the Departmental examination was held without calling the application from the staff of Telecom Factory Jabalpur and Bhillai on 31st August to 22nd September 2008.

The Staff of Bhillai Telecom Factory which is under the Jabalpur Telecom Factory has made complaint to the circle head but with no result.

We shall be thankful if you kindly look into this case personally and take necessary action so that supplementary examination is held by calling the application from the eligible staff. ■

### UP (East) Circle Conference

Third U.P. (East) circle Conference was held on 15<sup>th</sup> and 16<sup>th</sup> January in Gandhi Auditorium at Lucknow.

The open session and Seminar was addressed by S/S Omvir Singh (CGM), H.R. Shukla (GMO), V.P. Singh (GM VTM), Shri. S. Parihar, PGMTD, and other officers. Com. Sajwani (Secretary General), Com. Islam Ahmed and Com. R.N. Pandey (circle Secretary) addressed the session and the Seminar. Com. Rajiv Verma (Circle President) presided the conference. Comrades Rajiv Verma, RN Pande and AS Kushwaha have been elected as President, Circle Secretary and Treasure respectively.

## CORRESPONDENCE LETTERS FROM ADMINISTRATION

**Sub.: Holding of Limited Departmental Competitive Examination (LDCE) for promotion to the cadre of Telecom Mechanic for the Recruitment year 2008---Clarification thereon.**

**No. 250-8/2009-Pers-III dated : 22.12.2009 to All Heads of Telecom Circles, BSNL**

### **MOST IMMEDIATE/EXAMINATION**

I am directed to refer to this office letter of even No. dated 6.7.2009 on the above mentioned subject and say that various clarifications with regard to the provisions of Recruitment Rules for the post of Telecom Mechanic are being sought by Circles. It has been now been decided to clarify the doubts/points as follow:-

**Doubts raised :** 1. The cut-off date for calculating the vacancies for LDCE-2008 shall be 31.3.2008 or the recruitment year is 2009

**Clarifications:** The cut-off date for determining the vacancy position shall be 31.3.2009 as envisaged in letter dated 6.7.2009 for the recruitment year 2008 and the date for ascertaining the eligibility of the candidate shall be 1.7.2008 as prescribed in RRs.

**Doubts raised :** 2. Is there any minimum qualification prescribed for Gr 'D' officials.

**Clarifications:** As per the provisions of RRs, no minimum qualification has been prescribed for Gr- 'D' officials.

**Doubts raised :** 3. Any upper-age limit for the eligible officials.

**Clarifications:** As per the provisions of RRs, no upper-age limit has been prescribed for LDCE.

**Doubts raised :** 4. The minimum year of service required for arriving eligibility.

**Clarifications:** The RRs have not spelt out any minimum qualifying service to be eligible for the LDCE. However, the official should hold the post on regular basis and not on adhoc/officiating basis.

**Doubts raised :** 5. The minimum qualifying service for appearing the examination.

**Clarifications:** As per sl. No. 4 above.

**Doubts raised :** 6. Whether Telecom Mechanic is an identified cadre against PH reservation in promotion.

**Clarifications:** As per DoT's letter No. 1-8/2001-AD(SNG) dated 21.4.2003, the post of TM is identified for the purpose of reservation for physically handicapped persons.

**Doubts raised :** 7. Whether a Wireman who is Matriculate is eligible to appear for LDCE for TM.

**Clarifications:** Under Para 12 (B) (1) of RR, the Wireman who are even non-matriculate are eligible to appear for LDCDE for TM.

**Doubts raised :** 8. Whether Wireman of Electrical wing is eligible for absorption/ promotion.

**Clarifications:** It has been clearly mentioned in the RRs under Rule 12 (A) (ii) that Lineman/Wireman belonging to the Engineering wing of BSNL are eligible against promotion/absorption quota. As such, Wireman of Electrical wing are not eligible. ■

**Sub.: Demonstration on 11<sup>th</sup> January, 2010 by the BSNL Workers Alliance -reg No. BSNL/7-2/SR/2010 Dated, the 8th January, 2010 to Shri N.T. Sajwani, Con- vener, BSNL Workers Alliance,**

This has reference to BSNL Workers Alliance letter No. TF-38/2 dated 5.1.2010 regarding holding of lunch hour demonstration on 11th January, 2010 to draw the attention of management on the issues of finalization of wage revision, development of BSNL service, extension of minimum trade union facilities etc.

2. The management would like to inform you that the negotiation on wage revision with the recognised representative union have already concluded and an agreement is likely to be signed shortly. Secondly, the issue of extension of minimum trade union facilities to the unions has already been discussed in various forum and the management's intention conveyed to you. Finally, with regard to development of BSNL services and transparency in tendering process, BSNL has all along been striving for its growth and development and ensuring transparency in tendering process. In such a situation, it is felt that any agitational action at this stage by will neither be in the interest of the company nor will help BSNL Workers Alliance to achieve its goal. Rather, it is apprehended that the proposed agitation may attract adverse criticism from the subscribers and spread unpalatable image of BSNL amongst them.

3. Accordingly, it is my humble request to the Workers Alliance to withdraw its proposed agitation and we should not take any action which may result in any such unsavoury situation, However, in case the proposed demonstration causes absenteeism or results in disruption of services, appropriate action will be taken against the agitating employees. ■

# Recomndations of wage Revision Committee on Revision of pay and Allowances

## 1. Introduction and Background

1.1 After formation of BSNL, IDA pay scales were introduced w.e.f. 1.10.2000 as per BSNL order no. BSNL/26/SR/2002 dated 07/08/2002 which were effective for the period ending 31.12.2006. After the expiry of this period, the next pay revision fell due from 1.1.2007. DPE vide its OM No. 2(7)/2006-DPE (WC)-GL-XIV dated 9.11.2006 conveyed the guidelines of the Govt. for the commencement of wage negotiation by the Managements of CPSEs with the trade unions.

1.2 Further, DPE vide its OM No. 2(7)/06-DPE(WC)-GL VI dated 1.5.2008 conveyed the decision of the Govt. that the validity of wage settlement could be for a period less than 10 years but not less than 5 years and the other provisions of the guidelines dated 9.11.2006 will continue.

1.3 BSNL Employees Unions being the majority representative union of BSNL had submitted their charter of demands vide letter dated 3.9.2008 requesting BSNL Management for the revision of pay and allowances and other related benefits to the non-executives effective from 1.1.2007.

1.4 DPE vide its OM No. 2(70)/08-DPE (WC) dated 26.11.2008 issued order for pay revision of executive employees of CPSUs. In pursuance of Presidential Directive issued by DoT vide its order no. 61-01/2009-SU dated 27.02.09, pay of executives was revised from 01.01.07, and HRA and other allowances were revised w.e.f. 27.02.09 i.e. the date of issue of Presidential Directive.

