

UNITED FORUM OF MTNL UNIONS & ASSOCIATIONS

[HM 10, TELEGRAPH LANE, ATUL GROVE ROAD, NEW DELHI – 110001]

E-Mail : manish_bagchi@rediffmail.com

M : 9868133959

ASSOCIATES

- # MTNL Staff Union (M: 9868133959)
- # Telecom Executives' Association of MTNL(9868136363
- # MTNL SC/ST Employees Welfare Association (M:9868130032)
- # MTNL Workers Union (NFTE) (M: 9013131930)
- # Dr. Ambedkar MTNL SC/ST/OBC Telecom Emp. Welfare Association
- # MTNL Karamchari Union (M:9013135620)
- # MTNL Employees Welfare Union (M:9868115485)
- # MTNL Karamchari Ekta Union (M:9013185353)
- # Retired Telecom Officers' Welfare Association (M:9968721515)
- # MTNL(DOT) Ex-Employees Welfare Association (M:9968075051)
- # Pensioners' Forum of MTNL (M: 9868256707)
- # MTNL Kamgar Congress (M: 9868137167)
- # MTNL Aam Karamchari Union (M: 9013136009)

Ref.No. UFOM/2014-2016

Date : 27/05/2016

MEMORANDUM TO HON'BLE PRIME MINISTER

To
Shri Narendra Modi ji
Hon'ble Prime Minister
Government of India
New Delhi



Subject :- Long pending grievances of the employees and pensioners of Mahanagar Telephone Nigam Ltd. - your kind attention and intervention solicited.

Hon'ble sir,

At the very outset, we the employees working in Mahanagar Telephone Nigam Limited(MTNL), Delhi and Mumbai and pensioners who have retired from there, convey our heartfelt :

CONGRATULATIONS & FELICITATION

to you and all other Hon'ble Ministers of the present Government for the stupendous achievements during this period and successful completion of two years.

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M. Bagchi

OUR BACKGROUND :

We are the CG employees recruited by Department of Telecommunication and served in DOT for years and decades together. As a policy of the then Government, the telecom sector of our country was restructured to provide space for private investment and participation in telecom. Consequently when MTNL came into being, mostly those in DOT who were working then in the Delhi and Mumbai were absorbed in MTNL. The process of absorption through which we, the Gr.-"C" & Gr.-"D" level employees and officers mostly of Gr.-"B" level of DOT were absorbed in MTNL. But, contrary to the policy of DOT, the officers of Gr.-"A" level of officers could not be absorbed in MTNL due to their stiff resistance and ultimately surrender of DOT thereto. But, it is important to note, these officers who did not feel MTNL as a suitable place to be absorbed in, continue to be rotated between MTNL and DOT conveniently and as per their promotion and posting. They continue to occupy the senior decision making posts both in the corporate management of MTNL and in the fields. This single phenomenon, as we sincerely feel, has a great contribution to bring MTNL from once a cash rich situation to today's state of almost operationally unviable and financially sick. Thus your kind self may kindly be aware that the employees at large have nothing to do with today's deteriorated operational and financial situation of MTNL.

OUR LONG PENDING GRIEVANCES :

Denial of fixation of pay and pension as on 1.1.2007 merging of 50% DA effectively amount to 78.2% - as recommended by 2nd.PRC

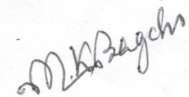
Unlike BSNL, MTNL management has not yet implemented this recommendation of 2nd.PRC. BSNL implemented this for its employees with the approval of DOT as conveyed vide DOT's No.61-01/2012-SU dated 10/06/2012. But the employees and pensioners of MTNL continue to be deprived of full and due fixation as on 1.1.2007. At one point of time, the previous CMD assured to take up this matter with DOT. But on his retirement, management continued to neglect this. Even the incumbent CMD, it is a matter of record, has assured to consider this issue. But till now, it is in vein.

There is a proposal for constituting 3rd.PRC. At least now, MTNL employees and pensioners should get the full fixation as stated above.

