

# FORUM OF MTNL UNIONS AND ASSOCIATIONS

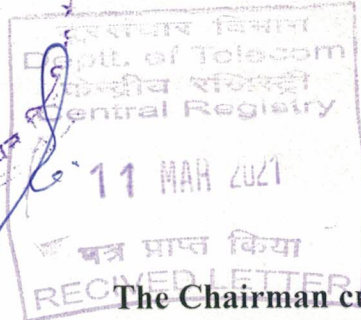
F-28A, Atul-Grove Road, New Delhi-110001

**V.K. TOMAR**

Chairman & Genl. Secy. (MEA)

Mob. 9868133336

11 MAR 2021



**DHARM RAJ SINGH**  
Convener & Genl. Secy. (MTNL MS)

Mob. 9868136466

065400

Date: 11.03.2021

MS-54/Forum/2021/27

To,

**The Secretary (Telecom)**  
Department of Telecommunication  
Government of India, Sanchar Bhawan  
New Delhi-110001

**The Chairman cum Managing Director**

Mahanagar telephone Nigam Ltd.  
Corporate office, CGO Complex  
Lodhi Road, New Delhi-110003



Subject: **Protest Notice to cue the management for business revival and safeguard the employees' interest in present turmoil state of MTNL.**

Respected Sir,

In Oct'19, Govt sanctioned a handsome package for business revival of MTNL. Despite large scale retrenchment, it was accepted in greater business interest of the company as projected by the management. As a result,  $\frac{3}{4}$ <sup>th</sup> of employees were laid off on 31.01.2020 to save on salary cost. All employees and customers were hopeful and optimistic of improvement of business revival. Notwithstanding the acute staff shortage, all employees have been passionate to work hard even in COVID period with high hopes for better future.

However, despite persistent endeavours of this forum to arouse management for bringing proactive action plan to regain lost business by improving services, increasing product line and resource allocation, it is bitter and harsh truth that even after more than a year, management is cold, unmoved, unresolved and still living in fantasy and illusion.

Management has miserably failed to put in place any strategy and action plan for business revival and to protect employees' interest for obvious reasons of lazy and indolent attitude, living in torpor state and stagnant, apathetic laissez-faire approach to business and employees' interests. Management has also failed to his commitment to pay all retrial benefits on VRS-2019 employee's in two instalments up to June 2020.

Considering no breakthrough so far, Forum of MTNL Unions and Associations has decided to hold Agitation/Protest action for **immediate action** on the issues enclosed in attached annexure "A, B and C".

## Agitation/Protest Action Programme

18.03.2021	<b>DEMAND</b>	To hold lunch hour demonstration and wearing
to	<b>DAY</b>	demand cards in all offices of MTNL.
20.03.2021		
25.03.2021	<b>DHARANA</b>	Day long dharna at respective ED office Delhi/Mumbai and Lunch Hour demonstration in front of CMD office.
08.04.2021	<b>SATYAGRAH</b>	AT SANCHAR BHAWAN

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(2)

It is requested to take immediate steps to resolve aforesaid concerns of employees so that growing frustration and demotivation may be lowered and all out efforts may be employed for business growth required for revival of the company.

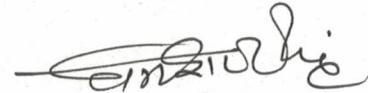
With Kind Regards,

Yours sincerely,



(V. K. Tomar)

Chairman & Gen Secy, MEA



Dharam Raj Singh

Convener & Gen. Secy, MTNL-MS

*etc*

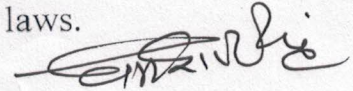
Copy to:

1. Shri Ravi Shankar Prasad, Hon'ble MoC & IT, Govt of India
2. The Additional Secretary, DoT, Govt of India
3. The Director (HR & EB), MTNL.
4. The Director (Finance), MTNL
5. The Director (Technical), MTNL
6. The Executive Director, MTNL, Delhi
7. The Executive Director, MTNL, Mumbai
8. The General Secretary, BMS
9. The General Secretary, ITEF
10. The General Secretary, PSENC
11. Notice board.