1.5 Wage Revision Committee with representatives from recognised union and management side formed by BSNL vide order dated 19.12.2006, which was reconstituted on 05.03.2009 & 10.08.2009 with change of members/chairperson. The recommendations on wage revision were finalized after detailed discussions in a series of meetings of this committee. The recommendations of the Wage Revision Committee are as contained in the following paras.

## 2. Terms of Settlement

2.1 This settlement will be applicable to non-executives who were on the rolls of BSNL as on 1.1.2007 including those non-executives who are

presently drawing executive pay scales due to grant of ACP. It will also be applicable to non-executives who have subsequently joined the Company. The non-executives drawing executive pay scales on adhoc/officiating basis, according to post based promotion, will be eligible for perks and allowances as per the rates given to executives for the period of such adhoc/officiating arrangement.

2.2 Wages under this settlement shall be effective from 1st January 2007. The staff side had demanded five years periodicity of wages revision whereas management side offered periodicity of ten years. After detailed discussion it was finally agreed that duration of wage revision of non-executives will be co-terminus with that of executive employees of BSNL.

## 3. Wage Structure

### 3.1 Scales of Pay for Non-executives

Grade	Existing IDA pay scales (Rs.)	Recommended pay scales (Rs.)
NE1	4000-120-5800	7760-13320
NE2	4060-125-5935	7840-14700
NE3	4100-125-5975	7900-14880
NE4	4250-130-6200	8150-15340
NE5	4550-140-6650	8700-16840
NE6	4720-150-6970	9020-17430
NE7	5700-160-8100	10900-20400
NE8	6550-185-9325	12520-23440
NE9	7100-200-10100	13600-25240
NE10	7800-225-11175	14900-27850
NE11	8570-245-12245	16370-3063

3.2 Revised pay scales, corresponding to pre-revised pay scales Rs. 9200-250-13200 & Rs. 9850-250-14600 for non-executives proposed under Non-executive Promotion Policy, will be notified after approval by DOT.

### 3.3 Industrial dearness Allowance (IDA)

100% DA neutralisation will be adopted for all the non-executives, who are on IDA pattern of scales of pay w.e.f 01.07.2007 as done in case fo

executives of BSNL. Thus, DA as on 01.01.2007 will become zero with link point of All India Consumer Price Index (AICP) 2001= 100 which is 126.33 as on 01.01.2007. The periodicity of adjustment will be once in three months as per the existing practice for these categories. The quarterly DA/from 01.01.2007 will be as per new DA scheme. The IDA payable w.e.f. 01.04.2007 onwards shall be as per the IDA rates circulated by DPE from time to time.

### 3.4 Fitment Method:

3.4.1 Employees who were in the pre-revised non-executive pay scales before 1.1.07 will be placed in the corresponding revised non-executive pay scales as per the fitment formula given in para 3.4.3.

3.4.2 Employees joining BSNL on or after 1.1.2007 will be placed at the initial stage of the revised pay scale in which they are appointed. In cases where emoluments in the pre-revised pay scale (S) on the date of joining BSNL [i.e. Basic Pay + DP+DA applicable on the date of joining] exceeds the sum of the pay fixed in the revised pay scale and applicable IDA thereon on the same date, the difference will be allowed as Personal Pay and it will be absorbed in future increments.

3.4.3 Fitment in the revised scale shall be made applicable as per following formula:

- a) Basic Pay in the Pre Revise pay scale as on 01.01.2007
- b) IDA neutralisation @ 68.8% on Basic pay
- c) Fitment benefit & 30% on [Basic Pay+ IDA (68.8%)]
- d) The amount so arrived at, rounded off to the next multiple of 10 Rupees, shall be the Basic Pay in the revised pay scale.

### 3.5 Annual Increment/Stagnation Increment/Pay Fixation on Promotion

3.5.1 Annual increment will be at the rate of 3% of the revised basic pay and will be rounded off to the next Rupees.

3.5.2 Stagnation increment will be @3% of the revised basic pay and the non-executive will be allowed to draw maximum 3 stagnation increments, on increment after every two years upon reaching the maximum of the revised pay scales.

3.5.3 On promotion, on notional increment equal to 3% of the existing basic pay rounded off of

the next multiple of Rs. 10/- would be granted and pay fixed in the promoted scale.

3.5.4 The annual increment which falls on 01.01.2007 will be granted in the revised pay scale on 01.01.2007.

3.5.4 The annual increment which falls on 01.01.2007 will be granted in the revised pay scale on 01.01.2007.

3.5.5 The extra increment granted to those non-executives who were unable to get BCR 10% promotion one year prior to their retirement, in terms of BSNL CO order no. 27-8/2003-TE-II (i) dt. 18.11.2003, before 01.01.2007, shall be added to the pre-revised basic pay for calculating the revised pay. In case this extra increment falls on or after 01.01.2007, then this increment will be granted in the revised pay scale @3% of the revised basic pay.

3.5.6 The non-executives can opt for the revision of pay on 01.01.2007, or from the date of promotion after 01.01.2007, or from the date of next increment in the existing scale.

3.5.7 Where non-executives drawing pay at two or two more consecutive stages in the existing pay scales get bunched, then, for every two stages so bunched, benefit of one increment will be given.

### 3.6 House Rent Allowance:

The house rent allowance to the non-executive employees of BSNL will be at the following rates and will be payable on revised pay w.e.f. 27th February, 2009:-

Cities and population	Rates of HRA
50 Lakhs & above	30% of basic pay
5 to 50 Lakhs	20% of basic pay
Less than 5 Lakhs	10% of basic pay

The issue of applicability of classification of cities for HRA to BSNL employees based on the orders for the Central Govt. Employees stands referred to DoT. The final decision on this issue will be applicable to all employees of BSNL.

### 3.7 City Compensatory Allowance (CCA)

CCS stands dispensed w.e.f 27.02.2009.

## 4. Perks & Allowances

4.1 The perks & allowances applicable to non-executive employees as contained in Paras 4.2 to 4.4 may be revised with effect from the date of signing of wage agreement.