Providing an opportunity to the Pro-rata pensioners for exercising fresh pension option :

This is a unique phenomenon in MTNL that threatens nearly 12000 erstwhile DOT employees with substantial loss in pension on superannuation. This is not the case for those DOT employees who were absorbed in BSNL. The reason being, in BSNL absorption took place after satisfactory settlement of pension issue. But in MTNL, this did not happen so.

Due to very unjust and ambiguous pension proposal floated during absorption, many employees mostly of Gr.-"C" and Gr.-"D", had to opt out of panic. Even DOT, in principle, agreed to consider this proposal "in view of giving effect to amendment in Rule 37A with retrospective in MTNL."



But this important issue is still stuck up between MTNL and DOT. With the passage of time, more and more people will retire with unjust pension.

Thus we strongly feel and urge for its settlement once for all by way of providing another option as stated above.

Extending benefit of medical facilities for MTNL employees and pensioners under CGHS :

In MTNL there is no medical facility worth to its name. This has totally flouted the written assurance provided at the time of absorption. Your good self can very well understand the situation of a poor pensioner who is provided with as less as Rs 3000/ per year for OPD .In case of hospitalization, the situation is still worse.

Most importantly, the policy of eligibility of MTNL pensioners to get the medical benefit under CGHS is settled long before and the necessary order has been issued by Director General (HQ), CGHS, Nirman Bhawan vide No. Z 15025/28/2013-CGHS III dated 09/01/2014 which states interalia :

"The erstwhile Central Government employees who got absorbed in BSNL/MTNL and retired from there and currently in receipt of central pension from Central Civil Head Estimate under 'Major Head-2071' are eligible to join CGHS. Their subscription rate and ward entitlement may be determined as per their PPO."

Two years and five months have since passed. But the MTNL pensioners are yet to get this benefit. God only knows how many eligible pensioners have died without CGHS benefit during this long time. Still there appears to be no sense of urgency in the concerned units for its implementation.

The said order of the DG/CGHS should be implemented immediately.

Regressive V.R.S Proposal :

MTNL in consultation with DOT, is pressing for a fresh proposal of V.R.S. which is regressive compared with the VRS proposal floated and implemented in earlier occasion MTNL can very well sense that the current proposal is inferior and less attractive and, therefore, there may not be a taker. The overzealous MTNL management is trying to virtually convert "VRS" into a Forced Retirement Scheme by adopting dubious method. The corporate management, through their subordinate units in the field, spreading impression that that management is preparing parallel list of the employees of age of 50 years and above to keep it ready. Hints are given purportedly that in the event of poor response to the so called VRS, Management may resort to force retirement practice on pick and choose basis. Thus undue pressure is being attempted by dubious method.

Hon'ble sir ! We are not opposed to any policy of the Government or its implementation. In fact we are appreciative of many good policies of the present Government and positive impact of those on implementation. But having a long legacy as a CG employees, we are reasonably concern now about job security, pension security, reasonable medical benefit

M. K. Bagchi

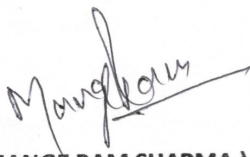
etc.in the present scenario. Thus when we see that all those legitimate reliefs are being denied under the excuse of "financial crisis" of MTNL, we don't accept this. We are neither responsible for creation of MTNL, nor are we responsible for the deterioration condition of MTNL. In fact those section of senior officers/Managements who should take the responsibility of all this, do enjoy even today due pay revision/pension revision as on 1.1.2006, better medical facilities etc and all other financial reliefs as approved from time to time. How can these officers preach us not to claim what is due to us ?

Therefore, we have said, first settle the old demands of the employees and then only one can think if such kind of VRS is good for MTNL or the employees.

Hon'ble sir !

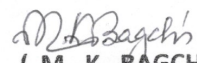
You are so vigorously preoccupied with so much work to fulfil the very ambitious visions that your good self have laid before us as a nation. The problems for which we are trying to seize your valuable time are comparatively very small, whatever crying and important they may be to us and our family. But seeing no other option, we try for your kind intervention in this respect.

With that hope, we remain ever obliged to you.


(MANGE RAM SHARMA)

President / U.F.

Yours faithfully,


(M. K. BAGCHI)

Convenor / U.F.