

UNITED FORUM OF MTNL UNIONS & ASSOCIATIONS

[A-95, Shankar Garden ,New Delhi-110018]

Associates

- # Telecom Executive Association of MTNL (M: 9869136363)
- # MTNL Executive Association (M: 9868133336)
- # MTNL Staff Union (M: 9868133959)
- # MTNL Mazdoor Sangh (M: 9868137700)
- # MTNL SC/ST Employees Welfare Association (M: 9810672392)
- # MTNL Workers Union (NFTE) (M: 20591084)
- # Dr.Ambedkar MTNL Sc/ST/OBC Telecom Emp.Welfare Assn.(M: 9868549755)
- # MTNL Karamchari Vikas Sanghathan (M: 9868001515)
- # MTNL Employees Welfare Union (M: 9868115485)
- # MTNL Karamchari Ekta Union (M: 9868838008)
- # Retired Telecom Officers' Welfare Association (M: 9968721515)
- # MTNL(DOT) Ex.Employees Welfare Association (M: 9968075051)
- # M.T.N.L Workers' Union, Mumbai.

Ref. No. UFOM/2012-13/

Date: 19-06-2012

To

Shri A.K.Garg,
Chairman-cum Managing Director,
M.T.N.L., Corporate Office, New Delhi-110 001.

- Ref: 1. MTNL/IR/Joint Forum/2011-12/12 dated 15.6.2012
2. MTNL/IR/Joint Forum/12-13/14 dated 16.6.2012.

Sir,

We are in receipt of two letters under reference from the administration of MTNL Delhi unit. In the letter dated 15.6.2012, the United Forum of MTNL Unions & Associations has been threatened and in letter dated 16.6.2012 an appeal is made to United Forum. The United Forum has decided to ignore the letter dated 15.6.2012 as an immature act of management and submit our view points on letter dated 16.6.2012 as under:-

1. The management in its appeal dated 16.6.2012 informed us about the concern and initiative of DOT/Govt. regarding Pension payment and Pension revision to retired DOT employees/officers absorbed in MTNL and MTNL on its part is vigorously pursuing these matters with Government/DOT. This statement of

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management is inconclusive and incorrect, because DOT is pressurizing the MTNL management to form the Pension Trust for the payment of pension etc. We have come to know that MTNL management is falling in the line of DOT. The payment of pension from the Trust to DOT employees/officers absorbed in MTNL is not at all acceptable to us. This demand of pension payment by Government of India is not only to provide a long awaited relief to the pensioners and absorbed working employees of MTNL but it will also provide great financial relief to the MTNL which is passing through a severe financial crisis. The burden of pension payment to the retirees is to the tune of 1300 crores or more per annum to MTNL and this liability on MTNL will increase exponentially because Pension contribution is inversely proportional to the pension payment expenditure. The Government of India in collusion with DOT is passing the buck to MTNL with total malafide intension. How MTNL is liable for this? We therefore, demand that the pension payment to the DOT employees absorbed in MTNL by the Government of India as being done in the case of DOT employees absorbed in BSNL.

2. To say that MTNL and its services will get bad name in the era of this cut throat competition due the Protest Action Programme of United Forum of MTNL Unions and Associations. This statement of management is far from truth. The MTNL services are getting bad name due to the callous and negative attitude of MTNL management in general and Delhi Unit in particular. The business loss in MTNL is not because of the employees but it is due to lack of vision and commitment of the management. Today's financial crisis in MTNL is due to the wrong decisions of MTNL management and pressure tactics of DOT/GOI. The MTNL management decision to pay approximately Rs. 12000 crores to DOT in the name of 3G & BWA License Fee has not only dried up the reserves of MTNL but also burdened the MTNL with a loan of approximately Rs. 7000 crores. This loan burden has put an additional interest payment expenditure of Rs. 1200 crores per annum on MTNL. Let MTNL management come out clearly as to how much revenue it has earned against this investment of 12000 crores. Whether it is more/less/equal to the interest payment on this investment amount? As far as we know, the income against this investment is not even 10% of the interest amount which the MTNL is paying to the financial institutions from whom this loan has been borrowed. Let MTNL should tell whether payment of pension is the liability of MTNL or the GOI/DOT. How much additional financial burden MTNL is having on this account. We want to know how United Forum of MTNL Union & Associations or MTNL employees and officers are responsible for this financial crisis?
3. The United Forum's demand for neutralization of 78.2% IDA with the basic pay on 1.1.2007 is not a demand but it is mandatory on the part of MTNL. It is a part of mandatory direction issued by D.P.E. for implementing the 2nd PRC report & DPE has issued a specific orders to all PSUs on 2.4.2009 in this regard, The