## 4.2 Allowances:

4.2.1	Transport Allowance	Existing amount may continue. It may be reviewed on 1.1.2012 or as & when Transport Allowance for executives in general in BSNL is revised, which ever is earlier.
4.2.2	Transport Allowance for handicapped employees:	Existing higher rate may continue. It may be reviewed on 1.1.2012 or as and when Transport Allowance for executives in general in BSNL is revised, whichever is earlier.
4.2.3	Special (Duty) Allowance, Island Special Duty Allowance, Hard Area Allowance:	Existing percentages may continue. The eligibilities and attendant conditions will be applicable as in the case of BSNL Executives.
4.2.4	Special Compensator (Remote Locality) Allowance, Special Compensatory (bad climate) Allowance, Special Compensatory (Hill Area) Allowance, and Scheduled/ Tribal Area Allowance	Existing amount of allowance as applicable to the relevant pre-revised pay slabs may be increased by 75%. The eligibilities and attendant conditions will be applicable as in the case of BSNL Executives.
4.2.5	Cycle Maintenance Allowance	Existing amount of allowance may be increased by 50%
4.2.6	Cash Handling Allowance	Existing amount of allowance may be increased by 50%
4.2.7	Escort Allowance (Gr. D accompanying Cashier)	Existing amount of allowance may be increased by 50%
4.2.8	Education Allowance & Hostel Subsidy	Existing rates & amounts may continue.

## 4.3 Perks specific in BSNL

4.3.1	Food allowance	May be discontinued
4.3.2	Skill Upgradation allowance	In order to help non-executive employees of BSNL upgrade their skills, a new allowance @ 2% of revised basic pay per month may be paid.
4.3.3	Rural Duty Allowance	Existing amount may continue

## 4.4 Other Misc. Allowances:

4.4.1	OTA	Existing rates may continue. It may be reviewed on 01.01 2012.
4.4.2	TA, DA and Hotel rates	Existing amount may continue. It may be reviewed on 1.1.2012 or as and when these allowances are revised for executives in general in BSNL, whichever earlier.
4.4.3	Training Allowance	The rate of Training allowance may be modified to 7.5% of revised basic pay.
4.4.4	Fixed Conveyance Allowance	Existing amount of allowance may be increased by 50%.
4.4.5	Special Allowance for child care for women employees with minimum 40% disability	A new allowance of Rs. 1000/- per month per child for a maximum of two children from the time of child birth till the child attains the age of 2 years, may be introduced.

## 4.5 Holidays, Leave, Working Hours & LTC

4.5.1	Holidays and Casual Leave	Existing arrangement may continue
4.5.2	Earned Leave, Half pay leave, commuted leave	Existing arrangement may continue
4.5.3	Maternity Leave	May be enhanced from 135 to 180 days as in case of executives in BSNL.
4.5.4	Paternity Leave	Existing arrangement may continue

4.5.5	Working hours	Existing arrangement may continue
4.5.6	LTC	Existing arrangement may continue
4.5.6	EL encashment	Existing arrangement may continue
4.5.8	Uniform, Stitching Charges, Rain Coats, Chappals, Shoes, Washing Allowance etc.	Existing arrangement may continue till an alternate policy is worked out by a joint committee of management and staff side.
4.5.9	Family planning increment	Existing amount on pre-revised scale may continue. It will be revised as and when such revision takes place as for Executives.
4.5.10	Other Special pay existing in BSNL	Existing rates/amount on pre-revised scale may continue. It will be revised as and when such revision takes place for Executives.

#### 4.6 Advances

The existing advances in BSNL will continue as per the existing rates/amount till revised keeping in view the relevant orders of Central Government. Separate orders will be issued for eligibility conditions etc. as per revised pay scales.

#### 5. Bonus/PLI

A new scheme is to be worked out expeditiously through negotiations between the management and the recognised union taking into consideration the Performance Management System.

#### 6. Retirement Benefits

##### 6.1 Pension:

6.1.1. The DoT/DTS/DTO employees absorbed in BSNL are eligible for pension from Central Govt. as per provisions under Rule 37-A of CCS (Pension) Rule 1972. The BSNL recruited/regularised employees are governed by provisions of Employees Provident Funds and Miscellaneous Provisions Act 1952.

6.1.2 The issues of revisions of IDA Pension in respect of employees absorbed in BSNL and retired before 1.1.2007 and Pension anomaly in respect of BSNL absorbed employees retired to 31.7.2001 already stand referred to DOT and may be further pursued by BSNL.

##### 6.2 Gratuity-

Payment of Gratuity will be regulated - As per orders of Central Government/ DoT for Central Govt. employees, in case of Central Government employees absorbed in BSNL.

As per provisions under Gratuity Act 1972, in case of BSNL recruited employees.

#### 7. General

7.1 Six months interest free Salary Advance paid to the non-executive employees in accordance with

BSNL C.O. letters No. 1-22/2009-PAT (BSNL) dated 30-4-2009 and 20.5.2009, and amount equal to CCA being paid to some employees in accordance with BSNL C.O. letters No. 1-22/2009-PAT (BSNL) dated 4.6.2009, shall be adjusted against the pay revision arrears. In case an employee is in receipt of amounts more than his entitlement, the excess amount on adjustment of arrears shall be recovered.

7.2 Anomalies/aberrations, if any, arising out of this Wage revision will be addressed separately.

7.3 Other allowances / perquisites / advances / facilities etc. not mentioned in these recommendations may remain unchanged, subject to eligibility/admissibility.

7.4 As and when BSNL management decides for 78.2% IDA merger for executives, the same benefit may be extended to non-executives also.

7.5 On the demand of Staff side for pay-scale upgradation issues of certain cadres of non-executives and implementation of Promotion Policy without waiting for approval of Non-executive pay scale of Rs. 9200-250-13200/- from DOT/DPE, the official side clarified that the issues are beyond the ambit of Wage Revision Committee, and BSNL management may take appropriate decision.

#### 8. Work Culture & Training

8.1 The recognised union has agreed to extend full support to all initiatives taken by the management for further improving the work culture.

8.2 Management and representative union agree to cooperate for creating a harmonious industrial relationship conducive to the growth of BSNL's share in the Telecom, services market. It has also been agreed the re-training of its employees consistent with skills and technology will be undertaken, wherever necessary, especially in the context of technological changes. ■

# Tall talks and then surrender

by Islam Ahmed

The wage revision of unionised workers of PSUs is done through bilateral talks and agreement with the unions. Each PSU is independent to involve the pay structure of its non-executive employees as it has to meet the expenditures from its own resources and without the budgetary support of the Government. The PSUs are completely independent in this respect. Normally all unions participate in the negotiation and sign the agreement. This has happened in Coal, Bank and other industries.

The BSNL came into existence through conversion of DTS/DTO and 1st Wage Agreement was done by all unions in 2002 effective from 1-10-2000. The wage revision of the workers in company was due from 1.12007 i.e. three years before but it was avoided and delayed by majority union due to obvious reasons. In between the employees have undergone sufferings and irreparable financial losses and that too only on lame excuses. Unfortunately the BSNL Management also played hide and seek game to deny the workers its due claims. The management utterly failed to discharge its pious responsibility to protect the interest of the non-executive workers. While the managers filled their pockets with huge arrears of money occurred due to revised salary but left the non-executive employees high and dry in the name of negotiation and agreement only with recognised union. Even this parrot like statement was not adhered to. The management thus lost its credibility. There is no rule which binds the management to negotiate only with the recognised union. The management took this position for convenience sake which has been forgotten finally.

