

महानगर टेलीफोन निगम लि०
(भारत सरकार का उद्यम)
Mahanagar Telephone Nigam Ltd.
(A Government of India Enterprise)
CIN: L32101DL1986GO1023501



No. MTNL/CO/IRW/21(135)/2017-18
Date: 28.03.2018

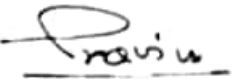
1. Shri Dharam Raj Singh
General Secretary,
MTNL Mazdoor Sangh
Delhi

Sh. V.K. Tomar
General Secretary,
MTNL Executive Association
Delhi

Appeal to withdraw the Notice of Strike vide letter dated 08.03.2018

With reference to your letter dated 08.03.2018, as the matter has already discussed in the JNC meeting held on 28.3.2018 and agreement reached on all the demands after deliberation.

In view of the above, it is requested to withdraw the proposed Trade Union Action Programme w.e.f. 28.03.2018 considering the financial position of the Company, cut-throat competition besides the inconvenience that may be caused to our Valued Customers.


P. K Purwar
CMD

MAHANAGAR TELEPHONE NIGAM LIMITED
(A Government of India Enterprise)

MTNL/CO/IRW/21(82)/2015-KW

Dated 28.03.2018

MINUTES OF THE JNC MEETING HELD ON 28th MARCH, 2018 BY THE MTNL MANAGEMENT AND REPRESENTATIVES OF MTN KAMGAR SANGH AND MTNL MAZDOOR SANGH, AT CONFERENCE ROOM, MTNL CORPORATE OFFICE.

The Meeting was chaired by CMD, MTNL alongwith Director (HR&EB) and Director (Technical), MTNL. The list of participants from the Management side and Staff side is as per Annexure 'A'.

The Minutes of the Meeting are as follows :-

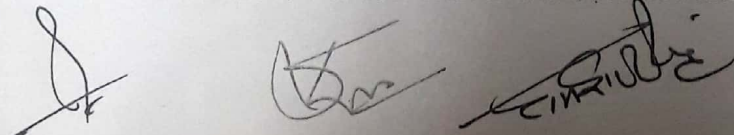
At the outset, the CMD MTNL welcomed all the members of JNC and thanked them to attend the JNC meeting at a short notice. Management made a detailed presentation on the telecom sector, MTNL and efforts being made for the revival of MTNL.

CMD briefed about the financial distress in the sector and erosion of income and profitability of all the players due to introduction of free services initially and thereafter at a highly discounted price lately by a new entrant. MTNL is also facing the financial distress but upto Q3 MTNL is able to reduce its losses by nearly Rs. 200 crores in the current financial year. Still there is a significant pressure on revenue. However, MTNL has undertaken various projects to upgrade and expand the mobile network by adding 1080 sites in Delhi and upgrading 750+ sites in Delhi and Mumbai. This will help to provide 21.6 Mbps speed to our customers. MTNL has also undertaken a dedicated plan to upgrade speed of all its broadband subscribers upto 8 Mbps based on technical feasibility. Nearly 400 DSLAMs have been installed near customer premises. Orders have been placed for OLTE upgradation and ONT supply for faster FTTH roll out.

A committee has been constituted by the Govt. under SS(T), Chairmanship and MTNL has submitted a detailed plan on various issues such as allotment of spectrum for 4G, debts restructuring through monetization of real estates, Capex support for network upgradation, increasing the expiry date of CMTS license, VRS with Govt. support etc. MTNL Management are working closely with DoT to get all the issues resolved.

Unions insisted that the time bound action is required for quality of service improvement, especially on FTTH front and enhancement of BTS towers for better GSM services. It was also pointed out that MTNL has large real estate assets which are required to be utilized effectively for raising resources through monetization and commercial exploitation. Effective steps are required to be taken to arrest the surrender of broadband connections and to further increase them. Further, all existing projects to be complied in time bound manner for speedy revival.

Management assured that necessary steps are being taken in consultation with the Govt. on monetization of real estates and debt restructuring. Already various steps have already



been taken for FTTH network upgradation and expansion. More efforts will be made to generate the demand of MTNL services and improvement in quality of service. Management also requested to the Union to extend all support in these efforts.

