



MTNL EXECUTIVES' ASSOCIATION

Central Headquarters, New Delhi

(Registered under the Trade Union Act 1926, reg no-ALC/Karyasan-17/9715)
[Affiliated to National Confederation of Officers' Associations (NCOA)]

P.N.VASANE
President

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V.K.TOMAR
General Secretary MEA
Secretary General NCOA
President AIPCO

DATE: 25-08-2020

Ref. No.: MEA/CHQ/25-08-2020

To,
Chairman & Managing Director
MTNL Corporate Office
9, CGO Complex, NewDelhi-110003

Subject: Discrimination against Direct Recruited MTNL executives in EL encashment rules

Reference: Office orders No: MTNL/CO/Pers/Leave Rule/99-2000/Vol-II/236, dated 04/08/20, Subject: Amendment in MTNL Leave Rules i.r.o Encashment of Earned leaves-Reg

Respected Sir,

With reference to the mentioned office order, where in Clause VII has been modified, in which MTNL Direct Recruited employees have been restricted EL encashment of 50%, while it should have been uniform EL encashment of 300 days to all employees irrespective of any criteria of recruitment. This is utter discrimination against MTNL recruited employees; we would like to record our strongest protest and disappointment with this decision.

Today company needs to motivate its work force, but contrary to that management is taking such decisions which are creating heart burns among the executives, with no benefit arising from this to the organization. Here we would also like to convey that direct recruited officers are already feeling discriminated and marginalized with following two reasons

1) Restricting Deputation through age sealing

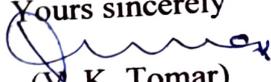
2) Denying early resolution of 30% superannuation benefit .Here it may be noted MTNL Direct recruited employees/officers are only group in MTNL and BSNL, which are not covered under any pensionary benefit whereas all other employees are having some kind of pensionary benefit. BSNL has created corpus for BSNL recruited employees for pensionary benefit as per DPE guidelines, but it is still pending in MTNL.

Therefore, we request your kind self to change the leave rule in a manner to allow full encashment to direct recruited employees also. Moreover the long pending demand

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of 30% superannuation benefit to MTNL direct recruited officers/employees should be considered at earliest to make them similarly placed in terms of pensionary benefit.

Yours sincerely


(V. K. Tomar)

Copy To:

1. Director (HR) for information & n/a pl
2. Director (Fin) for information & n/a pl
3. PGM(HR), CO for information & n/a pl