The Wage Committee for revision of pay scales of Group-C and D employees was formed in Dec., 2006 and after its formation three Chairman came and left without any result. However in between number of meetings took place and wage committee members enjoyed all the hospitalities including air travels. Unfortunately the management allowed all these hospitalities even to some members including scab unions which have negligible following at the base but of course it was suiting to administration. In the year 2007 after Saharanpur All India Conference in response to General Secre-

tary, BSNLEU's letter the NFTE-BSNL firmly asserted that it was ready for the joint struggle on major issues viz. wage revision, promotional scheme, pension and BSNL's survival provided meeting of all unions are held and joint memorandum prepared and sent to management and joint agreement takes place after negotiation. The BSNL Workers Alliance headed by NFTE-FNTO also offered to cooperate in wage revision provided there is joint negotiation akin to year 2002. This was not acceptable to BSNLEU and no sincere efforts was made by BSNLEU to forge unity of all unions for better wage benefit to workers. The NFTE with the help and cooperation of alliance partners continued to apply pressure on management for early finalisation of wage revision and reminded them about their responsibilities towards workers. Despite protest and vehement opposition of BSNLEU the Wage Committee held meeting with the unions of BSNL Workers Alliance on 16.11.2009 and agreed to submit its report at the earliest. The leaders of BSNLWA plainly and candidly told the Chairman and other members of the committee in the meeting that there will be serious stir of the workers and Industrial peace will be disturbed in case there is further delay in finalisation of pay structure. We further told them in unambiguous words that the highest authority of the company be apprised of the volcanic situation prevailing in the field. It is proper to member the demand of BSNLEU in wage revision. They asked for fitment formula of CMD on pay + 78.2% DA with periodicity of five years and organised 48 hours strike on 19th/20th August 2009 without consulting and holding any joint meeting of all unions for forming unity. The strike as claimed by BSNLEU was very successful and historic but it ended with wage cuts and without negotiation and agreement on any issue. This has never happened in the past. The NFTE, FNTO and BTEF organised 3 days strike in September, 2000 and results are ever remembering. No even single employees was penalised. The management offered 30% fitment from very beginning i.e. early Jan. 2009 and reiterated it in April, 2009 30% fitment at par with the executive which has been accepted by BSNLEU on 15th January, 2010 i.e. after more than a year.

The workers will undergo financial losses due to inordinate delay in finalisation of wage agreement in various ways. Shortly these will be realised. IT is ludicrous that BSNLEU and others are calling it best achievement.

The recognised union could not negotiate and bargain even to increase the multiplying factor from 1.91 to 2 to arrive at the Minimum and Maximum of revised Pay Scales i.e. for better scales of pay contrary to this the Central Govt. employees achieved 2.25 multiplying factor. The scale of Rs. 9200-13200 mentioned in promotion scheme stood in the way. This scale has not been approved even after more than one year and the management fully utilised this to deny better scales in the name of conflict with the executives. None can dispute the facts that non-executive employees will be losers in pay scales, Allowances and Perks. The BSNL management dictated terms and BSNLEU surrendered all these as fate accomplished as it wasted 33 months in gimmicks only and in turn lost bargaining strength. The management took full advantage of the situation and gave raw treatment in the same way as it did while framing promotion scheme. The result in promotion scheme and wage revision would have been entirely different had our and others cooperation accepted.

The BSNLWA and other right thinking persons were of firm view that the wage revision of Group-

C & D staff should be akin to executives i.e. JTOs/ SDEs so that the problems arising out in future in IDA merger, grant of IDA, revision in pension etc. be identical and can be sorted out jointly. The BSNLEU could realise all these belatedly after putting workers to enormous financial losses and sufferings apart from stress and strains.

Strangely BSNLEU is now claiming 6 months advance was given to employees due to their efforts. They should remember their role when orders for four months advance on 30-4-2009 was issued. They made hue and cry because management held meeting with us due to our agitation. This advance was extended by two months on BSNLWA demand and agitation. The management readily agreed because formation of new Ministry was in process and management wanted to avoid embarrassment.

We must keep in mind that unions are to protect the interest of BSNL and its workers and definitely not to please the political masters. If this would have been the concern the wage revision could have been finalised much before executives with greater benefits as company's financial health was for better than the present one.

The BSNLEU no doubt made loud voice and tall talks on demands but surrendered to management in the end causing irreparable financial losses and respectability of unions. ■

## Demonstration Held

Country wide demonstrations held on 11.1.2010 on the agitation call given by BSNLWA for early settlement of wage revision and other demands. Massive Lunch hour demonstration was held on 11.01.2010 at BSNL corporate office New Delhi. Meeting was addressed at Corporate office by Com.N.T.Sajwani Secretary General NFTE and convenor BSNLWA, Com. Alokhandi AGS FNT0, Com. Sharma All India President Rashtriya Union. Com. M.P.Singh Circle Secretary BSNL Corporate office conducted the meeting. Com. Rajpal Circle Secretary NTR and Com. Jaiprakash Circle secretary NTP, Com. Naresh Chhikara CHQ org Secretary organized the meeting. Com. Vallynaygam G.S.FNT0 addressed meeting at Chennai along with Com. Matdiavanan Circle Secretary Chennai and Com. Pattabharaman Circle Secretary Tamilnadu.

### Demands Raised

1. Early wage settlement and no any further delay.
2. Equipment of 93 million GSM lines for development of BSNL and transparency thereof.
3. Grant of Limited Trade Union facilities to all applicant Unions.
4. Initiate action for new code of discipline for next membership verification as agreed earlier.
5. No dis-investment and privatization of BSNL.