Various demands raised by the Unions in the proposed protest actions were discussed and agreed in the meeting are as follows -

1. Benefit of merger of 50% DA effectively amounting to 78.2% as on 1.1.2007 to MTNL employees

Revision of Fitment Formula

Unions were demanding IDA neutralization of 78.2% instead of 68.8% in view of 50% IDA merger as Dearness Pay in accordance with DPE OM No. 2(70)/08-DPE(WC) dt. 26.11.2008 and 2.4.2009 DOT letter No. 11-1/2009-SU-II dt.8.2.2018.

Management informed about the financial health of MTNL including its recurring losses, heavy debt and difference in pay and pay scale of BSNL and MTNL. However, Unions insisted for IDA neutralization @ 78.2% in view of GOI policy decision.

After detailed discussions and considering the financial liabilities of MTNL, it was agreed that IDA neutralization shall be done @ 73.8% of Basic pay instead of existing 68.8%, the increase of 5% from 1.1.2007 on notional basis and actual payment w.e.f. 1.1.2018.

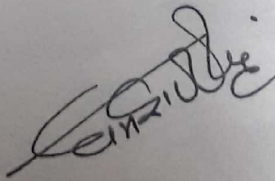
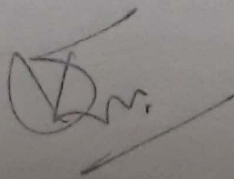
2. Counting of service of Casual Labour service for pension

Union representative mentioned that all casual labours were of DOT period. Therefore, the service period of casual labour shall be counted for pension purpose as is in the BSNL. Management mentioned that pension payment is made by CCA, DOT and case is prior to absorption, therefore *the matter will be taken up with DOT again.*

3. Implementation of 3rd PRC

Union demanded that the 3rd PRC recommendation shall also be implemented in MTNL. It was also pointed out that BSNL has already submitted a proposal to DOT for implementation of 3rd PRC and relaxation of affordability clause. MTNL Management also pointed out on their part that they have also written to DOT for implementation of 3rd PRC.

Therefore, the matter will be submitted to the Board of MTNL to consider for recommendation to DOT for implementation of 3rd PRC scales in MTNL. MTNL Management will further request to DOT that 'Affordability Clause' shall not be applied in case of MTNL being unique since it has a legacy in which erstwhile Govt. servants have taken absorption at the time of corporatization of Govt. Department.



4. Revision of Pension as per 7th CPC

Union demanded that the revision of pension for MTNL Combined Service Pension optees shall be done as per 7th CPC recommendation.

Management pointed out that the pension at present is paid by DOT, GOI. Therefore MTNL will forward their demand to Govt. with the request that the demand of union may be considered favourably on priority.

5. Revival of MTNL

Management briefed the various steps are being taken up by MTNL/DOT for revival of MTNL such as expansion/upgradation of 3G Network, upgradation of broadband speed upto 8 Mbps, upgradation of FTTH network, effort with the Govt. for 4G Spectrum allotment and extension of license validity, monetization of real estate and debt restructuring etc.

The Govt. has also constituted a Committee under Special Secretary (Telecom) regarding revival of MTNL. Union insisted that timely and effective steps are required to be taken for revival of MTNL in a time bound manner.

6. Freezing of 25% sanctioned posts in all cadres

Lastly, the Union strongly protested on unilateral action by Management for freezing 25% of sanctioned posts in all cadres. Management explained that rational of the decision in view of reduction in actual subscriber etc. However, Union insisted that this order shall be withdrawn immediately since already a Committee constituted to look into all aspects of restructuring.

After detailed discussion, management agreed to keep the order held in abeyance.

The meeting ended with vote of thanks and the Presidents/General Secretaries of both the majority unions have agreed to withdraw the agitation programme.

These minutes are treated as Agreement .

	Management	Union
1.	Sh. P. K. Pulwar D.CMD MTNL & Dir (Fin)	MTN Kamgar Sangh, Mumbai
2.	Sh. Sunil Kumar Director (HR & EB)	Sh. Dilip Jadhav, General Secretary
3.	Sh. Sanjeev Kumar Director (Technical)	MTNL Mazdoor Sangh, New Delhi
4.	Pravin Pawar ED	Sh. Dharam Raj Singh, General Secretary
5.	S. P. Rai (ED/ND)	President
6.	KIRAN DUBEY GMIA/Delhi	Subhas Kumar Shandey SNC-Member
7.	CHARU KRISHNA SHARMA Mumbai	
8.	SULTAN AHMED Gurgaon	S. Deyan

D. H. Salun

19/11/18

Blizwala
(P. P. Shirwadkar)

(J. Y. AsRON DRAIR)