

TELECOM EXECUTIVES' ASSOCIATION OF MTNL (TEAM),

MUMBAI CIRCLE

Report of the Circle Secretary, TEAM, Mumbai

Dear Comrades,

On behalf of Circle Executive Committee, TEAM, Mumbai Circle, I feel privileged to welcome you all to this Circle Conference and place my report before this august house today, this 7th day of May, 2016, Silvedor Resort Club, Uttan, Bhayander West for the period from 11.10.2012 to 07.05.2016.

The greatest achievement of the TEAM during the period under review is its success in getting Government Pension. The movement was started and spearheaded by TEAM, but for the efforts of TEAM, it would never have been possible.

1. IIIrd Representative Council.

The 3rd Representative Council was held on 11.10.2012 at CETTM, Mumbai. Our beloved General Secretary, Shri A K Kaushik addressed the Session. The following Office Bearers were elected unanimously:

President	Com. Shri G N Haragball.
Vice Presidents	Com. Shri S R Gupta Com. Shri Ramsevak Com. Shri P B Bhosale
Circle Secretary	Com. Shri J S Yadav
Asstt Circle Secretaries	Com. Shri R S Kulkarni Com. Shri R K Yadav Com. Shri S M Chabbi Com. Shri R G Chaube Com. Shri Ramji Ram Com. Shri Mrs. Munde Com. Shri K R Reddy Com. Shri K B Joshi Com. Shri R L Yadav Com. Shri Pankaj Chandra Com. Shri A R Kamble Com. Shri S S Jagtap Com. Shri S B Lal Com. Shri Premkumar
Treasurer	Com. Shri Jayananth
Assistant Treasurer	Com. Shri Sairaj Patil
Auditor Nominated	Com. Shri Gopal Jaiswal

2. **Organizational Matters:**

As a continuous process, I along with President, Jt. GS and other Circle Office Bearers visited various branches for mobilization and to enthuse the branches. The responses from the members were overwhelming. Total 38 branches were formed for effective functioning of the body to boost the morale of the executives, to resolve local issues and to help HQ to resolve issues pertaining to the members.

Periodically area/branch meetings consisting of circle office bearers as well as area/branch office bearers were conducted in addition to the meetings conducted during agitational programmes launched by TEAM along with other associations and United Forum of Executives and Non-Executives to achieve the long cherished Pension from the Government, Revision of Pension etc. The struggle for achieving Govt. Scheme of pension by Government (DOT) as in BSNL was hanging since last 12 years and was re-energized under the banner of United Forum of MTNL Unions & Associations, Delhi and Mumbai. Efforts of Management and some of the unscrupulous elements in forming Pension Trust for disbursement of Pension was defeated under the pressure of United Forum. MTNL Management confessed this in the witness of many people at least on two occasions in Delhi as well as in Mumbai, that Management took up the issue of forming trust in consultation with and with the consent of all these Unions and Associations. However, the history of the successful trade union struggle has always been enacted by the brave, committed and unwavering convictions of the members and not by the betrayers and boot leggers. All the meetings and calls were well attended by the members with enthusiasm. The Circle Body was in the forefront leading the agitational programme for Pension from Government and the final result is in front every one of you.

Financial position is satisfactory and members come forward generously contributing to the causes as and when need arose. We thank all the members for their whole hearted contribution and support.

3. **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 Jagtap, MLC and Chairman, United Forum of Executives and Non-Executives, Mumbai & Delhi, Shri Yashwant Happe, GS, MPCC etc are unparalleled. It gives me immense pleasure to report to this august house that with the interference of Shri Kabil Sibal, the then Hon'ble Minister for Communications, Shri Gurudas Kamat, GS, AICC and the then Minister of State for

Communications, Shri Milind 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. This will be written in Golden Letters in the History of Telecom Employees movement. As a recognition for their support in resolving the pension issue felicitation programme 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.

4. **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.

5. **United Forum of Executives Associations**

TEAM and MEA of which Shri J.J. Mathias is the GS, reconstituted ~~formed~~ United Forum of Executives Associations with Shri R R Mishra of TEAM as its Chairman and Shri Virendra Singh of MEA as its Convener to take up the local issues of the Executives.

6. **United Forum of Unions and Associations marching ahead**

The United Forum organized a felicitation function for Shri Kapil ji Sibal, the then Hon'ble Minister for Communications at the Conference Hall of CGMT, BSNL, Maharashtra Circle, Juhu Danda and for Shri Milind ji Deora, the then Minister of State for Communications at Telephone House. The functions were attended by a huge gathering and addressed by many leaders, including Shri Bhai ji Jagtap. TEAM took a leading role in arranging these programmes.

Under the Chairmanship of Shri Bhai Jagtap, Hon'ble MLC, United Forum of Unions and Associations started to take up the common issues of both Executives and Non-Executives. Apart from several agitational foot prints towards resolving Pension issue in the past, the United Forum has now embarked on achieving 78.2% IDA neutralized before the 3rd Pay Committee recommends the pay package. Towards this end it organized One Day Dharna with the office bearers going on FAST and lunch hour demonstration demanding 78.2% IDA neutralization, One more opportunity to the pro-rata pension optees, CGHS facilities to both working and retired employees of MTNL etc. The Dharna was addressed by Shri Bhai Jagtap and was well received by members of all the constituents. MTNL, Mumbai appealed to Regional Labour commissioner and the matter is being pursued.