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implementation of the DPE orders dated 2.4.2009 for merger of 78.2% IDA in basic pay on 1.1.2007 of every employee is not discretionary but compulsory & mandatory. Hence, United Forum is demanding implementation of DPE orders dated 2.4.2009 which MTNL management has not implemented till date which was mandatory on the part of MTNL management. We therefore request the management to implement the merger of 78.2% IDA in the basic pay of every employee as on 1.1.2007 without further delay. The BSNL management has already agreed for merger of 78.2% IDA w.e.f. 1.1.2007.

4. The demand of the United Forum of MTNL Unions and Associations to implement the allowances part of the recommendation of 2nd PRC (Pay Revision Committee) for the MTNL employees is very much genuine and justified. It is an observation of United Forum that MTNL management is very liberal and sympathetic for all those who have no belongingness to MTNL e.g. DOT, GOI, the non optee ITS officers but the MTNL management is having a negative and conservative approach towards the MTNL employees either absorbed or recruited by MTNL. MTNL management is taking all such decision which are in favour of all these above mentioned blue eyed people. We don't mind it because we are neither conservative nor jealous to anyone who so ever he may be. Since we (the absorbed employees/officers) are earning revenue for MTNL it is the duty of MTNL management to meet requirements of MTNL and its employees first and then do charity for others. The United Forum will not tolerate this kind of injustice of MTNL management towards the absorbed as well as MTNL recruited employees.
5. The statement made in the last para of your letter dated 15.6.2012, that "the MTNL management always adopted an OPEN DOOR POLICY on all matters relating to services and welfare of the staff and kept the Unions/Associations informed about the latest development" is a crude joke with employees and officers as well as Union/Associations. MTNL management always takes arbitrary and unilateral decisions in all the matters related to the service and welfare of the staff & always kept & maintained a distance with Unions/Association on all matters either pertaining to services/welfare of staff or to the MTNL as an organization. There is a long list of such matters viz. promotion policy, change in RR & benchmark, indoor medical policy, lack of transparency in PF/GPF fund investments. Arbitrary and unilateral decisions in all the matters pertaining to the welfare of employees of MTNL. It is a strong opinion of United Forum that MTNL is not being run as a Government PSU but it is being run as if it is a proprietary concern of some individuals. The HR cell of the Corporate Office is the glaring example.

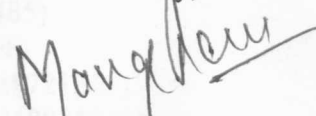
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6. Conclusively, we want to submit that the struggle of United Forum is against all those forces who are not only damaging the MTNL but also demoralizing the dedicated workforce of MTNL. Hence, we request your goodself to kindly consider our demands sympathetically and implement the same at the earliest so as to avoid any kind of industrial unrest in MTNL.

With regards,

Yours truly,



(MANGE RAM SHARMA)

President,

United Forum of MTNL Unions and Associations

Ref. No. UPDA/2012-13/

19.06.2012

To

Mr. A.K. Jais

Chairman, Metro Gas District

Corporate Office, New Delhi-110001

Ref. No. UPDA/2012-13/

19.06.2012

Re

We are in receipt of two letters dated 15.6.2012 and 16.6.2012 from the United Forum of MTNL Unions & Associations. In the letter dated 15.6.2012, the United Forum of MTNL Unions & Associations has been requested to be taken into consideration for the purpose of being a part of the United Forum. The United Forum has been requested to be taken into consideration for the purpose of being a part of the United Forum. The United Forum has been requested to be taken into consideration for the purpose of being a part of the United Forum.

1. The management is at present aware of the issues raised by the United Forum and the issues raised by the United Forum. The management is at present aware of the issues raised by the United Forum and the issues raised by the United Forum. The management is at present aware of the issues raised by the United Forum and the issues raised by the United Forum.

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