# टेलीकाम (एनएफटीई बीएसएनएल)

सी-4/1 बंगला साहिब रोड़, नई दिल्ली-110 0 0 1,  
फोन: 23363245, 23346656, 23746677

## सरकारी प्रस्ताव मंजूर

तीन वर्ष के लम्बे अंतराल के बाद बीएसएनएल प्रशासन द्वारा वेतन समाधान के लिए प्रस्तावित सरकारी प्रस्ताव पर बीएसएनएल ईयू ने कुछ यूनियनों के साथ 15.1.10 को हस्ताक्षर कर दिये हैं। इस समझौते के साथ अब वे कारण भी स्पष्ट हो गए हैं कि सभी यूनियनों को सम्मिलित करते हुए संयुक्त वेज कमेटी के प्रस्ताव को क्यों नहीं माना गया था। यह सर्वविदित है कि यदि सभी यूनियनों द्वारा एक साथ मिलकर समझौता किया जाता तो निश्चित ही एक बेहतर समझौता हो सकता था लेकिन प्रतिनिधि यूनियन तथा प्रशासन का उद्देश्य कर्मचारियों को इससे वंचित करना था। अतः प्रतिनिधि यूनियन तथा प्रशासन ने एक दूसरे को सहयोग करने के लिए इसको स्वीकार नहीं किया। जबकि भारत सरकार के अन्य उपक्रमों में सभी यूनियनों को मिलाकर संयुक्त वेज कमेटी का गठन किया गया। यह केवल एनएफटीई को वेतन समझौते से बाहर रखने की साजिश थी। क्योंकि एनएफटीई अथवा ऐसे अन्य लड़ाकू संगठनों के वेज कमेटी में रहते हुए प्रशासन और मान्यता प्राप्त यूनियन को कर्मचारियों के हितों पर कुठाराघात करने के लिए ऐसा अवसर प्राप्त नहीं हो सकता था। ऐसा लगता है मान्यता प्राप्त यूनियन द्वारा कर्मचारियों के लिए नहीं बल्कि अधिकारियों तथा प्रशासन के हितों की सुरक्षा के लिए समझौते पर हस्ताक्षर किए गए हैं। पूरे परिदृश्य से स्पष्ट है कि प्रारंभ से ही मान्यता प्राप्त यूनियन का व्यवहार नकारात्मक और कर्मचारियों को नुकसान पहुंचाने का रहा है। अतः प्रारंभ से ही उद्देश्य कर्मचारियों में उत्सुकता पैदा करते हुए मामले को टालना रहा है। कर्मचारियों को नुकसान पहुंचाने की दिशा में कार्य किया गया है।

इस समझौते में समयावधि के गुप्त समझौते के साथ

इसमें संघर्षों से प्राप्त हमारी सुविधाओं तथा भत्तों को समाप्त करवाया गया है। इसके पहले ट्रेड यूनियन के इतिहास में ऐसा उदाहरण नहीं मिलेगा जहां यूनियन ने कर्मचारियों को प्राप्त भत्तों को समाप्त करने के समझौते पर हस्ताक्षर किए हों।

मैनेजमेंट द्वारा प्रस्तुत प्रस्ताव में वृद्धि के लिए दबाव तो दूर है बल्कि इसके लिए पेशकश ही नहीं की गई। यहां तक कि 78.2 प्रतिशत आईडीए मरजर को भी छोड़ दिया गया जबकि भारत सरकार के अन्य उपक्रमों में यह दिया गया है। पेंशन पर बार-बार सरकार द्वारा हमला जारी है। इस दौरान विरोधाभासी आदेश जारी किए गए हैं। समझौते में पेंशन की सुरक्षा के लिए कोई ठोस प्रावधान नहीं किया गया है। जबकि इसके पूर्व पेंशन की सुरक्षा को ठोस बनाया गया था। 31.12.06 तक सेवानिवृत्त हुए कर्मचारियों के लिए भी आई डी ए मरजर के लिए स्कीम नहीं बनाई गई। बीएसएनएल में भर्ती किए गए नए कर्मचारियों की पेंशन भी अनिश्चित है। इसका एक कारण यह भी है कि पेंशन की सुरक्षा के लिए हुई ऐतिहासिक हड़ताल में बीएसएनएल ईयू शामिल नहीं थी। लेकिन इसके लिए हड़ताल से प्राप्त ऐतिहासिक जीत को बर्बाद करने के लिए बीएसएनएलईयू को कोई अधिकार नहीं है।

अपनी उपलब्धियों को सुरक्षित रखने तथा शीघ्र अच्छे वेतन की मांग के लिए एनएफटीई ने बीएसएनएल कर्मचारी मोर्चा के साथ लगातार कई संघर्ष किये। यद्यपि संघर्ष को रोकने के लिए बाधाएं डाली गईं लेकिन हम लगातार आगे बढ़ते गए। एनएफटीई ने बीएसएनएल कर्मचारी मोर्चा के साथ निम्नानुसार मांग प्रस्तुत की थी:

अ) उच्च पे स्केल के आधार पर अधिकारियों को 30 प्रतिशत फिटमेंट के आधार पर अधिक लाभ प्राप्त

होता है लेकिन नीचे के कर्मचारियों विशेषकर ग्रुप डी को कम वेतनमान होने के कारण समुचित लाभ नहीं प्राप्त होता है।

ब) अधिकारियों को पांच प्रमोशन की योजना के आधार पर अधिक प्रमोशन प्राप्त होते हैं। प्रत्येक प्रमोशन पर पे फिक्सेशन के कारण अधिक लाभ प्राप्त होता है। एनएफटीई ने यह भी प्रस्ताव दिया था कि पे फिक्सेशन में न्यूनतम लाभ की गारंटी का प्रावधान किया जाय जैसा कि पहले वेतन समझौते में 1500 रुपये की गारंटी का प्रावधान किया गया था लेकिन यह प्रावधान कर्मचारियों को प्राप्त नहीं है।

स) भारत सरकार ने छठवे वेतन आयोग की सिफारिश के आधार पर ग्रुप डी को अपग्रेड किया गया है।

अतः कम वेतन भोगी कर्मचारियों के स्तर को उठाने के लिए क्षतिपूर्ति बतौर इसमें वेतन वृद्धि आवश्यक है। इसके पूर्व एनएफटीई की ओर से स्वर्गीय साथी विचारे द्वारा वेतनमान तथा पर्स का मेमोरेंडम दिया गया था। इसमें ग्रुप डी कर्मचारियों के लिए कम से कम 16,000 रुपये वेतनमान की मांग की गई थी। इसके बाद ज्यादा वेतनमान का झांसा देनेवाली यूनियन ने कम वेतनमान की मांग की। इस तरह कर्मचारियों की मांगों के प्रति मान्यता प्राप्त यूनियन का व्यवहार प्रारंभ से ही नकारात्मक तथा नुकसान पहुंचाने वाला रहा है।

समझौते में इस बात का आभास ही नहीं है कि कर्मचारियों के हितों के लिए वेतन समझौता किया गया है। इससे तो केवल ऐसा लगता है कि यह समझौता कर्मचारियों और कंपनी के हितों को नुकसान पहुंचाने के लिए कुछ यूनियनों और प्रशासन के बीच आपसी सांठगांठ का षडयंत्र है। शीघ्र ही सभी को इसके दुष्परिणाम का आभास होगा।

