

FORUM OF MTNL UNION AND ASSOCIATIONS

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

V. K. TOMAR

Chairman & Genl. Secy. (MEA)

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MS-54/Forum/2023/89

DHARM RAJ SINGH

Convener & Genl. Secy. (MTNL MS)

Mob. 9868136466

Date: 18.12.2023

To,

Dr. Neeraj Mittal,

Chairman DCC & Secretary (T)

Department of Telecommunication

Government of India,

210, Sanchar Bhawan, 20, Ashoka Road,

New Delhi-110001

Sub.: Urgent Resolution of Issues and Grievances of MTNL Employees.

Respected Sir,

Memorandum with request for Personal Intervention & meeting with Union & Association Representatives.

We, the undersigned representatives of members of the Forum of MTNL Unions and Associations (MTNL Mazdoor Sangh & MTNL Executives Association) extend our sincere greetings to you and express our hope for your continued dedication to the welfare of the telecommunications sector. We write this memorandum with deep concern and urgency regarding the unresolved issues and grievances of MTNL employees. Despite our prior communications and protest notices, there has been no substantial progress in addressing the concerns of the MTNL workforce. Therefore, we find it necessary to bring your attention to these matters once again. We seek your understanding, trust, and personal intervention to address these pressing matters.

In our previous correspondences, including protest notice (Ref: **MS-54/Forum/2023/74 Dated 19/05/2023**), we have outlined the challenges faced by MTNL employees amidst the ongoing process of BSNL's takeover of MTNL's telecom services. The lack of a clear roadmap for the future of MTNL employees has led to significant unrest and uncertainty among the workforce.

We recognize the pivotal role that the Department of Telecommunications plays in shaping the future of the telecommunications industry and the lives of its employees. With this understanding, we earnestly seek your personal intervention to address the following demands and concerns.

- 1. Establish a Clear Roadmap for MTNL Employees:** The future of MTNL employees is currently shrouded in uncertainty amidst the ongoing process of transferring MTNL's services to BSNL. To address this, we urgently request your immediate attention to establish a clear and comprehensive roadmap for the future of MTNL employees. The suggestion submitted in our letter No. MS-54/Forum/2023/73 Dated 22nd February, 2023 outlines the key considerations that need to be taken into account to ensure a smooth transition and safeguard the interests of the workforce.

2. Implementation of 3rd PRC / Wage revision: The MTNL Management assured in the JNC meeting held on 28/03/2018 that the case for the implementation of 3rd PRC/Wage Revision in MTNL would be taken up with DOT, and the issue would be resolved shortly. It was further communicated that the MTNL Management would request the Department of Telecommunications (DoT) that the 'Affordability Clause' should not be applied to MTNL, considering its unique legacy wherein erstwhile Government servants took absorption during the corporatization of the Government Department. Regrettably, the status of this matter has not been communicated by MTNL Management to date. The Department of Public Enterprises, in its letter No. W-02/0015/2016-DPE(WC)-GL-XVII/17 dated 24th November 2017, issued guidelines for the revision of wages of Non-Executives. Subsequently, our union has consistently raised the demand through various communications and submissions of proposals for wage revision. Despite the passage of five years, the MTNL Management has not initiated the formation of a Joint Wage Negotiation Committee for wage revision. It is noteworthy that non-absorbed ITS Officers working in MTNL have already been granted all the benefits of the 7th CPC, including other allowances and perks revised by the Government of India from time to time. However, these same benefits are withheld for the absorbed employees of MTNL. In light of this disparity, we urge that a proposal for the relaxation of the 'Affordability Clause' be promptly submitted by the Secretary, DoT. Simultaneously, we demand the immediate formation of a Joint Wage Negotiation Committee to ensure the swift implementation of the 3rd PRC/Wage Revision for MTNL employees before the completion of the merger process. Your swift action on this matter is crucial to addressing the longstanding concerns of MTNL employees and fostering a harmonious transition during the merger process.

