

UNITED FORUM
OF MTNL UNIONS & ASSOCIATIONS, DELHI & MUMBAI

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Ref: UFOM (D&M)/2019-20
Dated at New Delhi, November 18, 2019

To

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| 1. Chairman & Managing Director
MTNL, Corporate Office
9, C.G.O Complex, Lodhi Road
New Delhi – 110003. | 2. Secretary (Telecom.)
DOT, Sanchar Bhawan
Ashoka Road, New Delhi. |
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Sub: 1.VRS and Revival Plan of MTNL caused disappointment amongst the employees.
2.Protest Action Notice ~ Lunch Hour Demonstration 22nd November ,2019 at Delhi & Mumbai.

Sir,

The Govt. of India has announced the revival plan as well as merger of BSNL & MTNL along with VRS to the MTNL & BSNL employees for those who are above 50 years of age. The Forum welcomes the merger of BSNL & MTNL and their revival so that the esteemed citizen of our country will get efficient & quality telecom services in the country. But, we were shocked to see that neither DOT nor MTNL has taken any step toward the revival of MTNL. The whole DOT & MTNL management is working on VRS which was neither our demand nor it was discussed with us at any level. We were shocked to observe that DOT as well as MTNL management is adopting all cohesive measure to force the employees to opt for VRS even though it is a "Voluntary Retirement Scheme".

The rising cost of employees as a percentage to revenue is cited as reason for present indebtedness of MTNL. The visionless policies of the government and ineffectiveness of management are not even remotely acknowledged. So employees are frustrated and disappointed after serving MTNL sincerely for many years. By not paying their salary, by not settling their other claims, by not implementing 3rd PRC, by not scaling up the technology, by not providing quality service to the customers, MTNL/DoT/Government have psychologically intimidated the employees. Due to these coercions the employees are under illusion that opting for VRS is a better course to get rid of this mental agony.

Compared to the terms of earlier VRS in 2005 and 2006, the present VRS terms are not attractive but restrictive. In the earlier VRS the ex-gratia was 150% (Compensation and pension), the commutation was payable on the date of VRS, and there was no unfair treatment to pro-rata pensioners.

Summing up the causes for disappointment of the employees the following issues are raised.

'A' Immediate payment of salary of September, 2019 & Oct. 2019 and further ensure the monthly salary payment on due date.

'B' Issue related with "Voluntary Retirement Scheme 2019".

1. Why 3rd PRC should not be implemented before effecting VRS ? Can an assurance be given by DOT/MTNL that 3rd PRC will be implemented soon with effect from 01/01/2017 and all the VRS pensioners will be entitled to arrears of pay, arrears of pensionary benefits including commutation, and arrears on ex-gratia ?
2. The same terms of earlier VRS that "commutation is payable on the date of VRS" should be the terms of present VRS regarding payment of commutation.
3. In the calculation of ex-gratia amount, the actual pension instead of notional pension should be considered for pro rata pension optees who apply for VRS.
4. Orders for all promotions (time bound financial upgradations) due up to 31/01/2020 should be issued by that date.
5. Salary up to Jan'2020 and all the supplementary claims of the employees and pensioners should be paid by VRS date i.e 31st Jan2020 .
6. Leave encashment should be paid within one month of VRS date and pension payment should start at least within 3 months or a minimum pension should be paid from the month of Feb 2020 with undertaking from the VRS optees .
7. Occupants of MTNL/BSNL quarters should be allowed to retain the quarters on payment of normal license fee till the date of superannuation.
8. If a Employee opted for VRS on 3rd of December 2019 , he / she has no option to withdraw the VRS application. The VRS withdrawal date is to be amended as 6th of December 2019
9. The income tax exemption limit of Rs.5 lakhs for VRS ex-gratia needs to be enhanced as this limit was fixed in 1993. DoT/MTNL should take up the issue with CBDT/Finance Ministry.
10. Clarification regarding reduction of retirement age from 60 years to 58 years.
11. The amendment in the VRS schemes is to be done & the pension should be excluded from the VRS exgratia package.

'C' Revival of MTNL.

1. Road map for revival should be transparent including suggestion of union associations.
2. Due to merger of MTNL & BSNL , the HR issues of employees
- 3, Road map of payment of bank loan.
4. Launch of 4G & planning for upgradation of existing network.

'D' Issue related with working employee after VRS.

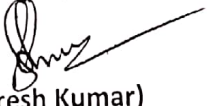
1. Implementation of 3rd PRC.
2. Work burden may increase on the remaining employees after VRS. The services to the customers also may be affected. There should be a clear transparent plan as to how the work burden is going to be managed and how the services are going to be improved.
3. Clearly spell out the hierarchal structure of remaining executive & non executive, carrier progression, promotions and other HR issue.
4. Discuss on ways and means adopted to maintain the Telecom services i.e post VRS.

All these are the genuine issues which are bothering the employees of MTNL. But, the MTNL management has not given any satisfactory response on these issues till date, **if positive response is not forthcoming on the above issues, Employees may rethink on VRS option and many of them may perhaps withdraw the option of VRS.**

In view of the above, the United Forum Delhi & Mumbai has decided to hold massive demonstration as per following :

Date & Day	Unit	Programme & Time	Venue
22/11/2019	Delhi & Mumbai Circle	Lunch Hour demonstration at gate	Executive Director, MTNL, K.L. Bhawan, Janpath, New Delhi. Telephone House E.D. Mumbai Office Prabha Devi Mumbai

Thanking you,


(Suresh Kumar)
Secretary/UF
9868240035


(A.K. Kaushik)
Convener/UF
9868136363

Copy to:

1. Dir. (HR)/Dir. (Tech)/Dir. (Fin.), MTNL, C.O., Delhi.
2. ED Delhi/Mumbai.
3. GM (HR), C.O, New Delhi.
- ✓ 4. Affiliate Association/Union – General Secretary. *Sm: K.R. Yadav .G.S. TEAM.*