इसमें विभिन्न क्रेडरों से संबंधित अनेक मुद्दे हैं जिन पर कोई चर्चा ही नहीं हुई। लम्बे अंतराल के बाद विसंगतियों और पक्षपात के निराकरण का यह एक अवसर था जिसका समुचित उपयोग नहीं हुआ। कर्मचारी अगले वेतन समझौते के लिए दस वर्षों तक लम्बा इंतजार करना नहीं चाहते।

उन यूनियनों के लिए जिन्होंने उस पर हस्ताक्षर नहीं

किए हैं यह दस्तावेज वैधानिक बाध्यता नहीं है। ऐसी यूनियनों कंपनी तथा कर्मचारियों के हितों की सुरक्षा के लिए इस समझौता के नुकसानदायक प्रावधानों का विरोध करने के लिए स्वतंत्र है। समझौते के असंवैधानिक तरीके जिसमें एक लाख कर्मचारियों का प्रतिनिधित्व करने वाली दूसरी सबसे बड़ी यूनियन एनएफटीई को अलग करते हुए केवल प्रशासन तथा मंत्री जी के सहयोग और दया के आधार पर सीमित कुछ यूनियनों के साथ हस्ताक्षर करना भी न्यायोचित नहीं है। अतः प्रशासन को गैरकानूनी तथा असंवैधानिक प्रावधानों को ठीक करना चाहिए। अन्यथा कर्मचारियों के हितों की सुरक्षा के लिए गैरकानूनी प्रावधानों के विरोध में आंदोलन किया जाएगा।

## वेतन समझौता एक नजर

भतों अथवा सुविधाओं में वृद्धि के बजाय उल्टे हमने इस वेतन समझौते में कुछ भतों को खो दिया है। कर्मचारियों को एक बार जो सुविधा प्राप्त होती है उसे इतनी आसानी से कोई छीन नहीं सकता लेकिन यहां उल्टा है। हमारी यूनियन ने स्वयं ही इन भतों को समाप्त करने की सहमति देते हुए समझौते पर हस्ताक्षर किया है। ट्रेड यूनियन इतिहास में शायद ही ऐसे उदाहरण हैं जब किसी यूनियन ने संघर्षों से प्राप्त सुविधाओं भतों को समाप्त करने की स्वयं ही स्वीकृति दी है। समझौते में निम्न भतों को समाप्त करने के लिए यूनियन ने मान लिया है।

(1) **नगर क्षतिपूर्ति** भत्ता को 27.2.09 से समाप्त करने के लिए यूनियन ने समझौता किया है। जब कोई सुविधा पुरानी तारीख से देने में आनाकानी होती है तो विभाग इतना आसानी से हमारी सुविधा पिछली तारीख से छीन कैसे सकती है। यह संभव है इस पर इस हाथ ले उस हाथ दे के आधार पर समझौता हुआ है। हाउस रेंट के मामले में इसी आधार पर समझौता हुआ है। अर्थात् 27.2.09 से मकान किराया भत्ता प्राप्त करने के लिए 27.2.09 से ही नगर क्षतिपूर्ति भत्ता समाप्त करने पर समझौता हुआ।

2) **फूड अलाउंस** – कर्मचारियों को प्राप्त फूड अलाउंस को समाप्त कर दिया गया है।

**मकान किराया भत्ता** – वर्तमान में मकान किराया

भत्ता 30 प्रतिशत/20 प्रतिशत ओर 10 प्रतिशत है। नए वेतन फैसले में भी यही 30 प्रतिशत, 20 प्रतिशत और 10 प्रतिशत जारी रखा गया है। दूसरा रत्ती भर भी परिवर्तन नहीं किया गया है। यहां तक कि जनसंख्या के आधार पर वही पुरानी व्यवस्था को जारी रखा गया है।

### भत्तों और पर्स में कोई वृद्धि नहीं

अधिकतर भत्तों को यथावत रखा गया है। इसमें कोई परिवर्तन नहीं किया गया है। यह स्वतः ही प्रश्न उठता है कि यही सब कुछ करना था तो फिर तीन वर्ष का समय बर्बाद क्यों किया है।

### देखिए भत्तों की स्थिति

1. ट्रांसपोर्ट अलाउंस – यथावत
  2. विकलांग कर्मचारियों के लिए ट्रांसपोर्ट अलाउंस – यथावत
  3. स्पेशल ड्यूटी अलाउंस, इजलैंड स्पेशल ड्यूटी अलाउंस, हार्ड एरिया अलाउंस – वर्तमान प्रतिशत यथावत।
  4. एजुकेशन अलाउंस तथा होस्टल सब्सिडी – वर्तमान यथावत
  5. ग्रामीण ड्यूटी अलाउंस – वर्तमान यथावत
  6. ओटी रेट – कोई परिवर्तन नहीं वर्तमान यथावत
  7. टीए डीए – कोई परिवर्तन नहीं यथावत
- ★ त्यौहार की छुट्टियां तथा आकस्मिक अवकाश – वर्तमान व्यवस्था जारी
  - ★ ईएल/हाफ पे लीव/कमुटेड लीव – कोई परिवर्तन नहीं
  - ★ मातृत्व अवकाश – 135 से 180दिन
  - ★ पेटरनिटी लीव– कोई परिवर्तन नहीं।
  - ★ कार्य के घंटे – कोई परिवर्तन नहीं। पांच दिन के सप्ताह की मांग छोड़ी।
  - ★ एलटीसी – एलटीसी नगदीकरण की मांग छोड़ी। वर्तमान स्थिति यथावत।
  - ★ इएल नगदीकरण – कोई परिवर्तन नहीं।
  - ★ यूनिफार्म/सिलार्ड बरसाती/चप्पल/जूते, धुलाई भत्ता –

भविष्य में बंद करने की सहमती के साथ बहराल जारी

- ★ फैमिली प्लानिंग इंक्रीमेंट– वर्तमान की तरह।
- ★ विभिन्न स्पेशल पे – कोई वृद्धि नहीं।
- ★ एडवांस – कोई वृद्धि अथवा परिवर्तन नहीं।

### भत्तों में परिवर्तन एवं वृद्धि

दिखावे के लिए कुछ छोटे-मोटे भत्तों में वृद्धि की गई है। जो अधिकतर व्यापक नहीं है। इनकी स्थिति निम्नानुसार है।

