

TELECOM EXECUTIVES' ASSOCIATION OF MTNL (TEAM), MUMBAI CIRCLE

Key Note Address of the Circle Secretary, TEAM, Mumbai,

Presented during the Open Session on 09/05/2016.

Hon'ble Chief Guest Shri Narendra ji Yadav, Chairman and Managing Director of MTNL, Guests of Honour Shri Bhai ji Jagtap, Hon'ble MLC and Chairman United Forum of Unions and Associations of MTNL Mumbai and Delhi, Shri Pravin Punj, Executive Director, MTNL, Mumbai, Shri A K Kaushik, our beloved General Secretary, Senior Officers of MTNL, Mumbai, who are present here, Press and Electronic Media, we, on behalf of the members of our Association welcome you all and convey our heartfelt thanks for attending this Open Session being conducted in connection with 4th Circle Conference of our Association. We feel honoured and privileged for having such distinguished guests on this occasion.

At the outset, I wish to commence my address with a happy note of the greatest achievement of the TEAM in getting Pension to the employees of MTNL from the Government of India, in line with BSNL. On 3rd March, 2014, Government of India, issued the Gazette Notification amending Rules 37-A to include MTNL employees also. This will be written in Golden Letters in the History of Telecom Employees movement. We very fondly remember the contribution, assistance and guidance of all those who were involved in the action, those from the political arena, which includes, the then Hon'ble Minister for Communications Shri Kapil ji Sibal, Shri P Chidambaram ji, the then Hon'ble Minister for Finance, Shri V Narayana Swamyji, the then Hon'ble MoS for DOPT and PMO, Shri Gurudas ji Kamat, the then Hon'ble MoS for Communications, Shri Milind ji Deora, the then MoS for Communications and our reverent leader, Shri Bhai ji Jagtap, Chairman of UFOU&A, all the officers and staff of Ministry of Communications, Ministry of Personnel, Public Grievances and Pensions, Ministry of Finance and Chairman & Managing Director, other members of the Board of Directors of MTNL, Staff and Officers dealt with the case etc.

ABOUT US

Telecom Executives' Association of MTNL (TEAM) represents the Executives belonging to all disciplines ie. Telecom Engineering, Finance, Civil & Electrical, Stenographers, Hindi Officers and Officers belonging to other streams such as HR, Marketing, Legal etc. The Central Headquarters of the Association is in Delhi.

FINANCIAL VIABILITY OF MTNL.

The Executives of MTNL are very much concerned about the dwindling financial position of MTNL. Besides pending and pressing HR issues, the Circle Conference held on 07/05/2016 had detailed deliberations about the financial viability of MTNL. The conference felt that there is no dearth for demands in MTNL. What is needed is timely delivery of the services to the customers and restoration of faults, for which essential store items are to be made available on priority whenever there is a shortage. Non-availability of essential modems and accessories has deterred our capability to harness the full potential of broadband connectivity. Similarly, more concentration is to be given in laying OFC all over Mumbai. Private operators have already taken a lead by laying OFC in nook and corner of Mumbai. In GSM service, there are number of loose ends ailing mobile service of MTNL causing heavy loss in terms of market share. The Conference feels that there is an urgent need for fast tracking the decision making process at the Management level. Coordinated and concerted efforts should have made MCS project more lucrative. Sharing of MTNL assets such as BTS Towers etc. and renting out unused premises needs to be pursued more aggressively.

Our efforts on Pension Issue.

The consistent and continuous persuasions by the United Forum constituents at various levels of political and administrative span and ultimately convinced the Political bosses to bring in the deprived benefit. TEAM under the dynamic leadership of Sh. Bhai Jagtap, Chairman of United Forum was the main driving force behind United Forum. TEAM's uncompromising attitude and unwavering Leadership to the United Forum, both during struggle and during persuasions at the various administrative and political levels has substantially helped to clinch

this issue. We the office bearers and the members of TEAM salute and congratulate the MTNL employees and their unions for this brave struggle that has ultimately won by defeating the divisive and unscrupulous elements who tried to play mischief at the final stage under the disguise of trade union activities. Had TEAM also accepted Pension Trust along with other Associations and Unions without demanding Sovereign Guarantee for the proposed Pension Trust, Pension Trust would have come into existence jeopardizing the interest of all members throwing the retired life of all in darkness and uncertainties.

