

UNITED FORUM OF MTNL UNIONS AND ASSOCIATIONS

OUR RESPONSE TO THE PRESENTATION MADE BY THE COMMITTEE

ON THE BASIS OF DOT'S DIRECTIONS TO EXPLORE THE POSSIBILITY

OF EQUALIZING THE PAY SCALES OF MTNL AND BSNL

Preamble of our Responses

Our firm belief is that pay scales have nothing to do to decide whether one merits Govt. pension to be paid by the Govt. from the Consolidated Fund of India. But even then we pay due consideration to such exercise because of the following two reasons:

(a)DoT has conveyed in writing that this may yield to the situation that is helpful for sorting out the MTNL pension issue as demanded and CMD/MTNL is enthusiastic about this.

(b)We are so sincere and eager to sort out this long pending important issue that we don't want to leave any stone unturned to see the amicable solution as this is not only secure our and our family's old age living with due honour but also relieve MTNL of huge undue financial burden.

We would urge to WHOMSOEVER IT MAY CONCERN to consider our following responses in this respect keeping our said spirit and sincerity in mind.

Responses

If the existing disparity between some of the pay scales of MTNL and BSNL is creating hurdle in the way of considering MTNL pension to be paid by DOT as in BSNL, who is responsible for this ?

Both DoT and the Management of MTNL and BSNL are instrumental in creating these disparities and distinction between the two sets erstwhile DoT employees, one absorbed in MTNL and another in BSNL.

The failure of DoT and the Management of both MTNL and BSNL is not limited to this. They did not care to take up such issue appropriately at the time of Wage Revision in 2007 or even there before.

Now at this stage, DoT vide their letter dated 08/06/2011 sets the issue like equalization of pay scales of MTNL and BSNL as a pre-requisite for approaching the cabinet with the proposal of payment of pension and other pensionary benefits of the absorbed employees of MTNL by the Government knowing fully well of its fall out and repercussions.

Most of the pay scales in MTNL are historically higher than those in BSNL. MTNL employees are drawing pay down the years on these higher pay scales. The statutory deductions are being made accordingly from their pay and pension contributions are also accounted for accordingly.

At this stage, if pay scales of MTNL and BSNL are equalized i.e., the concerned pay scales of MTNL are downsized and curtailed to fit into the pay scales structures of BSNL as per scheme enunciated in the presentation captioned as : Towards Amicable Solution to MTNL Pension Issue, the following inevitable impact will be felt :

(a) In many cases there will be stagnation at the time of fitment itself. Even though current total emoluments are assured to be protected, it will continue to stagnate in future till stagnation increment is granted. Again stagnation increment under the prevalent rules is limited.

(b) Those who will be fitted in the new pay scales with SA, will virtually have to forego the future increments, if at all stages are available for the same in the scale.

SA as provided, will cause :

Loss of future pay

Loss of IDA (partially)

Loss of HRA (partially)

Loss of pension (partially) for the future pensioners.

Lot of anomalies will be created in the future pay scales and pension.

(c) BSNL pay scales are shorter in length compared to MTNL's. This has made the situation worse. Even on promotion, the promotees will move from one stagnation to another stagnation.

(d) Next Wage Commission is expected in 2017. Any attempt during this intervening period to bring in equalization as suggested by the Committee, will give rise to to serious problems and grievances among the employees.

IT IS IMPERATIVE TO GIVE ADEQUATE ATTENTION TO THESE IMPACTS

BEFORE CONSIDERING SUCH SCHEME AT THIS STAGE.

No purpose will be served in imposing blanket ban on the relief mechanism through pay anomaly as this may not stand in the scrutiny of law. It is better to keep the provision of relief mechanism through pay anomaly on selective and case to case basis.

As regards foregoing the claim of pay fixation as per 78.2% IDA, asking for such undertaking is not only unethical on the part of the management but also irrelevant in this scheme because DOT did not ask for such undertaking.

WE OTHERWISE HAIL AND APPRECIATE THE EFFORTS TAKEN BY THE COMMITTEE.

WE ARE OPEN TO FURTHER DISCUSSION AND INTERACTION IN THIS RESPECT WHENEVER AND WHEREVER COMMITTEE/MTN/DoT WANTS.

UNITED FORUM OF MTNL UNIONS & ASSOCIATIONS
[D-14,Telegraph Square,Doctor Lane,Gol Market ,New Delhi-110001]

Associates

- # Telecom Executive Association of MTNL (M: 9869136363)
 - # MTNL Executive Association (M: 9868133336)
 - # MTNL Staff Union (M: 9868133959)
 - # MTNL Mazdoor Sangh (M: 9868137700)
 - # MTNL SC/ST Employees Welfare Association (M: 9810672392)
 - # MTNL Workers Union (NFTE) (M: 20591084)
 - # Dr.Ambedkar MTNL Sc/ST/OBC Telecom Emp.Welfare Assn.(M: 9868549755)
 - # MTNL Karamchari Vikas Sanghathan (M: 9868001515)
 - # MTNL Employees Welfare Union (M: 9868115485)
 - # MTNL Karamchari Ekta Union (M: 9868838008)
 - # Retired Telecom Officers' Welfare Association (M: 9968721515)
 - # MTNL(DOT) Ex .Employees Welfare Association (M: 9968075051)
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Dated at New Delhi, the Sept. 06,2012.

To

The Chairman and Managing Director
Mahanagar Telephone Nigam Limited
C G O Complex
New Delhi

Subject :- Our response in respect of the Committee's Presentation about pay scales of MTNL.
Sir,

The various aspects of the proposal as highlighted in the Presentation of the Committee have been discussed in the meeting of the United Forum on 03.09,2012. The consensus responses of the various constituents are enclosed herewith.

Thanking you,

Yours faithfully,
Sd/-
(M.K.Bagchi)

Convener

Copy to:

- 1)Copy to Dir.(HR)MTNL ,for information and necessary action please.
- 2) Copy to Dir.(Tech.)MTNL ,for information and necessary action please.
- 3) Copy to Dir.(Fin.)MTNL ,for information and necessary action please.
- 4) Office copy.