

# FORUM OF MTNL UNIONS AND ASSOCIATIONS

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

**V.K. TOMAR**

Chairman & Genl. Secy. (MEA)

Mob. 9868133336

**DHARM RAJ SINGH**

Convener & Genl. Secy. (MTNL MS)

Mob. 9868136466

MS-54/Forum/2019/53

Dated -31.08.2019

To,

**Shri Sunil Kumar,**  
Chairman Cum Managing Director  
Mahanagar Telephone Nigam Ltd.  
5<sup>th</sup> Floor, Mahanagar Doorsanchar Sadan,  
9 CGO Complex, Lodhi Road,  
New Delhi -110003.

Respected Sir,

VRS and reduction in retirement age in clandestineness/secretcy will not be accepted and will be resisted at all levels by all means. So immediately hold dialogue with employee's representative's complete clarity and full transparency.

Following are inter-alia few queries being raised by employees, there may be many more after seeing the proposal of VRS.

1. What will be the VRS cut off/implementation date? And how much time will be given for applying VRS after notification?
2. Whether the proposed VRS will be applicable for all categories of employee's i.e. Below Board Level employees viz. Group A, B, C or D; Board level employees (Directors), Erstwhile DoT employees, MTNL recruited employees etc
3. Whether compensation will be paid in installments or lump sum? If it is in installments, then what is timeline and guarantee of timely payment of installments?
4. From which date pension of VRS optees will start? When will leave encashment and gratuity amounts will be paid?
5. Is commutation allowed to VRS optees?
6. Whether pro-rata pensioner optees will also eligible for availing benefits of proposed VRS? And if it will be then from which date the service of pro-rata optees will be considered and how their ex-gratia calculated will be worked out?
7. What will be the retirement age, 58 or 60 for VRS compensation calculation in case of VRS optees?
8. Clear cut VRS compensation calculation method and how will number of months will be arrived? By dividing the days by 26 or 30?
9. What is the maximum number of months of benefit for ex-gratia calculation?
10. Whether VRS optees or his family members can have business dealing with MTNL after taking VRS? If yes to what extent?
11. Whether the benefit of 3<sup>rd</sup> PRC will be given to staff who opt for VRS (in terms of arrears of salary and or pension) whenever 3<sup>rd</sup> PRC is implemented for remaining employees in future?
12. What will be the status of implementation of 206 related Court order for VRS optees, as and when finalized by the court?
13. Whether the service rendered in DOT will also be counted for VRS benefits in case of combined service optees and prorated optees?
14. What are the (all kinds of) benefits offered in the proposed VRS?

# FORUM OF MTNL UNIONS AND ASSOCIATIONS

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

**V.K. TOMAR**

Chairman & Genl. Secy. (MEA)

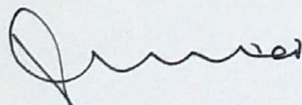
Mob. 9868133336

**DHARM RAJ SINGH**

Convener & Genl. Secy. (MTNL MS)

Mob. 9868136466

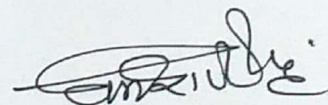
15. Whether it is true that DoT has proposed to reduce retirement age of MTNL Employees from 60 to 58 years age? If yes, then from which date the reduced age will be applicable?
16. Whether, MTNIL Board has given recommendation reducing retirement age from 60 to 58?
17. If answer of question No. 6 & 7 is 'Yes' then, please clarify, whether VRS will be introduced first or reduction of retirement age is first?
18. Whether the reduced age (58 years) of retirement will be applicable to all categories of employee's i.e. for Below Board Level employees; Board level employees (Directors), Erstwhile DoT employees, MTNL recruited employees, Deputations employees equally without discrimination.
19. What is the calculation formula for deciding Ex-gratia payment? For clarity sample calculations for representative employees shall be providing.
20. Whether VRS compensation will be paid immediately after VRS date or at later dates? Clear details shall be provided.
21. Wage revision and 3rd PRC guidelines has already fallen due wef 01/01/2017 to all MTNL employees. Whether benefit of 3<sup>rd</sup> PRC/ wage revision will be extended after VRS to employees who opt for VRS?
22. Whether VRS optee will start receiving their monthly pension immediately after VRS date?
23. Whether, the payment of Commutation of pension to the extent admissible i.e. 40% of the pension, available under normal retirement rule, is available under proposed VRS?
24. Will encashment of full balance Earned Leave & Half Pay Leave at the time of VRS be permissible?
25. What is the time limit for payment of GPF/EPF, Gratuity, Leave Encashment, Group Insurance payment to those who opt for the proposed VRS?
26. Prior to deciding VRS effect date, if any employee is due for financial up-gradation, but could not be allowed for administrative procedure/complacence, whether the said promotion/up gradation benefit will be extended to him/her after VRS date?
27. Whether the medical facility extended to the normal retirees' of MTNL would also be extended to VRS optees?
28. Whether the Voluntary Retirement Scheme once requested/applied, can be permitted to be withdrawn later on? If yes, to what extent?
29. Whether employee' relieved under VRS from MTNL will be subjected to some kind of (re)employment restrictions in MTNL or other (Govt) organization after VRS?
30. Whether retention of Departmental residential quarters will be allowed to those who opt for the proposed VRS? If yes, upto what extent? Can it be considered for allowing till normal retirement date /age?
31. The applications for VRS of such employees against whom any Vigilance/ Disciplinary proceeding pending or contemplated will be considered?



**V.K. TOMAR**

(Chairman & Genl. Secy. (MEA))

Yours faithfully



**DHARAM RAJ SINGH**

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