- ★ स्पेशल कम्पेंसेटरी अलाउंस, रिमोट लोकलटी अलाउंस, (बेड कलाइमैंट अलाउंस, स्पेशल कम्पेंसेटरी (हिल एरिया), अलाउंस और शिड्यूल, ट्राइबल एरिया अलाउंस – पुराने वेतनमान के आधार पर प्राप्त वेतनमान राशि में 75 प्रतिशत की वृद्धि /एटेडेंट तथा योग्यता की शर्त अधिकारियों की तरह लागू रहेगी।
- ★ साइकिल मेंटेनेस अलाउंस– वर्तमान अलाउंस में 50 प्रतिशत की वृद्धि।
- ★ केश हैंडिलिंग अलाउंस – वर्तमान अलाउंस की राशि में 50 प्रतिशत की वृद्धि।
- ★ केश सुरक्षा के लिए कैशियर के साथ ग्रुप डी – वर्तमान अलाउंस की राशि में 50 प्रतिशत की वृद्धि।
- ★ स्किल अपग्रेडेशन अलाउंस– नए वेतनमान का 2 प्रतिशत प्रतिमाह।
- ★ ट्रेनिंग अलाउंस – नए वेतनमान का 7.5 प्रतिशत
- ★ फिक्स कनवेयन्स अलाउंस– वर्तमान अलाउंस की राशि में 50 प्रतिशत की वृद्धि।
- ★ चाइल्ड केयर अलाउंस महिला कर्मचारियों के लिए बच्चे की 40 प्रतिशत विकलांगता की स्थिति में – बच्चे के जन्म की तारीख से दो वर्ष की आयु तक प्रतिमाह एक हजार रुपये अधिकतम दो बच्चों तक सीमित।

### विजयवाड़ा मंडल अधिवेशन

विजयवाड़ा मंडल का अधिवेशन 22.1.10 को सम्पन्न हुआ। सेक्रेटरी जनरल साथी एन टी सजवानी ने अधिवेशन को सम्बोधित करते हुए कर्मचारियों की ज्वलंत समस्याओं

की स्थिति तथा संगठनात्मक स्थिति पर प्रकाश डाला। श्री जॉन क्रिसोसश्म जीएम विजयवाड़ा तथा अन्य सहयोगी यूनियनों के पदाधिकारियों ने अधिवेशन को सम्बोधित किया। मंडल सचिव साथी रमनमूर्ति ने यूनियन गतिविधियों की रिपोर्ट प्रस्तुत की। साथी टी डी आर्शिवादम ने अधिवेशन की अध्यक्षता की। साथी जे वेंकटेश्वर, साथी के धर्मनागडू, साथी पी राधाकृष्णनन क्रमशः सर्वसम्मति से अध्यक्ष, सचिव तथा कोषाध्यक्ष निर्वाचित हुए।

### कार्पोरेट कार्यालय पर जबरदस्त

बीएसएनएल कर्मचारी मोर्चा के आह्वान पर अपनी मांगों के समर्थन में 11.1.10 को पूरे देश में जबरदस्त प्रदर्शन हुआ। नई दिल्ली स्थित कार्पोरेट कार्यालय के सामने कर्मचारियों ने जबरदस्त प्रदर्शन किया। यहां हुई सभा को सेक्रेटरी जनरल साथी एन टी सजवानी, एफएनटीओ के कार्यवाहक जनरल सेक्रेटरी साथी अलोकनदी, राष्ट्रीय यूनियन के अखिल भारतीय अध्यक्ष साथी शर्मा ने सम्बोधित किया। कार्पोरेट कार्यालय के परिमण्डल सचिव साथी एम. पी. सिंग ने सभा का संचालन किया। साथी राजपाल परिमण्डल सचिव एनटी आर साथी जय प्रकाश परिमण्डल सचिव एन.टी.पी. साथी नरेश सी एच क्यू संगठन सचिव ने सभा को संगठित किया। एफएनटीओ के जनरल सेक्रेटरी साथी के वलीनायगम, ने चेन्नई में सभा को सम्बोधित किया। उनके साथ एनएफटीई के परिमंडल सचिव साथी मदीवानन, तमिलनाडू परिमंडल सचिव साथी पट्टाभिनमन ने सम्बोधित किया। पूरे देश में प्रस्ताव पारित करते हुए निम्नलिखित मांगों के शीघ्र समाधान की मांग की गई—

1. कोई विलंब किये बिना नए वेतनमान का शीघ्र समाधान
2. पारदर्शिता के साथ बीएसएनएल के विकास के लिए

### साथी उप्पल को मातृ शोक

साथी उप्पल सर्कल सेक्रेटरी कोलकता टेलीफोन की माता जी का निधन हो गया। हम मृत माता को श्रद्धांजलि अर्पित करते हैं तथा शोक संतुष्ट परिवार के प्रति संवेदन प्रकट करते हैं।

93 मिलियन लाइन के उपकरण की खरीद

3. सभी यूनियनों के लिए लिमिटेड ट्रेड यूनियन सुविधाएं
4. सदस्यता जांच के लिए नए कोड आफ डिस्सिपलीन के लिए कार्यवाही।
5. बीएसएनएल के विनिवेश तथा निजीकरण पर रोक।

### उत्तर प्रदेश (पूर्व) प्रान्तीय अधिवेशन

एनएफटीई बीएसएनएल का तृतीय परिमण्डल अधिवेशन दिनांक 15 एवं 16 जनवरी को गांधी प्रेक्षागृह लखनऊ में सम्पन्न हुआ।

खुले अधिवेशन तथा सेमीनार में सर्व/श्री ओमवीर सिंह (सीजीएम), एच आर शुक्ला (जीएम परिचालन), वी पी सिंह (जीएमबीटीएम), पी जी एम लखनऊ, सुनील परिहार (जी एम परिचालन लखनऊ जिला) तथा अन्य अधिकारियों ने तथा अन्य अधिवेशन को सम्बोधित किया।

साथी सजवानी (सेक्रेटरी जनरल), इस्लाम अहमद सेक्रेटरी, तथा आर.एन. पान्डे (प्रान्तीय मंत्री) ने डेलीगेट सेशन, सेमीनार तथा खुले अधिवेशन को सम्बोधित करते हुए विभिन्न मुद्दों पर प्रकाश डाला। साथी राजीव वर्मा (प्रान्तीय अध्यक्ष) ने अध्यक्षता की अगले सत्र के लिए सर्वसम्मति से साथी राजीव वर्मा, आर एन पान्डे तथा ए.एस कुशवाहा क्रमशः अध्यक्ष, प्रान्तीय सचिव तथा कोषाध्यक्ष निर्वाचित हुए।

### रेवाड़ी हरियाणा में बीएसएनएलईयू को अलविदा

साथी नवल किशोर मिश्रा टीएसओ रेवाड़ी जो कि बीएसएनएलईयू के संगठन सचिव थे तथा श्रीमती संतोष यादव टी एस ओ जी एम टी आफिस शाखा अध्यक्ष ने रेवाड़ी में कई साथियों के साथ बी एस एन एल इ यू से त्यागपत्र देकर एन एफ टी ई को ज्वाइन किया है। हम सभी साथियों का स्वागत करते हैं।

त्रिचूर (केरल) में कई कर्मचारियों ने बी एस एन एल ई यू से त्याग पत्र देकर एन एफ टी ई की सदस्यता ली है। हम एन एफ टी ई में इन साथियों का स्वागत करते हैं।

# Wage Revision at a Glance

## Following surrendered

It is not easy for the management to take away any allowances or the facility of the employees. But this time management has snatched our facilities that too in the agreement with recognised union. We have never seen in the history of Trade unions where union has willingly surrendered facilities and allowances by signing an agreement. But surprisingly here union has signed agreement to surrender our allowances. Two such allowances shall be dispensed.

