

Resolution No 1

The Government of India should stop fleecing money from MTNL in the name of Licence Fee, One time Spectrum Fee etc. Moreover, immediate refund of BWA Licence Fee of Rs.4,600 Crores paid by MTNL in the year 2010 along with interest

Resolution No 2

MTNL and the Government of India should expedite the processes for deriving income from passive infrastructure

Resolution No 3

Government should take immediate action to be taken to notify merger of BSNL and MTNL from a specified date and take necessary action to complete all the required formalities within that specified date.

Resolution No 4

Combined service pension should be made by the Government of India. As absorbed employees had opted to retain government pensionary benefits, it should mean and include source of payment also, i.e, the Government of India. Therefore, this conference rejects the suggestions of MTNL management putting several conditions based on a committee's recommendations

Resolution No 5

MTNL should implement 78.2% fitment formula as mandated by the DPE in its order dated 02-04-2009 without any further delay.

Resolution No 6

The Government of India should roll back the absorption and all the executives to be on permanent deputation to MTNL as the Government is not serious about its own agenda.

Resolution No 7

Transport Allowance shall be paid as per the Government of India rates.

Resolution No 8

DPCs for regular promotions shall be held at regular intervals.

Resolution No 9

Year wise vacancies right from 01-10-2000 onwards shall be published for all cadres and in all posts

Resolution No 10

Gradation Lists for all cadres should be updated as on 31st December every year.

Resolution No 11

Regular departmental examinations as well as direct recruitments in the cadres of JAO/JTO/AM shall be held. A specific Calendar of Departmental Exams and Direct Recruitments for each year may be published in advance like the List of Holidays.

Resolution No 12

MTNL should bring out a comprehensive Executive Promotion Policy in consultation with the Executives' Associations. Till such time, the present executive Promotion Policy shall be followed. While following the present Policy, the revised bench marks for vertical promotions as well as financial up-gradations should not be implemented with retrospective effect, if the then APAR grading results in disadvantageous position. Old bench marks shall be considered for the period s before issue of orders for new benchmark

Resolution No 13

This conference opposes MTNL Management's unilateral announcement of number of sanctioned posts in Senior Manager (Technical) and DGM (Technical) without adhering to any norms. In fact due to value added services the no. of sanctioned posts will have to be augmented.

Resolution No 14

MTNL Management to bring out a White Paper on Medical Insurance Policies both for Working as well as Retired Employees as the present policies have resulted in harassment and financial loss to individuals as well as waste of money

for MTNL. In addition, this conference appeals to MTNL Management that the families of employees who die while in service shall also be brought under the Medical Scheme available the retirees.

Resolution No 15

Increase of Insurance coverage under LIC Group Insurance Scheme may be considered.

Resolution No 16

Judgment of Hon'ble Punjab & Haryana High Court in "Rule 206" case may be implemented without any further delay.

Resolution No 17

Review of Seniority List- Matter needs to be taken up with DOT for SDEs promoted in the year 1998.

Resolution No 18

DPC formalities need to be simplified. For example, more number of DPC committees can be approved. Another example is the procedure followed in Mumbai unit for DPC in respect of Non Executives. Under this procedure, the APAR gradings for previous 5 years are communicated by the controlling officer and the actual APARs not sent to the DPC.

Resolution No 19

Regular DPCs to fill up the vacancies available for Executives (in E-2 scale) from Non Executive cadres

Resolution No 20

Post based financial up gradation up to E-7 level – As per the provisional terms and conditions circulated by MTNL for taking option in favour of MTNL, it was quite clear that the executives who opted for MTNL will be given post based financial up gradation up to E-7 level, but MTNL is issuing orders of financial up

gradation only. The matter should be taken on top priority because it will resolve the regular promotion problem up to some extent.

Resolution No 21

Stagnation in the cadre of newly recruited JTOs/AMs/JAOs – Young JTOs/AMs/JAOs recruited by MTNL are not being promoted on regular basis since 2002 due to which a number of such executives are leaving the company under frustration. The efforts may kindly be taken for brightest carrier growth to attract and retain the talent in MTNL.

Resolution No 22

Residential service telephone connections for the executives residing in NCR Delhi – The executives residing in NCR Delhi are facing lot of problems in depositing the service connection telephone bills and getting its reimbursement. The RSTCs are being disconnected in case of failure of deposit of bills within prescribed time frame. The issue may be taken for book adjustment of these bills between MTNL and BSNL with competent authority.

Resolution No 23

New Mobile service connection policy – An amended mobile service connection policy was introduced by MTNL in which only 500 calls were permitted for other networks. It was seen during intervening period that the ceiling for number of calls to other networks is not sufficient to meet out the official requirement. Therefore the ceiling of the calls may be done away with. Moreover the facility of 3G may also be provided on service mobile connection.

Resolution No 24

Withdrawal of increment at the time of financial up gradation at E4 level, i.e., Sr.SDE/Sr.AO—Our several executives are facing the problem of recovery of one increment already granted by the competent authority. Matter may be taken with competent authority for stopping the recovery and withdrawal of the particular orders immediately.

Resolution No 25

Writing of APAR of JTOs – The writing of APAR in respect of JTOs may be done by concerned SDEs (as in the case of JAOs) and not by the DETs/Sr. Managers.

Resolution No 26

Increment for regular DET – The increment was continuously granted at the time of regular promotion for DETs but in the recent promotion list that increment has been withdrawn. The matter may be taken to avoid any discrimination.

Resolution No 27

Up gradation of 19 posts of CAOs -- The 19 posts of CAOs were lower graded in the last regular promotion list of CAOs for keeping the executives in MTNL Delhi. These posts should be upgraded.

Resolution No 28

Reduction of posts of Executive Engineers in Civil Wing – 32 posts of Executive Engineer (Civil) were notified at the time of absorption but now all of a sudden 11 of these posts have been withdrawn by MTNL both in Delhi and Mumbai. The order regarding reduction of posts may be withdrawn immediately.

Resolution No 29

This TEAM CHQ conference records its deep felt gratitude for its veteran leaders who continue to guide us spending hours of their valuable time for our cause even after their retirement.

Resolution No 30

This TEAM CHQ conference records its appreciation for the valiant struggle launched by its Delhi unit members in the agitation against 5% fitment orders issued by MTNL in ay 2009. It salutes their efforts as without this, we could not have achieved 30% fitment, which ultimately came in May 2010.

Resolution No. 31

In respect of FRSTC connections for employees residing in BSNL area, lines are being disconnected or employees are forced to pay the BSNL bills for period prior to 2007. MTNL should arrange to sort out this issue.

Resolution No.32

Resolved that a current account be opened in Axis Bank in Mumbai. The following office bearers will be authorized to open and operate that account.

Sri. N. Lavan Thangaraj President

Sri. Ashok Kumar Kaushik General Secretary

Sri. C. U. Gade Treasurer

In addition, on line internet banking and ATM card facilities will be given to Sri. C.U.Gade, Treasurer.

Amendment of Constitution of TEAM

Amendment No.1

It is therefore proposed to increase the subscription from Rs.25 to Rs. 50/- per member per month.

The Quota to circle and CHQ will be Rs.20 per month per member.

Resolved that Clause 3.2 of the constitution will stand amended accordingly

Amendment No.2

Two posts of Joint General Secretaries will be created in addition to existing office bearers.

Resolved that Clause No. 7.1 will be amended accordingly

Amendment No.3

Circle bodies will have authority to

- a) form area branches and
- b) organize election of area bodies

Resolved that there will be a new clause with Clause No.7.2 and the existing Clause 7.2 will be re-numbered as Clause 7.3