

CWC meeting of our association was held in Room no.756 of Kidwai Bhawan in New Delhi w.e.f. 04.04.2015 to 06.04.2015.

Day 1:

a) The meeting was inaugurated on 04.04.2015 at 11.30 hrs. by lighting the lamp by CHQ President and other CHQ and Circle office bearers.

b) Two minutes silence was observed in the memory of Com.N.R. Hiremath, AGS and other departed comrades.

c) At the start of the Welcome address by Com. N.L. Thangaraj, CHQ President, a standing ovation with huge clapping was given to the architects of resolving the issue of grant of Government Pension similar to BSNL.

d) Com. N.L. Thangaraj, CHQ President and Com. J.S. Yadav, Circle Secretary, Mumbai, who have retired recently, were honoured with flowers and Memento.

e) Com. A.K. Kaushik, General Secretary placed his report for the approval of CWC and it was accepted & passed by house after deliberations.

f) Discussion on HR Issues:

- i. **Promotions:** Discussion on pending issues started with HR issues related to abnormal delay in DPCs. All the members deplored MTNL HR Management for its failure to hold DPCs on time, when vacancies are mounting and the Executives, who were carrying out these crucial duties on officiating, looking after basis etc., were retiring without getting their due regular promotions. Among others, the issues of Calendar of DPCs, notification of year wise vacancies, counting of likely future vacancies for next one year, failure to frame Recruitment Rules in HR, Legal and Marketing streams, Non publication of Gradation lists in general for all cadres and more specifically for JAOs (last updated upto 31/12/2005) were deliberated. After detailed discussion, it was decided to prepare a schedule and launch Trade Union action to achieve our justified promotions.
- ii. **Court Cases:** Com. A.K. Kaushik, GS, explained the status of the court cases in the matter of LICE to E-3 and E-5 levels as a well as Rule 206 case. After a detailed discussion, the CWC ratified the steps taken in this regard. CWC also decided to raise a separate Legal Fund to fight the current cases as well as any future case. It was decided to appeal to all the Executives for contributing atleast Rs.2,000 to defeat the designs of MTNL Management and secure the rightful promotions of each and every executive of MTNL.
- iii. **Comprehensive Promotion Policy:** GS explained the features of Comprehensive Promotion Policy submitted by TEAM to MTNL management in June 2013 and the justification for the promotional avenue in the draft policy.

- iv. The present Executive Promotion Policy 2007, Sr. Management RR 2008 & 2010 were discussed along with arbitrary reduction of posts and it was decided to press for replacement of these with a new Comprehensive Promotion Policy
- v. The issue of exploitation of Executives in the name of Looking After, Local Looking After and Local Officiating arrangement etc. was discussed in detailed length and all the speakers expressed their anguish and it was decided that struggle for regular promotions only can end this exploitation.
- vi. The following other HR issues were debated and resolutions were passed on each of them.
 - a. RRs for promotion of AMs in HR, Marketing and Legal streams
 - b. Replacement of Present Medical insurance through TPA with in house Medical Scheme
 - c. Option to opt for CGHS Indoor treatment facility
 - d. LTC, Transport Allowance, Children Education Allowance etc. as admissible to Central Government Employees
 - e. Additional Increment on vertical promotions in general and the additional increment for Sr.AOs and Sr. SDEs promoted under DoT pattern

After the common HR issues were discussed, Cadre Specific HR issues, not covered under General HR issues, were taken up by the house.

- vii. Civil & Electrical:
Com. Mahesh Kukreti, AGS, explained the problems faced in these two streams including the need for restoration of 32 posts of EE Civil
- viii. Stenographers: Com. R.S. Nair, AGS and Com. O.P. Gupta placed the following issues:
Classification of Steno Grade- I as E-2, grant of E-3 scale to Ps, Wrong date of implementation of Promotion Policy, Improper implementation of Restructuring Policy, filling up of 6 vacant posts of PPS (PTSO)
- ix. Accounts & Finance
Severe Shortage in Mumbai, Restoration of 9 downgraded post of CAOs, matter of Semi skilled Accounts Personnel, Recruitment as Junior Accountants, Non completion of DPC for AOs called for in 2011, calling for deputation of JAOs from other organisations were raised and discussed.
- x. Technical
Seniority issues, shortage of materials, recovery imposed in Mumbai on plea of TRAI penalty on MTTR, working conditions without JTOs, subordinate level staff such as TTAs, Night patrolling duty for SDEs in Mumbai, insufficient infrastructure among other issues were raised by many speakers
- xi. Direct Recruits (Applicable to all streams)
Payment of Basic Pay and DA during training period instead of Stipend, Counting of Training period as regular service for the purpose of Financial Up-gradation and Post Based promotions were discussed. It was also re-iterated that all these benefits should be extended to those executives who have already completed their training and getting pay in E-2, E-3 or E-4 scales.

Com. Mange Ram Sharma, President, MTNL Staff Union & Chairman of Joint Forum of MTNL Unions & Associations, Delhi addressed the house.

Day 2

The discussion on HR issues remained inconclusive on day 1 and was continued on next day. Afterwards, other issues listed for day 2 were taken up. The CHQ President read out the issues listed for deliberations on 05.04.2015. GS addressed and briefed the house regarding the progress of the various matters scheduled for deliberations.

