

FORUM OF MTNL UNIONS AND ASSOCIATIONS

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

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MS-54/Forum/2023/74

Date: 19.05.2023

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: **Industrial Action Notice to protest against inordinate delay for acceptance of demand of Wage Revision/Pension Revision of MTNL Employees and not granting of regular JNC meeting to majority unions.**

Respected Sir,

The **FORUM OF MTNL UNIONS AND ASSOCIATIONS** representing the **Executives and Non-Executives working in MTNL Delhi/Mumbai** would like to submit the following few facts for favour of your kind consideration: -

- Policy directives for Pay Revision of Board level and below Board Level Executives and Non-Unionized Supervisors of Central Public Sector Enterprises (CPSEs) w.e.f. 01/01/2017 have been issued by DPE on Dated 3rd August, 2017 & also the decision of the Government regarding wage policy for the 8th round of wage negotiations for workmen in Central Public Sector Enterprises (CPSEs) has been conveyed by DPE on Dated 24th November 2017. **But till date no efforts have been taken by the MTNL Management for implementation of these directives for Executives & Non-Executives also.**
- Whereas, BSNL Management has submitted proposal to DoT for revision of pay of Board Level and below Board Level Executives of BSNL. **But till date no efforts have been taken by the MTNL Management to submit proposal to DoT for revision of pay of Board Level and below Board Level Executives of MTNL.**
- Whereas, BSNL Management has constituted "Joint Committee" to recommend wage structure of Non-Executives of BSNL and several rounds of discussion also held of the said "Joint Committee". **But till date no efforts have been taken by the MTNL Management to constitute "Joint Committee" for revision of pay of Non-Executives of MTNL.**
- The MTNL Management had assured in the JNC meeting held on 28/03/2018 that the case for implementation of 3rd PRC/Wage Revision in MTNL will be taken up with DOT and issue shall be resolved shortly. Further it has been also assured that, MTNL Management will request to DoT the '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. But till date status of this matter not yet informed by MTNL Management.

- On presentation of **proposal of Operational Merger of MTNL with BSNL** by the MTNL Management in meeting held on **21st February, 2023** at Conference Room of BSNL Corporate Office, in which 1st choice has been intimated that, **“To absorb in BSNL Service at corresponding BSNL pay scales and terms of condition of BSNL by pay protection of “Gross Salary” in tune of “Personal Pay”**. In short in other words it has been cleared by the MTNL Management that present “Basic Pay” MTNL Executives/Non-Executives will be decreased but present “Gross Pay” will be protected in tune of **“Personal Pay”**. If **3rd PRC not implemented**, prior to **Merger of MTNL with BSNL**, then due to absorb in BSNL Service at present 2nd IDA BSNL pay scale, **MTNL Executive/Non-Executive will face high injustice such as lowering the Scale of Pay, degrading the status of employees, freezing their increment in salary all these should not be allowed at all. Instead of that, pay scales of BSNL Executives and Non-Executives should be brought at par with MTNL, this is only remedy.**
- After above presentation, immediately vide **letter No. MS-54/Forum/2023/73 Date: 22.02.2023**, we have submitted suggestions on HR points related to Merger of MTNL with BSNL, in which we have also focused on above points, and also suggested/requested that, there is need of **“New Pay Scales”** which should be approved as per **3rd PRC pattern with joint consultation of Majority Unions of MTNL & BSNL**, so MTNL Majority unions can take care that **in future MTNL Employees will not be stagnated in new revised pay scales. Further Pay scales of Executives are already designed and approved by the 3rd PRC/DPE**, only need to relax condition of affordability clause, so MTNL Management should take efforts to convince DoT and take approval for implementation of 3rd PRC Scale of Executives. Hence, **“Pay Protection”** does not arise in **“Merger process”**.
- There is acute needs to consider all suggestions submitted vide **letter No. MS-54/Forum/2023/73 Date: 22.02.2023**, after submission of these suggestion more than 2 months period is over but MTNL Management neither yet honored our suggestions on Merger issues nor seen any positive action for acceptance our suggestions.
- **Further various long pending HR issues which was submitted through JNC Agenda on several times are needs to settle prior to Merger of MTNL with BSNL**, but on several request MTNL HR unit not yet ready to fix JNC meeting to discuss on long pending JNC Agenda.
- Due to implementation of VRS -2019, existing **“Manpower” is too short and not sufficient to provide various types of services to our customers which cause MTNL services are deteriorating day by day and no vision yet shown by the MTNL Management for improvement of MTNL services.**

Considering no breakthrough so far, **FORUM OF MTNL UNIONS AND ASSOCIATIONS** has decided to hold Protest action for **immediate action** on the following long pending demands.

DEMANDS

1. To concentrate on improvement of Services of MTNL immediately till Merger.
2. Implementation of 3rd PRC / Wage revision.
3. To settle all long pending HR issues before Merger of MTNL & BSNL.

4. To conduct regular JNC Meeting with majority unions.
5. To conduct DPC for regular promotion of all Executive Cadres and streams immediately at par with BSNL before merger decision.
6. To remove double condition of NEPP for NE-9 to NE-10 & NE-10 to NE-11 promotion and to issue orders as per Clause 3(A) of NEPP before merger.
7. Revision of Pension of Retired MTNL Employees.
8. Implementation of 5% IDA Merger of retired employees.
9. 30% Corpus for terminal benefits and counting of Casual Service for pension.

Protest Action Programme

05.06.2023 To 15.06.2023	Signature Campaign	Submission of Memorandum to Hon'ble Prime Minister, Hon'ble Minister of Finance & Hon'ble Minister of Communication with signatures of all MTNL Employees.
19.06.2023 To 24.06.2023	Demand Week	To work by wearing demand batches.
06.07.2023	Dharna & Demonstration	Dharna and lunch hour demonstration at CMD / ED Mumbai Office
03.08.2023	Satyagraha	Satyagraha at SANCHAR BHAWAN

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 warm Regards.



(V.K. TOMAR)

(Chairman & Genl. Secy. (MEA))

Yours sincerely,



(DHARM RAJ SINGH)

(Convener & Genl. Secy. (MTNL-MS))

Copy to:

1. Shri Ashwini Vaishnav ji, Hon'ble MoC & IT, Govt of India
2. Shri Devusinh Chauhan ji, Hon'ble Minister of State for Communications.
3. The Additional Secretary, DoT, Govt of India
4. The Director (HR & EB), MTNL.
5. The Director (Finance), MTNL
6. The Director (Technical), MTNL
7. The Executive Director, MTNL, Delhi and Mumbai
8. The General Secretary (BMS)