

MTNL EXECUTIVES' ASSOCIATION

CENTRAL HEAD QUARTERS, NEW DELHI

[Affiliated to National Confederation of Officers' Associations of Central Govt. PSUs (NCOA)]

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Ref. No.: MEA/CHQ/DM/ *CMD*

DATE: *03-07-13*

To

Shri A.K.Garg

CMD, MTNL

New Delhi

Subject: Resolutions of CWC (Central working Committee) meeting held in CETTM, Mumbai on 21st and 22nd June 2013.

Sir

Our Central Working Committee meeting was held on 21st and 22nd June 2013 in CETTM, Mumbai. In this meeting we had detailed discussion on financial viability of company and its revival, issues related to the operational activities of the company, cadre issues related to the executives, pension, and fitment with 78.2% IDA. CWC took following decisions on various issues.

1--Pension from govt as in BSNL— CWC decided that if GOM does not take appropriate decision to decide secured pension in MTNL as in BSNL, Association will fight organisationally for resolution of secured pension from Govt as in BSNL.

2—Pay fixation with 78.2% IDA w,e,f 01-01-2007—House unanimously resolved that pay fixation with 78.2% IDA is our legitimate right to get 100% IDA neutralisation as per govt orders, it cannot be left unsettled for a long time. So Association will have to fight for its early settlement.

3---Financial viability of MTNL and revival plan— Members raised many problems and gave suggestions to improve the quality of service and revenue of the company. It was unanimously raised that there is acute shortage of maintenance fund to provide and maintain MTNL services, so CWC demanded that appropriate funds be released for maintenance of our existing services. CWC also decided that if the BWA refund, Govt Pension liability, which are now the part of revival plan in GOM (group of minister), are not decided in a reasonable time, than Association will have to fight organisationally for the settlement of these important issues, which are affecting the financial viability of the company.

4—Merger of MTNL and BSNL—Being confined in two cities only, it is very difficult for MTNL to survive for a long time in this throat cutting competition in telecom

sector. So to provide the pan India service to the customers by the state own company, MTNL and BSNL be merged in single entity. CWC decided to take up this merger issue along with other Associations/unions of MTNL/BSNL.

-Carrier progression of Executives' in MTNL—CWC felt that present carrier progression of executives' in MTNL is very poor and it needs to be improved so that fast promotion upto E9 can be ensured. CWC decided that the earlier proposal of MEA of time bound personal upgradation of post with financial upgradation as per CPSU hierarchy is to be taken up strongly with the management for early settlement. CWC further demanded to fill up all vacant post of Executives' in all disciplines on regular basis and promote all looking after officers on regular basis.

6-Recruitment of JTO/ AM(T)—JTO(T) is very important cadre and plays vital role in the development, operation, maintenance and plg of the company, but there is acute shortage of JTO/AM(T). In today's scenario, young and qualified officers are required for the revival and survival of the company. So, we demand for immediate recruitment of JTOs.

7-Recruitment of non-unionised technical supervisory cadre with the qualification of diploma in engineering-- In today's competitive era, where we have to provide the best basic and value added services like BB, LC, basic telephony services to our customers by giving them 24X7 home service. We need a young technical staff for field services. Therefore, we need to recruit a cadre like TTA with qualification of engineering diploma.

8-Diversification of business—CWC resolved that Association should pursue with the management for diversification of business in the areas like entertainment, education, IT etc. Detail of our proposal will be provided shortly

9-Issue of Faculty and non-faculty members in CETTM—In CETTM, officers are categorised as faculty and non-faculty members. Non-faculty members are not getting special pay. CWC demanded special pay to all officers working in CETTM.

10-Proper maintenance of CETTM/ITTM-- CETTM/ITTM are now generating substantial revenue, but they have no maintenance fund and due to lack of fund its maintenance is totally ignored. If it is properly maintained and more business is generated, revenue of CETTM/ITTM can further be increased. So there should be a separate fund for CETTM/ITTM.

11-Review of new bench marks--- New bench marks were decided by management unilaterally without taking the views of our Association. We have been pursuing with the management since the notification of these bench marks. CWC has strongly resolved to get the new bench marks reviewed so that the bench mark of very good grading may be brought down to good because the change of average grading to very good grading for promotion in executive cadre is unreasonable.

12--**Referendum/ membership verification**---CWC decided to demand the membership verification of Executive Associations so that a majority Association of Executives 'can be decided in MTNL. We request you to start the process of membership verification, and till the decision is taken to declare a majority Association, the status of applicant Association should be given with trade union facilities.

13- **Child Care Leave**---CWC demanded early settlement of child care leave as decided in BSNL. Kindly take early decision to implement child care leave in MTNL.

14--**Promotion of AM (HR)/MKtg/Legal/CS and Hindi translators**---We have written many letters and had many round of discussion at all level to promote these cadres to next post, but no action has been taken till date. CWC demanded that immediate action be taken to get the legitimate right of these cadres. We request to consider our long pending demand of promotion of these cadrers.

We request your good self to take early decisions on above mentioned issue in the interest of the company and executives. Detail on various issues will be written shortly.

With Kind regards

Yours sincerely

H (V.K.Tomar)

Copy to :

1. Shri Sunil Kumar, Dir (HR) for n/a pl
2. Shri P.K.Purwar, Dir (Fin) for n/a pl
3. Mrs Rajni Taneja, GM (HR) for n/a pl
4. Shri Peeyush Agarwal, ED, Mumbai for information & n/a pl
5. Shri B.K.Mittal, ED, Delhi For information & n/a pl