1. **City Compensatory Allowance** is surrendered. That too from the back date of 27.2.2009 payment of CCA stands discontinued from 27.2.2009.

On one side the contention the of management is that the perks and allowances can not be paid from back date. Than how any allowance is abolished from back date. It seems it is based on give and take. To bargain HRA from 27.2.09 the CCA is surrendered from 27.2.2009.

2. **Food Allowance** - Food Allowance which was paid to the employed is finished that too by agreement of the recognised union.

**House Rent Allowance** - There is no change in payment of HRA. At present HRA is paid @ 30%, 20% and 10%.

The classification of population is same. There is no relaxation in standard for classification of cities. This will continue as at present.

### Vijaywada Divisional Conference

Divisional Conference of Vijaywada Division was held on 22.1.2010. Secretary General Com. N.T. Sajwani addressed the conference. Shri M. John G.M. Vijayawada, Com. Maheshwar Rao D/S SC/ST Welfare Association and office bearers of other unions addressed the conference. Com. A. Ramanmurthy Divisional Secretary submitted the report of activities. Com. T.D. Ashirwadam presided the conference. Com. J. Venkateshwar Rao, Com. K. Dharmangadudu, Com. P.Radhakrishna are unanimously elected as Divisional president, Secretary and Treasurer respectively.

1. Above 50 lakhs
2. 5 lakhs - 50 lakhs
3. below 5 lakhs

## No increase in Allowances and Perks

There is no increase in perks and allowances. Most of the allowance shall be same as at present. Rather some allowances are surrendered. In case the same position is to be continued than why such a long valuable time of three years is wastage.

The following position is self explanatory.

1. Transport Allowance - No increase
2. Transport Allowance for handicapped - same at present
3. Special duty allowance, Island Special duty allowance, Hard area allowance - Existing percentage will continue
4. Education allowance and Hostel subsidy - No increase
5. Rural duty allowance - As at Present
6. OTA Rates - Not increased
7. TA/DA and Hotel Rates - Not increased
8. Holidays and casual leave - As at Present
9. EL/HPL/Commutated leave - As at present
10. Maternity leave - increase 135 to 180 days.
11. Paternity leave - As at present
12. Working hours - Demand of five day week surrendered present arrangement continue.
13. LTC - No encashment of LTC, No change in present arrangement. Demand of encashment dropped.
14. EL encashment - No change.
15. Uniform, stitching charges, rain coats, chhapals, shoes, washing allowance etc. - Time being will continue with an under standing to close in future.
16. Family Planning increment - As at present.
17. Various other special allowances - As at present.
18. Advances - Not increased

**अखिल भारतीय अधिवेशन**  
**नेशनल फेडरेशन आफ टेलीकाम इम्पलाइज (बीएसएनएल)**  
**केन्द्रीय मुख्यालय, नई दिल्ली**

क्रमांक टीएफ 1/1

दिनांक : 01/02/2010

**नोटिस**

एतद द्वारा सूचित किया जाता है कि नेशनल फेडरेशन ऑफ टेलीकाम इम्पलाइज (बीएसएनएल) सीएचक्यू का अखिल भारतीय अधिवेशन 9.4.2010-11.4.2010 तक पटना बिहार में सम्पन्न होगा। इसके पूर्व अखिल भारतीय यूनियन की राष्ट्रीय कार्यकारिणी मीटिंग दिनांक 8.4.10 को पटना में सम्पन्न होगी। यूनियन के अखिल भारतीय अध्यक्ष साथी रामनाथ पांडे, कार्यकारिणी मीटिंग तथा अधिवेशन की अध्यक्षता करेंगे। स्वागत समिति तथा अधिवेशन की व्यवस्था संबंधी अन्य जानकारी शीघ्र ही अलग से प्रसारित की जाएगी। अधिवेशन के लिए निम्नलिखित एजेंडा रहेगा।

**एजेंडा**

- 1) प्रतिवेदन की स्वीकृति अलोच्य अवधि के लिए
- 2) आय-व्यय का लेखा की स्वीकृति
- 3) संगठनात्मक समीक्षा
  - अ) यूनियन की मजबूती तथा सदस्यता में वृद्धि
  - ब) केन्द्रीय यूनियन की कार्य प्रणाली
  - स) परिमंडल /मंडल/शाखा स्तर कार्य प्रणाली
  - द) विवाद अथवा अपील यदि कोई हो का निर्णय
- 4) मांगे और समस्याएं – सीएचक्यू/ परिमंडल/ मंडल शाखा स्तर
- 5) वेतन समझौता
- 6) प्रमोशन पॉलिसी
- 7) बोनस
- 8) ट्रांसफर
  - अ) नीति की विवेचना
  - ब) संशोधन के लिए सुझाव
  - स) अनुपालन तथा पक्षपात
- 9) सदस्यता जांच
  - अ) पिछली सदस्यता जांच की समीक्षा
  - ब) नई सदस्यता जांच की तैयारी
  - स) कोड आफ डिस्सीप्लीन
  - द) ट्रेड यूनियन सुविधाएं
    - i) वेतन से यूनियन चंदे की कटौती
    - ii) वर्कर्स कमेटी
- 10) अलाइंस – समीक्षा सामंजस्य, सहयोग तथा नए संगठनों को जोड़ना – संभावनाएं
  - अ) बी एस एन एल कर्मचारी मोर्चा
  - ब) ज्वाइंट फोरम
- 11) पेंशन तथा पेंशनर
- 12) ठेका मजदूर संगठन और समस्याएं
- 13) सरकार की नीति
  - अ) बीएसएनएल का निजीकरण
  - ब) आईपीओ
- 14) महंगाई – आर्थिक मंदी
- 15) बीएसएनएल की मजबूती तथा चुनौतियां
- 16) दादा घोष भवन
  - अ) लाइन स्टाफ प्लेट
- 17) यूनियन चंदे में वृद्धि
- 18) संविधान में संशोधन
- 19) प्रस्ताव एवं कार्यक्रम
- 20) अगले सत्र के लिए पदाधिकारियों का चुनाव
- 21) अन्य कोई विषय अध्यक्ष की अनुमति से

एन टी सजवानी  
सेक्रेटरी जनरल