The efforts taken by TEAM with the help of various political leaders, including Shri Bhai ji Jagtap, Hon'ble MLC and Chairman, United Forum of Executives and Non-Executives, Mumbai & Delhi, Shri Yashwant ji Happe, GS, MPCC etc are unparalleled. It gives me immense pleasure to state that with the interference of Shri Kabil Sibal, the then Hon'ble Minister for Communications, Shri Gurudas ji Kamat, GS, AICC and the then Minister of State for Communications, Shri Milind ji Deora, the then Hon'ble Minister of State for Communications, we were able to achieve our long cherished demand of Pension from the Government. On 3rd March, 2014, Government of India, issued the Gazette Notification amending Rules 37-A to include MTNL employees also. As a recognition for their support in resolving the pension issue felicitation program was organized. We all DOT employees and officers absorbed in MTNL, either working or retired, will always remain grateful and thankful to Shri. Bhai Jagtap for his support and help in this pension movement.

Revision of pension and Payment of arrears of Pension:

Shri. Bhai Jagtap struck a first significant success in pension issue by way of settling the issue of revision of pension in MTNL on the pattern of BSNL on 7.8.2013. Payment of arrears on pension revision w.e.f. 01-01-2007 to the eligible pensioners who retired prior to 01-01-2007 also got settled. Payment of arrears of pension was released for retirees who got their PPO revised. Others will be paid as and when the PPO gets revised.

Pending HR Issues:

A number of HR issues are pending at Circle as well as Corporate Office level. DPCs for promotion for various disciplines are not conducted timely, in spite of Corporate Office coming out with a calendar for conducting DPCs. DPCs for certain cadres are missing in the Calendar also. The response of the Corporate Management to the issues of the Executives are totally disappointing. The demands put forward by the Association for 78.2% IDA neutralization, One more opportunity to the pro-rata pension optees, as there was no decision to pay pension by the Government when they opted for pro-rata pension, CGHS facilities to working and retired employees of MTNL, Timely conduct of DPCs for promotion from AM to DM, DM to SM and SM to DGM of all disciplines are still pending for a favourable response from the Management.

One of the other major and burning issue is the grievances of the Stenographers. Stenographers is the only cadre where Group "B" officers have been absorbed as Group "C" in NE-10. Similarly, when promotion policy for all the Executives have been implemented w.e.f. 01.10.2000, it has been implemented only w.e.f. 01.04.2006 for Stenographers. The issue is still pending even after regular persuasion by the Association and several meetings with the officers concerned.

The issues of the Hindi Offices, RRs for certain disciplines such as HR/Marketing/Legal etc. are also yet to see the light of the day.

A special mention about 206 case:

We will be failing in our duty, if we don't make a special mention about the sincere and concerted efforts made by our GS in assisting the Expert Committee set up by Hon'ble Supreme Court of India to finalise its report. He has been regularly attending the meetings of the Expert Committee and effectively presenting our case. His efforts have been appreciated by the Expert Committee and has specifically mentioned in its report to the Hon'ble Supreme Court of India. TEAM is seriously and vigorously pursuing the case to bring it to a logical conclusion.

Constantly pursued case of about 250 executives of 1982, 1983 & 1984 recruitments who were placed below the non qualified executives and got their seniority revised by placing all of them above non-qualified candidates.

VRS in MTNL

We have been told that MTNL Management is coming out with a VRS to improve the Financial Health of MTNL. The VRS plan is based on Gujarat Model and will be available for the employees who have attained the age of 50 above. TEAM will react to it when the entire scheme is officially announced. In the meantime, we sincerely hope and trust that MTNL Management will make necessary arrangements to ensure smooth maintenance of the services by recruiting fresh hands wherever there is shortage.

Hon'ble Chief Guest and other dignitaries on the dias, we seek your kind and immediate intervention to get the pending HR issued resolved at the earliest. We also appeal to you for speedy decisions to bring back MTNL on track. As responsible executives of MTNL and stake holders, we, on our part assure you of our un-flinched support in this endeavour.

TEAM is a movement. Being a movement it will continue to achieve betterment of the executives of MTNL as pronounced in its punch line "Inspiring Trust of Executives of MTNL and its Subsidiaries".

Thanking you all comrades,

MTNL Executives Unity Zindabad !!!!!

TEAM Zindabad !!!!!

Sd/-

(J S YADAV)

Circle Secretary

For and on behalf of CEC, TEAM, Mumbai

Mumbai

Dated: 09.05.2016