7. **Issues taken up at the Circle Level:**

- i) DPCs for promotion from E2 to E3, E3 to E4, E4 to E5, E5 to E6 and E6 to E7.
- ii) Filling up of the vacant posts in E3, E4, E5, E6 and E7 on time bound manner.
- iii) Specific issues of the Stenographers and Hindi Officers.
- iv) Com. J.S.Yadav, wrote letter to ED, MTNL, Mumbai requesting him to cancel unilateral decision of imposing penalty on executives for not achieving TRAI Bench Mark.

- v) Shortage of stores for maintenance activities as well as expansion of network with CMD during his visit to Mumbai, ED and concerned GMs from time to time.
- vi) Night Patrolling by Executives was a major issue confronted by the Executives of MTNL, CS, President and Jt. GS along with GS and other office bearers met Shri Peeyush Aggarwal, the then ED and forcefully argued for withdrawal of Night Patrolling duty. The office bearers demonstrated before ED the functioning of Cable Theft Detectors and demanded deployment of the same all over Mumbai so that there is no necessity to force the executives to do Night Patrolling Duty. ED has promised to withdraw Night Patrolling once Cable Theft Detectors are installed in all the areas. Accordingly, the Night Patrolling duty has now been withdrawn by the Management. CS, President and Jt. GS met ED and thanked him for withdrawing the Night Patrolling.
- vii) Delay in Payment of Pension to the retirees by DOT and issuance of PPO by CCA was taken up and got resolved.

8. Issues taken up with HQ.

Resolved:

- I. Due to persistent follow up by TEAM, Mumbai Corporate Office released order removing discrepancies in E2 to E3 up-gradation on completion of 4 years regular service without counting training period.
- II. DPC for all the streams.
- III. Child Care Leave resolved. However, Clarification with respect to Child Care Leave and continuance beyond 120 days to be taken up with administration.
- IV. The proposal of CMD to identify bad officers and good officers was stoutly resisted and got cancelled.

Unresolved:

- I. 78.2% IDA neutralization.
- II. JAOs Gradation list and filling vacancies for post JTOs/JAOs.
- III. Case of Stenographers and Hindi Officers are yet to be resolved.
- IV. 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.
- V. CGHS facilities to working and retired employees of MTNL.
- VI. Timely conduct of DPCs for promotion from AM to DM, DM to SM and SM to DGM of all disciplines.
- VII. One of the major and burning issue taken up with the HQ 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. CHQ has arranged a meeting with GM(HR) to specifically discuss these issues, in which besides GS and other CHQ office bearers, CS and Circle President also attended. The matter is being vigorously pursued by HQ.
- VIII. The issues of Hindi Officers have been taken up with CHQ and are being pursued.
- IX. Inadequate Medical facilities to the employees of MTNL.
- X. RRs of AM(HR/Marketing/Legal etc.)
- XI. Appointments on compassionate ground.

9. **Felicitation of Senior Comrades/Office Bearers of TEAM on Superannuation.**

Shri DPS Yadav and Shri Hiremath were facilitated by TEAM on their retirement on superannuation, during the year under review.

10. **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.

11. **Gratitude:**

On behalf of Circle Executive Committee of TEAM, Mumbai we place our sincere gratitude to:

- a. Hon'ble Shri Kabil Ji Sibal for getting Government pension to MTNL sanctioned from the Cabinet.
- b. Hon'ble Shri Prithiviraj Ji Chavan, former CM, MH and then MOS(PMO & P&PW) for moving the proposal with modalities for payment of Pension from the Government.
- c. Hon'ble Shri Gurudas Ji Kamat, the then MoS(C&IT) for giving direction for reopening pension issue of MTNL to Secretary, DoT and issuing direction to CMD, MTNL to settle the issue of pension to Pre-2007 retirees of MTNL with DoT.
- d. Shri Milind Ji Deoraji, the then MoS (C&IT) for pioneering the process of payment of pension from Government to MTNL employees.
- e. Hon'ble Shri Bhai Jagtap, MLC, MH and Chairman of UF of U&A of MTNL, Mumbai and Delhi for sphere heading the pension movement and arranging meeting with Shri Gurudas Kamat ji, Shri Kabil Sibal Ji, Shri Milind Deora Ji and other in pursuit of the same and guiding and supporting us from time to time.
- f. Shri A K Kaushik ji, GS, TEAM, Shri N L Thangaraj Ji, President TEAM, Com M.K.Bagchi, Convenor, United Forum, Com. R.A.Rajapure, Advisor TEAM and Com.K.P.Ravindra Kumar, AGS, TEAM for their guidance and support in resolving issues at various levels.
- g. Shri M K Bagchi, Convener, United Forum for his valuable guidance.
- h. Shri Prahlad Rai, GS AIBSNLEA and his team for the support extended to TEAM during various struggles.
- i. All the member Unions and Associations of United Forum of MTNL, Mumbai for their active participation in issues taken up by United Forum. Com. Kedar

and his team deserve special mention for their relentless efforts in approaching the political leaders for escalating matters at appropriate time.

- j. All the members and activists of TEAM for their active participation and support in discharging the responsibilities entrusted upon us.
- k. Last, but not the least, I on my personal behalf sincerely thank all my Circle Office bears, CEC members of TEAM, Mumbai and CHQ office bearers of TEAM at Mumbai for their active support and cooperation during my tenure as Circle Secretary of TEAM, Mumbai.

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,

Be united

MTNL Executives Unity Zindabad !!!!!

Be part of TEAM

TEAM Zindabad !!!!!

Sd/-

(J S YADAV)

Circle Secretary

For and on behalf of CEC, TEAM, Mumbai

Silvador Resort Club, Bhayandar

Dated: 07.05.2016