

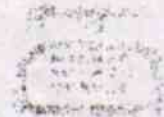
# महानगर टेलीफोन निगम लिमिटेड

(भारत सरकार का उद्यम)

निगम कार्यालय

**MAHANAGAR TELEPHONE NIGAM LIMITED**

(A GOVERNMENT OF INDIA ENTERPRISE)  
CORPORATE OFFICE



No. NTNL/CO/IRW/21(90)/2009 165  
April 23, 2009

**Shri A K Kaushik**  
General Secretary, TEAM  
New Delhi

**Shri V K Tomar**  
General Secretary, MEA  
New Delhi

Dear Sir,

This has reference to your letter No. JF/MTNL/CO/2009 dated 16<sup>th</sup> April 2009 on the issue of your continued agitation in context of your demands pertaining to implementation of revised wages for Executives in MTNL.

You will kindly recall that consequent upon receipt of your notice for launching the said agitation, the MTNL Management sincerely intervened in the matter and invited you along with your representatives to a series of discussions on the issue. Director (HR) and Director (F) had participated in these discussions. During the deliberations, they had explained to the representatives of Associations in great detail the state of Company's financial position and the extent of impact of implementation of revised wage structure and the ensuing consequences. The limitations due to which the Management is not in a position to implement 30% fitment was also made known to you. In these meetings, the Management had further assured that, in future, as the Company's financial position improves, it is open to review and improve the implemented provisions of wage revision. You had also appreciated the facts and circumstance as explained and had come forward to help in identifying of additional revenue generation mechanism as well as cost control measures, so that the Company is able to absorb the additional burden that may arise on this account. Further, your attention is drawn to para 4 of DPEs OM No.2(70)/08-DPE (WC)-GL-VIII/09 dated 2<sup>nd</sup> April 2009 on this subject (copy enclosed), which explicitly mentions as under:

"..The ceilings mentioned under various items given in OMs dated 26.11.08, 09.02.09 and this OM are the maximum permissible limits. However, lower limits against these maximum permissible limits can be provided in the Presential Directives, depending upon affordability, capacity to pay and sustainability of the concerned CPSE."

In this background, during the discussions the Management had requested / appealed to you to refrain from continuing with your agitational programme since the matter was under discussion. Unfortunately no heed was paid to this appeal of the Management, and the Association went ahead with their agitation. This action on part of Associations was totally unwarranted. Being responsible representative of the Executives of MTNL, you were expected to be more understanding and appreciative of the organizational compulsions and conditions.

It is once again reiterated that at this stage it would not be possible for the Company to implement more than 5% fitment.

*[Handwritten signature]*

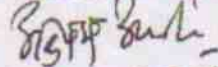
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In view of the above, you are once again advised to adopt a positive approach in the matter and desist from any further agitation which may adversely affect functioning of the organization which may eventually reflect on the Company's finances.

We hope that our request would be considered appropriately.

This issues with the approval of competent authority.

Yours faithfully



**Anupam Anand**  
General Manager (HR)

Copy to:

1. PS to Hon'ble MOC & IT
2. PS to Hon'ble MOS C & IT
3. Secretary, Department of Telecom, Sanchar Bhawan, New Delhi
4. Director (HR)/ Director (F)/ Director (Tech), MTNL
5. Executive Director, MTNL Mumbai / Delhi
6. Jt. Secretary (T), DoT