

Record of Discussion of Meeting of Member (Services), DOT with Forum representatives

Following the issuance of the Notice of Satyagrah by the Forum of MTNL Unions and Associations at Sanchar Bhawan on December 19, 2023, a meeting was convened by Director (HR) Shri Sandeep Govil, and the HR team on December 15, 2023, at the MTNL Corporate Office committee room. After thorough discussions on the agenda points, assurances were given to the Forum representatives that all raised issues would be looked into positively to resolve and address them. It was also emphasized that the well-being of MTNL employees would be safeguarded during the synergy/merger process with BSNL.

On December 19, 2023, Member (Services), DOT, Shri Ajay Kumar Sahu called a meeting with Forum representatives from MTNL Unions and Associations of Delhi and Mumbai at the 2nd-floor Committee room, DOT, Sanchar Bhawan, New Delhi. Other officers Present from the Administration side were Shri Panakaj Kumar, DDG(PM); Shri. Shakya DDG; Shri Sandip Govil, Director (HR), MTNL; Shri. Jayant Kumar, GM(HR), MTNL; and Smt. Shama Kaushik, DGM(HR). The discussions focused on the following key agenda points:

1. **Roadmap for MTNL Employees:** The DOT side informed the Forum about the proposal from BSNL/MTNL management, along with Unions/Associations suggestions, after the cabinet decision to transfer MTNL services to BSNL. While discussions and evaluations had taken place at various levels during the tenure of the previous Secretary, now after the instruction of new Secretary and Hon'ble Minister, additional options are being explored. The Forum representatives expressed concerns about the denial of legitimate rights to MTNL employees in the merger process and urged an expedited decision.
2. **3rd PRC/Wage Revision:** Forum representatives raised the issue of forming a Wage Negotiation Committee for MTNL, similar to BSNL. They explained to DOT the necessity of relaxing the affordability clause for 3rd PRC implementation in MTNL/BSNL, especially given the ongoing merger and differing pay scales. Member (Services) instructed Director (HR) to process the approval of the formation of a Wage Negotiation Committee for MTNL non -executives.
3. **Pension Revision of Erstwhile DOT Employees:** The Forum elaborated on the need for pension revision as per the 7th CPC recommendations for former DOT employees retired from MTNL/BSNL and pleaded to implement the judgment of Principal Bench of CAT Delhi at the earliest. Member (Services) conveyed that the pension revision issue, initially processed under 3rd PRC, was now under consideration as per the 7th CPC post the CAT judgment. A decision would be made after discussions with DOE and DoP&PW.
4. **Payment of 5% IDA Neutralization to Pensioners:** The Forum explained the prolonged issue of 5% IDA neutralization for retirees before 01/01/2018, previously resolved with the intervention of the Minister and Secretary, DOT. Member (Services) assured that the matter, currently under positive consideration, would be resolved soon.
5. **Creation of 30% Corpus Fund for Direct Recruited Employees:** The Forum strongly raised concerns about the denial of the 30% Corpus Fund for Direct Recruited

Employees, despite multiple assurances from MTNL management. DOT instructed Director (HR) to expedite the resolution of this matter.

6. **Regular Promotions to Executive:** The Forum highlighted the unjustified denial of promotions to executives for the past six years, resulting in frustration and demoralization. It was also brought to attention that restructuring of cadres had been undertaken twice but was still pending approval. Member (Services) directed Director (HR) to address MTNL-specific issues related to promotions.
7. **Promotions to Non-Executives:** The Forum pointed out that MTNL was applying double conditions for NE -9 to NE-10 and NE-10 to NE-11 promotions, despite clear clarifications from the MTNL Corporate Office. DOT instructed MTNL Director (HR) to promptly address this matter. Additionally, reference was made to a favorable judgment from the Hon'ble Court.

8. **Counting of Casual Service for Pension & Payment of Gratuity for Those with Less Than 10 Years of Service:** Member (Services) instructed Director (HR) to thoroughly review and settle the matter concerning the counting of casual service. With regards to the payment of gratuity for individuals who did not complete 10 years of service, Member (Services) directed Director (HR) to initiate the gratuity payment process as MTNL is obligated to make the gratuity payment. The emphasis is on ensuring that eligible employees receive their rightful entitlements in a timely and compliant manner.

Convenor/Forum and GS, MTNL Mazdoor Sangh, Shri Dharamraj Singh, and Chairman/Forum and GS, MTNL Executives Association (MEA), Shri V K Tomar, along with other office bearers of Delhi and Mumbai, actively participated in the meeting from the Forum side. The meeting concluded on a positive note, affirming the collaborative commitment to resolving the outlined issues and fostering a constructive and harmonious atmosphere.