- a) **Betterment of MTNL's services and viability of MTNL:** This issue was deliberated by many speakers and they suggested various ways for improving services of MTNL and thereby making MTNL Profitable. It was felt by CHQ President that this issue cannot be summarized due to time constraints and he asked the consent of the house for constituting two committees of Delhi and Mumbai for collecting more inputs and to submit their reports. These committees comprise the executives from Delhi and Mumbai working in Different fields. The committees have been asked to submit their reports to CHQ by 20th April 2015 and CHQ shall finalise the recommendations by 30th April for submission to Government of India and MTNL.
- b) **Pay Fixation with 78.2% DA due from 01.01.2007:** Members were very much agitated over this issue. The delay tactics of MTNL's Management for resolving this issue has caused lot of frustration among members. It was unanimously decide by CWC to launch agitation on this issue by the end of this month
- c) **Pension & Pensioners' Issues:**
The following issues were discussed and decisions were taken by the CWC
 - i. One time option to pro rata optees for combined pension: It was resolved that TEAM must firmly stand with the steps being initiated by United Forum Of MTNL for resolving this issue at earliest.
 - ii. Delay in issue of PPO for combined service pensioners by DoT
 - iii. Payment of Arrears to Pre-2007 Pensioners for the period from 01-01-2007 to 30-09-2012
 - iv. Removal of unjustified cut of Rs.3000/2000 in OPD Medical eligibility
 - v. Revision of OPD Medical Entitlement for Pre-2007 pensioners
 - vi. Covering Indoor and OPD Medical facilities to families of employees expired while in service
 - vii. Issue of Pensioner Identity Card to MTNL Pro-rata & combined service pensioners
- d) **Payment of Superannuation Pension Benefits to Direct Recruits & Pro-rata Pensioners**
The CWC discussed the failure of MTNL Management in implementing the orders of DPE dated 26-11-2008 and 02-04-2009. As per these orders, MTNL is allowed to provide 30% of pay plus Dearness allowances as Superannuation benefits, which may include Contributory Provident Fund (CPF), Gratuity and post-retirement medical benefits. This superannuation Pension will be applicable to the employees who had put in a service of 15 years in MTNL prior to Superannuation. If the present CPF contribution @12% of pay plus and Gratuity as well as Medical benefits to be after superannuation are totaled together, it will fall short of the 30% of

Pay plus DA as mandated in DPE orders. Therefore, balance amount has to be invested in any Superannuation Group Pension Scheme operated by an insurance company so that the returns from such investment can be paid to the retired employee as Superannuation Pension. Therefore, all the directly recruited employees of MTNL as well as absorbed employees who had opted for pro-rata pension for their government service, are to be given this benefit by MTNL. But, in MTNL, other than the 12% Employer's Contribution in CPF and some medical benefits, MTNL has not attempted to implement the DPE orders. After discussion, it was decided to pressurize the MTNL management to immediately act upon this issue without further loss of time.

Com. Mange Ram Sharma, President, MTNL Staff Union & Chairman of Joint Forum of MTNL Unions & Associations, Delhi elaborated the issues involved and the current status of One time option to Pro-rata pensioners as well as the Medical Insurance Court Case and CGHS facility. He also appealed to TEAM and all our members to participate in the day long Dharna called by MTNL Staff Union at Jantar Mantar, New Delhi on 08-04-2015. Com. A.K. Kaushik, GS also exhorted our members to join the agitation in large member.

CHQ and Circle Conferences:

The CWC took up the issue of holding the next CHQ Conference. It was decided to hold the next this AIC in Mumbai in the month of September 2015. GS requested Delhi Circle to complete the Delhi unit Circle Conference in May/ June 2015 while the Circle Conference of Mumbai Circle can be held along with CHQ Conference.

Committee for Amendments to Constitution:

The CWC appointed a Committee to consider and suggest amendments to TEAM's constitution. All the members as well as Circle Units can send their suggestions to the committee. The recommendations of the committee will be placed in the HQ Conference for approval.

Day 3:

Veteran leader **Com. M.K. Bagchi**, Founder General Secretary of TEAM & President of RTOWA, Delhi as well as Convener of United Forum of MTNL Unions and Associations, attended the CWC, in spite of suffering from fever.

Organizational matters: Lively and frank discussion took place on this matter. The Speakers touched all aspects of functioning of the branches, areas, Circle and CHQ. Com. J.S. Yadav and Com. Ram Gopal, Circle Secretaries of Mumbai and Delhi respectively and GS replied to the debate.

It was decided that Branches/ Areas must be galvanized and all the Area, Circle and CHQ office bearers should reach out to the members to explain the pending issues so that they must come forward for the ensuing agitation scheduled for last week of April 2015.

Joint Forum of Unions & Associations: Com. M.K. Bagchi, in his address, touched upon the important aspects related in organizational matters. Then, he explained the activities of United Forum and the issues pending before the Forum. He recalled and lauded the role of TEAM in achieving all the major issues, including Pension. He also appealed to TEAM and all the members to participate in the Jantar Mantar programme to be held on 08-04-2015

Shri. Sultan Ahmed, GM Finance, MTNL who graced the occasion after the lunch break, recalled his service in Mumbai. He appreciated the role played by TEAM in securing the Pension issue.

The vote of thanks was given by Com. V.P.Bhardwaj, Joint GS for all the participants. He thanked all those volunteers who relentlessly worked towards the success of this CWC.

Overall, the CWC proceedings proved to be lively, productive and path setting.