

Executives Negotiating Council

of

TELECOM ENGINEERING OFFICERS' ASSOCIATION (INDIA)

BHARAT SANCHAR NIGAM LIMITED EXECUTIVES' ASSOCIATION (INDIA)

MAHANAGAR TELEPHONE NIGAM LIMITED EXECUTIVES' ASSOCIATION

NO/ENC/CHQ/2002/1

Dated at New Delhi 3rd October 2002

To,

The Chairman & Managing Director
Bharat Sanchar Nigam Limited
NEW DELHI.

The Chairman & Managing Director
Mahanagar Telephone Nigam Limited
NEW DELHI.


Sir,

Sub:- Joint notice for Trade Union Actions.

In continuation of notice for Trade Union Actions served by TEOA (India) vide its letter No. TEOA/CHQ/TC/2K dated 24-8-2000 addressed to both the Secretaries of Department of Telecom Operations and Department of Telecom Services, which were subsequently completely slowed down at the request of both the Secretaries with an assurance that the issues raised in the notice will be resolved shortly.

However inspite of the fact that almost 2 years period had elapsed, we find that none of the issues have been resolved. The actions of the Department of Telecom to force the officers to exercise the options in MTNL even without finalizing the pay scales which have approved by MTNL Board and its Administrative Ministry a year back and the decision of BSNL to begin the process of absorption by denying similar pay scales as that of MTNL have compelled the Executives Negotiating Council comprising of the above three Associations to serve this notice for Trade Union Actions.

The members of the above mentioned organisations, who strongly believe in maintaining Industrial Peace and Harmony, to their dismay have found the unhelpful attitudes of both the BSNL and MTNL Managements in resolving the important issues related to absorption as most unfortunate and also very much heart burning. The brief submitted by us for each item is self explanatory in regard to our concern and also of the solution that we demand.


3.10.2002
P. D. to C. M. D.
No. 24/100/CHQ/2002/T.

We request your goodshelves to consider the issues that we have raised in this notice and kindly take appropriate actions to resolve the same.

1. **IDA pay scales for Executives in MTNL and BSNL.**

All Group 'B' officers presently working on deemed deputation in MTNL or BSNL are governed by same service conditions and CDA pay scales. They are also governed by the same Pensionary Rules. Hence the IDA pay scales shall have to be one and the same for Executives in BSNL and MTNL. In all PSUs of Navaratna status, the first level Executives are given a minimum scale of Rs.10,750-300-16,750 and since both MTNL and BSNL are PSUs of Navaratna status the pay scales for first level Executive shall have to be Rs.10,750-300-16,750. Further the entry qualification, the mode of selection, pre-appointment training, hazardous nature of duties and responsibilities, liability of all India transfers, need for under going periodical In-service/Refresher courses of training for updating the latest technology adopted in the PSUs are some of the additional merits which strongly justify the scale of Rs.10,750-300-16,750 for first level of Executives.

Taking the JTO (basic grade) as the first level of Executive, we demand the following IDA pay scales from JTOs to DEs.

JTOs (basic grade)	-	Rs.10,750-300-16,750
JTOs (L.A) & SDEs	-	Rs.13,000-350-18,250
Sr.SDEs	-	Rs.14,500-350-18,700
DEs	-	Rs.16,000-400-20,800

2. **Payment of Pension by Government for MTNL Optees**

We demand that the Group 'B' officers who opt for MTNL shall also be paid *parents pension or Government pension*, as the case may be, by the Government itself as is being done in the case of BSNL optees under Rule-37 A.

3. **Benefit of IDA pay scale for officers retired in the intervening period.**

We draw your kind attention that certain officers have retired from service on *superannuation during the intervening period*, that is, from 1-10-2000 to actual date of absorption. It is normal practice to extend all the benefits that become due to them, such as, *fixation in IDA scale and payment of arrears that accrue, re-fixation of pension and payment of pension and its arrears.*

4. **Pay scale and pay fixation for DEs (Adhoc).**

At present in DOT, there are a good number of officers working as DEs on adhoc basis in the scale of Rs.10,000-15,200 who have earned increments in the said grade. We demand that these officers on absorption in BSNL be given equivalent replacement scale in IDA and not substantive grade as is being thought off because these officers will otherwise incur huge financial losses if their pay is not fixed in equivalent replacement scale on point to point basis. Besides, it is also not just to ask an officer after having been promoted to S.T.S scale on adhoc basis to get absorbed in Group 'B' grade.

5. **No lateral entry at the level of JTO and above.**

We demand that no lateral entry should be made at the level of JTO and above since its will take away the meagre post bound promotions that are now available. Further lateral entries at higher level will practically seal the post bound promotions available after the level of Joint DDG (Selection Grade) for JTOs and promotees therefrom.

6. **Time bound promotion and service weightage.**

The time period for Time Bound promotions should be such that a JTO should be able to reach the scale of Joint DDG (S.G) after completing a total service of 20 years. This will enable the Executives to have sufficient service for getting his next promotion to the level of DDG which is a purely post bound promotion.

The officers joining the PSUs have rendered sufficient and different length of service in their respective grades. If the time period for time-bound promotion is to be counted for all from 1-10-2000, the earlier service rendered loses its validity. Hence we demand that every officer should be given weightage for the service rendered in the grade on mutually agreed formula and this weightage of service should be added for determining the eligibility criteria for determining the first time bound promotion.

7. **Cadre review for the cadres of JTOs & SDEs**

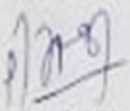
The issue of cadre review of JTOs and SDEs was under consideration in DOT for quite some time. Later we were told that the same will be done after absorption. Till now the modalities are not finalised. We demand that one time cadre review for JTOs and SDEs should be done such that JTOs and SDEs who have put up 5 years of service as on 30-9-2000 in their respective grades are placed in the next higher level.

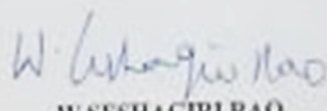
Programme of Trade Union Actions

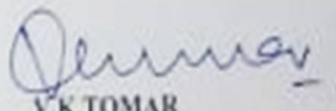
- 10th October 2002 - Mass campaign Day (Sending Telegrams to both the CMDs by all Circle/SSA/Branch Secretaries.)
- 11th October 2002 - Demands Day (Holding Lunch/closing hour demonstration and gate meetings at all levels.)
- 17th October 2002 - DHARNA at Circle/SSA level (From 1000 to 1700 hours)
- 23rd, 24th, 25th October 2002 - RELAY HUNGER STRIKE at circle/SSA level.(Morning to evening) and
- 23rd October 2002 - INDEFINITE WORK ACCORDING TO RULES.

"With regards"

Yours faithfully,


G.L. JOGI
General Secretary
BSNLEA (India)


W. SESHAGIRI RAO
General Secretary
TEOA (India)


V.K. TOMAR
General Secretary
MTNLEA

Copy for favour of information to: -

- 1) The Secretary, Ministry of Communications, Sanchar Bhawan, New Delhi.
- 2) The Director (HRD), B.S.N.Limited, New Delhi.
- 3) The Director (Personnel), M.T.N.Limited, New Delhi.
- 4) The D.D.G. (SR), B.S.N.Limited, New Delhi.
- 5) The D.G.M. (LR), M.T.N.Limited, New Delhi.
- 6) The D.D.G. (SR), DOT, Sanchar Bhawan, New Delhi.

