

Telecom Executives' Association of MTNL

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Dated : 24.05.2016

To

Shri Narendra K.Yadav

Chairman & Managing Director

Mahanagar Telephone Nigam Ltd.

5th.Floor, 9, C.G.O. Complex, New Delhi -110003

**Subject :- Attack on job security of the employees by way of forced retirement under
the draconian provisions of the anti-labour regulations i.e. 56 (J).**

Sir,

Of late MTNL management is busy with the preparation of mounting attack on the job security of the employees and for this, on one side, with the tacit support of DOT, it is about to float less attractive so called "VRS" package, and on the other side, bullying tactics of threatening employees with imposing forced, premature retirement on pick and choose method. The message that is being tried to be conveyed is loud and clear, and that is :-

" EITHER EMBRACE INADEQUATE PACKAGE OF SO CALLED "VRS" AND GO HOME"

OR

YOU WILL BE FORCED OUT PREMATURELY BY INVOKING DRACONIAN RULES, 56(J) .

2. The employees of MTNL are predominantly DOT recruited employees. They have been brought into MTNL not by their own choice – par se, but due to Govt's broad based scheme of restructuring telecom service to create space for private-public participation in telecom.

Now that MTNL is ailing, is not due to the lapse of the employees but due to corruption in the high level for lack of integrity in a section of the top managements as well as unhelpful policy of DOT/Government. The employees can not be held responsible for this, nor is removal of the employees from the pay roll of MTNL a tangible solution.

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3. That MTNL can not provide satisfactory service to the customers is a matter of very serious concern of the employees. But, in reality, what can they do when their suggestions and feed back do not find any consideration at the appropriate level. The employees' unions and service associations have provided very valuable suggestions from time to time. But all those have been thrown out of window. The employees have been left in the fields with empty hands, without any essential stores and tools, to maintain network of ageing cables including subs' loop. But the entire rung of management have closed their eyes and ears at this. Why is GSM service is so poor? In this area, the lower level employees and executives have practically no roll to play. One of the major reasons for unsatisfactory coverage of GSM is due to lack of adequate number of BTS. In stead of providing adequate number of BTS, the management, at the wish of the authority that be, demobilize number of BTS in the non-VIP areas and install them in the NDMC (VVIP) areas to improve the services only for the privileged customers while leaving the other customers in the large areas of Delhi in the lurch. This demonstrates the attitude and sense of priority with which MTNL is being managed.

4. Most unfortunate aspect is that HRD policy of MTNL is not guided with theme of "asset of manpower". It is guided with the thought of "liability of man power. Therefore, now there is a move to axe the employees following dubious methods.

5. Very legitimate and genuine demands of the employees are being denied. Even the order for pay fixation with the merger of 50% DA effectively at 78.2% is not yet implemented under the plea that "there is no fund". The fund contemplated for the so called VRS package should be used first for meeting the legitimate claims of the employees.

6. We have no doubt that implementing so called VRS has nothing to do with the process regaining financial/ operational viability of MTNL. There is already shortage of working hands in the field, this will increase the shortage further. The proposal for merger of MTNL and BSNL is dropped – as it appears now. There is a genuine base for doubt in the minds of the employees that all these steps taken on the part of authority are nothing but a part of conspiratorial preparation to abandon MTNL once for all in near future. Therefore, the present move of "kicking the employees at their bellies" should definitely be resisted by the employees by all means at their disposal. After all it is a case of themselves and their families' bread and butter.

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7. Our considered opinions in this respect is :-

- (a) Implement wage revision as on 1.1.2007 effectively at 78.2% and then**
- (b) Seriously discuss with the broad section of the employees about the short term and long term strategy of effective measures to be taken. MTNL may follow BSNL in this respect.**

If bullying tactic is not abandoned immediately, this is certain to precipitate labour unrest in MTNL.

With regards,

Yours faithfully,



(A.K. KAUSHIK)
General Secretary

Copy to:-

- ✓ 1. Sh. Narinder Modi Ji, Hon'ble Prime Minister of India, for kind information pl.
2. Sh. Ravi Shankar Prashad Ji, Hon'ble Minister of Communication & IT for kind information pl.
3. Sh. J.S. Deepak, Secretary Telecom, Deptt. Of Telecom, for kind information and n/a pl.
4. Sh. Sunil Kumar, Director(HR), MTNL, for information & n/a pl.
5. Sh. P.K. Purwar, Director Finance, MTNL, for kind information & n/a pl.