Annexure " A "

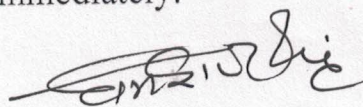
MTNL REVIVAL ISSUES

- 1 Put in place, strategy and action plan for business growth & revival.
- 2 Hold talks with this Forum to expedite required actions to safe guard employees' interest in present turmoil state of company.
- 3 Clear clouds on employee's status in wake of business integration/sharing with BSNL
- 4 Transfer of non-performing ITS Govt officers who are on deputation to MTNL.
- 5 Post absorbed MTNL Officer on key posts of company.
- 6 To ensure equal pay for equal work to the Contract Labour engaged for MTNL Network and strictly implement all labour laws.



**Annexure "B"**  
**Working Employees Issues**

- 1 Ensure the salary payment every month intime.
- 2 Immediate release of freezed IDA to Non-Executives working/retired employees w.e.f.01.10.2020 and onward.
- 3 Implementation of 3<sup>rd</sup> PRC / Wage revision
- 4 Revision of perks and allowances.
- 5 Ensure payment of GPF advance/ withdrawal within a week.
- 6 Ensure immediate payment of CPF Advance/withdrawal through MTNL EPF Trust till final upadation of EPF Passbook at EPFO.
- 7 Counting of Casual Service for pensionary benefits.
- 8 Counting training period for drawing increment.
- 9 Cadre restructuring of all cadres.
- 10 Enhancement in amount of Medical Policy (Indoor).
- 11 Removal of 2008 scale ceiling on outdoor medical (OPD) expenses.
- 12 Hold all DPCs for promotions immediately.
- 13 Hand over MTNL GPF Trust to DOT(CCA) as per BSNL.
- 14 Form corpus for post-retirement benefits as per 2<sup>nd</sup> PRC recommendations
- 15 Implementation of JNC / ULC decision in true spirit.
- 16 Implementation of Hindi Translator Promotion Policy according to M.K. Saxena committee report.
- 17 Removal of Double condition in financial up-gradation from NE-09 to 10 and NE-11 as per Hon'ble High Court Delhi order and according to clarification given by the MTNL CO vide order No MTNL/CO/Pers-II/Policy Reg./2005-06/62 Dated 21/06/2006.
- 18 Counting of Notional period for up gradation in restructured cadre of Sr.TOA and implement the corporate office order No MTNL/CO/PERS/8(1-112)/2000/1043 dated 23<sup>rd</sup> April, 2001 in true spirit.
- 19 Conduct and fillup Limited Departmental competitive Exam (LDCE) for the post of JAO/JTO and fill up the SCF quota for the post of TM /TTA.
- 20 Settle long pending antedating cases immediately.
- 21 Start House building advance.



## Annexure "C"

### Retired Employees issues

- 1 Immediate release of CPF amount with interest.
- 2 Implement the corporate office order for payment of interest on abnormal delay in payment of GPF.
- 3 Pay interest on delay payment of Gratuity according to gratuity act to Pro-rata pension opted/Direct recruited retired MTNL Employees.
- 4 Immediate release of refund of CGHS card deposit and CGEIS amount.
- 5 Immediate issue pending promotion order prior to 31-01-2020 of VRS opted and settle their fixation and all dues accordingly.
- 6 Immediate settlement of Provisional Retirement Cases according to DOPT guidelines dated 14-12-2007 and No-11012/11/2007-Est.-A dated-11 September 2011.
- 7 Release of gratuity for service rendered in DOT to the employees who have less than ten years of regular service.
- 8 Implement 5% IDA merger benefit to all the pre 2018 retirees.
- 9 Revision of Pension as per CPC.
- 10 Issue LPC to all VRS CPF opted for making CGHS card according to their ward entitlement.
- 11 Immediate stop the recovery from salary/retiral benefit of Lorry drivers in context of wrong fixation and refund the recovered amount.