3. Revise Pension for DOT Absorbed Employees as per CAT order and Create a Pension Fund for Directly recruited & Counting of Casual Service for Pensionary benefits:

We, urgently seek your support to address the pension concerns of DOT-absorbed employees by aligning their pensions with the 7th CPC, in accordance with the Hon'ble Central Administrative Tribunal (CAT) order. Simultaneously, we request the establishment of a dedicated pension fund for directly recruited employees to ensure their financial security post-retirement. Furthermore, we advocate for the inclusion of casual service in the calculation of pensionary benefits, acknowledging the invaluable contributions of those who have served in this capacity. For detail please refer the agreement vide DoT letter No.32-14/2000-SR dated 06.09.2000 and Hon'ble CAT ruled in favour of the MTNL Mazdoor Sangh vide case No. TA-257/2009. Your intervention in these crucial matters will not only uphold the rights of employees but also reinforce the commitment to fair and just pension policies within the organization.

- 4. Extend CGHS Facility to All MTNL Employees:** We urge you to extend the Central Government Health Scheme (CGHS) facility to all MTNL employees for access to quality healthcare services, similar to what is extended to Air India employees.
- 5. Payment of 5% IDA Neutralization:** After an enduring struggle spanning approximately 10 years, a decision was reached in January 2018, with the benevolent intervention of the then Minister of Communications. It was decided to neutralize 5% IDA instead of 9.4% IDA for working MTNL employees and pensioners, notionally effective from 01/01/2007, with actual payment to be released from 01/01/2018 onwards. While MTNL has duly disbursed this payment, including arrears, to its working employees and pensioners retired after 01/01/2018, the same benefit has not been extended to pensioners who retired before the aforementioned date. These retired MTNL pensioners, who have devoted 35-40 years in service to the department, are eagerly awaiting the release of the 5% IDA neutralization payment. Unfortunately, despite the clear need for simultaneous approval for both categories - working and retired MTNL employees - it has not been executed. Consequently, there exists a glaring disparity where pensioners retired from January 2018 onwards are enjoying the benefits, while those retired before 01/01/2018 are left without this crucial support. This discrepancy is not only a matter of financial injustice but also creates a significant disparity amongst pensioners, which is deeply distressing. In light of this, I humbly request your personal intervention in this matter to issue necessary orders for the immediate payment of 5% IDA neutralization to MTNL pensioners who retired before 01/01/2018. The delay in addressing this issue, extending beyond five years, is causing undue hardship to this section of pensioners. We trust in your commitment to justice and fairness, and we kindly urge you to consider this matter with the utmost priority. Your personal intervention will not only rectify a long-standing injustice but also demonstrate the compassion and fairness inherent in the functioning of the Department of Telecommunications.
- 6. Address Pending HR Issues:** We earnestly seek your personal intervention to promptly resolve the lingering human resources (HR) issues previously raised in our protest notices and deliberated upon during the Joint Negotiation Committee (JNC) meeting on 19.07.2023. These outstanding HR concerns, if left unaddressed, pose a threat to the well-being and morale of MTNL employees. We kindly request you to direct the MTNL management to give urgent attention to these matters, ensuring a fair and equitable resolution. Timely action on these HR issues is vital for fostering a conducive work environment and maintaining the overall welfare of the MTNL workforce. Your intervention will not only contribute to employee satisfaction but will also reinforce a harmonious working relationship within the organization.
- 7. Improvement of MTNL Services:** We seek transparency on the utilization of substantial budgetary provisions made in the past budget for MTNL services, especially for the purchase and installation of new equipment for mobile services.

We express our hope and trust in your leadership and commitment to the welfare of the telecommunications workforce. We kindly request an appointment to discuss these issues with you personally, seeking your guidance and intervention to expedite their resolution.

We believe that with your personal attention, these urgent matters can be resolved, ensuring the well-being of MTNL employees and the smooth transition of MTNL's services to BSNL.


Thank you for your time and understanding.
We eagerly await your positive response.

With warm Regards.



(V.K. TOMAR)
(Chairman & Genl. Secy. (MEA))

Yours sincerely,



(DHARM RAJ SINGH)
(Convener & Genl. Secy. (MTNL-MS))

Copy to:

1. Hon'ble Minister of Communication & IT
2. Hon'ble MOS
3. The Member (Services), DOT
4. The Member (Fin), DOT
5. The Director (HR), MTNL
6. The Director (Fin), MTNL
7. The Director (Tech), MTNL
8. The ED, Delhi/ED, Mumbai
9. The GS, ITEF
10. The GS (BMS).
11. The Commissioner of Police, Delhi Police HQ, New Delhi.