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# UNITED FORUM OF MTNL UNIONS & ASSOCIATIONS

[ HM 10, TELEGRAPH LANE, ATUL GROVE ROAD, NEW DELHI - 110001 ]

E-Mail : [manish\\_bagchi@rediffmail.com](mailto:manish_bagchi@rediffmail.com)

M : 9868534060

## ASSOCIATES

- # MTNL Staff Union (M: 9868133959)
- # Telecom Executives' Association of MTNL ( 9868136363)
- # MTNL SC/ST Employees Welfare Association (M:9868130032)
- # MTNL Workers Union (NFTE) (M: 9013131930)
- # Dr. Ambedkar MTNL SC/ST/OBC Telecom Emp. Welfare Association
- # MTNL Karamchari Union (M:9013135620)
- # MTNL Karamchari Ekta Union (M:9013185353)
- # Retired Telecom Officers' Welfare Association (M:9968721515)
- # MTNL(DOT) Ex-Employees Welfare Association (M:9968075051)
- # Pensioners' Forum of MTNL (M: 9868256707)
- # MTNL Kamgar Congress (M: 9868137167)
- # MTNL Aam Karamchari Union ( M: 9013136009 )

Ref.No. UFOM/2014-2016

Dated : 29/04/2016

06/05/2016

To

1. Shri S. Deepak  
 Chairman T.C. & Secretary (T)  
 Sanchar Bhawan, 20, Ashoka Road  
 New Delhi - 110001

2. Shri Narendra K. Yadav  
 Chairman & Managing Director  
 Mahanagar Telephone Nigam Ltd.  
 Mahanagar Door Sanchar Sadan  
 5<sup>th</sup>. Floor, 9, C.G.O. Complex, New Delhi -110003

RECEIVED LETTER  
 09 MAY 2016  
 DEPT. OF TELECOM  
 CENTRAL OFFICE

Subject : Long pending DEMANDS of MTNL employees & pensioners :

1. Fixation of Pay and Pension as on 1.1.2007 merging of 50% DA effectively amounting to 78.2%.
2. Providing an opportunity to the Pro-rata pensioners for exercising fresh pension option.
3. Extending benefit of medical facilities under CGHS.
4. Withhold the proposed VRS till settlement of old DEMANDS.

Contd.....p/2

OF  
 Sanjay 9/5/16  
 Dir (HR) 9/5/16  
 M.K. Bagchi

RECEIVED  
 05 MAY 2016  
 5th Floor, Mahanagar Door Sanchar Sadan  
 9 C.G.O. Complex, Lodi Road, New Delhi-110003

Sir (s),

All the aforesaid demands are pending over the years. United Forum and its associated unions and associations repeatedly represented in favor of resolving these issues. But both DOT and MTNL preferred to remain silent over these issues and continued to ignore. For the purpose of calling attention of DOT/MTNL, the following demonstrative actions were held with massive supports and participation of the employees and retirees :

**# LUNCH HOUR DEMONSTRATION on 08/01/2016**

**# DAY LONG DHARNA & FAST on 20/01/2016**

But it is a matter of great regret that DOT/MTNL continued to ignore the grievances of the employees and the retirees.

After the present Secretary T.C. & Secretary (T) took over the charge, we wrote a fresh letter No. UFOM/2014-2016 dated 03/03/2016 with an appeal to resolve these issues. But no response has been received yet even thereafter.

**REGRESSIVE V.R.S. PROPOSAL:**

On one side DOT/MTNL has not taken any move so far to resolve the old issues under the vague excuses of financial constraints, on the other hand very regressive VRS proposal is reportedly on the anvil. It is learnt that under this scheme, nearly 5000 (if not more) employees will be shown the exit gate shortly. For this, paltry package, which is significantly inferior compared to VRS package offered in earlier occasion, will be offered. DOT/MTNL administrations have decided to implement this unilaterally without any meaningful discussion with the employees. This has further demoralized the employees and increase their fear of insecurity. We would like to request DOT/MTNL to ponder over the following pressing questions looming large in the minds of the employees even before thinking of another VRS :

- (1) On implementation of further VRS, there will be huge vacuum in the work force particularly in the field. How and wherefrom adequate working hand will be provided when there is practically no fresh recruitment in the field workers? It is widely publicized policy of Government to make MTNL viable operationally and financially. Is there any shift in the said policy ? OR, is there any hidden agenda to write off MTNL first and then going for selling it out. If it is so, the fate of the remaining employees should be decided satisfactorily first. The provisions under Rule 37A are not at all acceptable in this respect.

Contd.....p/3

*M.B. Singh*

- (2) This is an issue of job security and pension security of the employees. If any such move is afoot keeping employees in dark, the employees will be compelled to resist such move by any means.
- (3) MTNL has not yet implemented the order of the competent authority for fixation of pay and pension w.e.f. 1.1.2007 merging of 50% DA effectively amounting to 78.2 %. It was assured at one point of time that this will be implemented on DOT's taking over of the pension liabilities of absorbees. But the said assurance still remains to be honored. If MTNL/DOT has sufficient fund for implementing new VRS, let there be implementation of pay/pension fixation at 78.2% w.e.f. 1.1.2007 first.
- (4) Before thinking of another VRS, the Pro-rata pension optees should be given an opportunity for a fresh pension option. Otherwise, for this section of employees any VRS offer will be meaningless and purpose less.
- (5) Employees know it well that those among the administration who denigrate the MTNL for its poor service are, in actuality, party to the actions and inactions responsible for systematically ruin the infrastructures of MTNL. At first, they wiped out the reserve fund of MTNL and made it financially sick and then condemn MTNL as loss making. They don't invest anything for ageing network in the field and then blame MTNL employees for poor services. They demobilize most of the towers from all over Delhi and install them in VVIP enclosure of Delhi to improve connectivity of Dolphin in VVIP areas and then blame employees and executives for poor Dolphin service in other parts of Delhi where most of normal customers stay. Now they will offload human resources, then perhaps they will think about offloading MTNL as a whole.

We would press for realization our DEMANDS without further delay:

# Settle amicably and satisfactorily the DEMANDS as stated under title :

SUBJECT.

# VRS Proposal including its package should be decided only after thorough and meaningful discussions with the employees and weighing carefully what would be the resultant impact in the field and service.

*AD Singh*

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If DOT/MTNL does not accept and implement these as stated above without further delay, we shall be compelled to organize " RALLY TO PMO" on 27/05/2016 and submit our MEMORANDUM on these issues to Hon'ble Prime Minister.

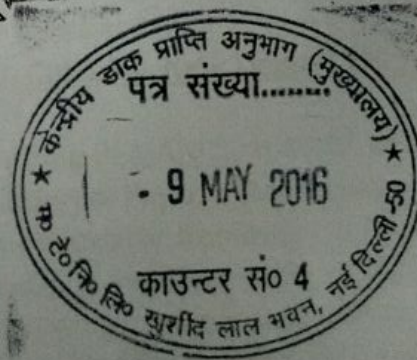
*Mangram*  
( MANGE RAM SHARMA )  
President/UF  
M: 9868133959

Yours truly,

*M. K. Bagchi*  
( M. K. BAGCHI )  
Convenor / UF  
M: 9868534060

Copy to :-

1. Shri Ravi Shankar Prasad  
Hon'ble Minister ( IT & C )
2. Shri Narendra K. Yadav,  
Member (Services ) / DOT
3. Ms Annie Moraes,  
Member (Finance) / DOT
4. Director (Finance)/ MTNL Corporate Office
5. Director (HR) / MTNL Corporate Office
6. E.D. / MTNL, Delhi



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