

# FORUM OF MTNL UNION AND ASSOCIATIONS

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No.: MS-54 / Forum/2024/ 15

Date: 03 /07/2024

To,

**Dr. Neeraj Mittal,**

Chairman DCC & Secretary (T)

Department of Telecommunications

Government of India

210, Sanchar Bhawan, 20, Ashoka Road

New Delhi-110001

**Shri P. K. Purwar,**

Chairman & Managing Director

5th Floor, Mahanagar Doorsanchar Sadan

9 CGO Complex, Lodhi Road

New Delhi-110003

**Subject: Resolving Urgent Issues of MTNL Employees: A Call for Action to Protect the Future of MTNL's Workforce –Lunch hours Demonstration on 19<sup>th</sup> July, 2024 & Satyagraha on 30<sup>th</sup> July, 2024 at Sanchar Bhawan regarding.**

**Respected Sir(s),**

We, the Forum of MTNL Unions and Associations, are writing to express our grave concern regarding the unresolved issues of MTNL employees and the lack of a clear roadmap for their future amidst the ongoing process of BSNL's takeover of MTNL's telecom services.

The recent revival package, as outlined in OM F. No 20-28/2022-PR dated 2nd August 2022, has initiated the transfer of MTNL's telecom services to BSNL, leaving MTNL with only land and building assets. While this handover process has commenced, the fate of MTNL's employees remains uncertain.

On 21st February 2023, the MTNL Management presented a “proposal of Operational Merger of MTNL with BSNL,” which included the following three options for MTNL employees:

- 1. Voluntary Retirement Scheme (VRS)**
- 2. Option to join BSNL**
- 3. Continue with MTNL until its closure.**

In response to this proposal, we submitted the following major and important suggestions on HR points related to the merger of MTNL with BSNL, via letter No. MS-54/Forum/2023/73 dated 22/02/2023:

(A) MTNL Management should take up with the “Group of Secretaries”/Finance Minister/Minister of Communications for relaxation of the “Affordability Clause” and implement the 3rd PRC prior to starting the HR process related to the merger.

(B) Basic Pay of MTNL Employees should be protected.

(C) Until all aspects of HR issues related to the merger are finalized, existing MTNL Employees should be utilized by BSNL on a deemed deputation basis with MTNL's pay scales and other HR terms and conditions.

(D) Benefits of the Voluntary Scheme should be thoroughly explored, ensuring no age restrictions.

(E) For employees who do not opt for VRS or BSNL, the policy of Government on closure should be explored in detail. Opportunities to repatriate them to DoT or absorb them in other PSUs should be provided.

(F) A joint discussion between DOT representatives, MTNL Management, BSNL Management, and representatives of MTNL Unions and Associations from MTNL Delhi and MTNL Mumbai should be arranged before finalizing any decision.

During the presentation on 21st February 2023, MTNL Management assured us that employees' concerns would be duly considered and shared with the Unions and Associations before any final decision. However, to date, we have not received any updates on the acceptance of our suggestions.

With the new Minister of Communications in charge, we understand that decisions regarding the takeover of MTNL services by BSNL and the fate of MTNL employees are imminent. Yet, employee representatives remain unaware of the decisions being made by DOT regarding their future.

Despite our repeated appeals to MTNL Management and DOT to address the concerns of MTNL employees and establish a clear roadmap for their future, no concrete action has been taken till date. The prolonged uncertainty has caused immense anxiety and resentment among MTNL employees. Therefore, we are now compelled to resume our protest action-

**PROGRAMME:**

<b>19-07-2024</b>	<b>Lunch hours Demonstration</b>	<b>In front of Sanchar Bhawan, New Delhi And ED, MTNL Office Telephone House Prabhadevi, Mumbai</b>
<b>30-07-2024</b>	<b>Day Long Satyagraha</b>	<b>In front of Sanchar Bhawan, New Delhi And ED, MTNL Office Telephone House Prabhadevi, Mumbai</b>

**Our demands are as follows:**

1. **Establish a Clear Roadmap for MTNL Employees:** Immediately determine the future of MTNL employees as per our suggestion submitted vide letter No. MS-54/Forum/2023/73 dated 22.02.2023 (copy enclosed) before proceeding with the transfer of MTNL's services and the creation of BSNL's network in MTNL's service areas.
2. **Implement the 3rd Pay Revision Commission (PRC) report:** MTNL Management had assured in the JNC meeting held on 28/03/2018 that the case for implementing the 3rd PRC/Wage Revision in MTNL would be taken up with DOT and resolved shortly. Further,

MTNL Management assured that it would request DOT to exempt MTNL from the 'Affordability Clause' due to its unique legacy of erstwhile government servants' absorption at the time of corporatization. However, the status of this matter has not yet been informed by MTNL Management.

3. **Revise pension for DOT-absorbed employees as per CAT order** and create a pension fund for directly recruited employees & counting of casual service for pensionary benefits: Revise the pension of DOT-absorbed employees as per the 7th CPC and Hon'ble CAT order, and establish a pension fund for MTNL-recruited employees to safeguard their financial security post-retirement. Employees who worked as casual labourers in DoT and subsequently transferred to MTNL/BSNL should receive pensionary benefits for their casual service as per DoT letter No.32-14/2000-SR dated 06.09.2000 and Hon'ble CAT ruling in favour of the MTNL Mazdoor Sangh (case No. TA-257/2009).
4. **Issue a revised "Presidential Order" for "Combined Service Pension"** instead of "Pro-rata Pension" for less than 10 years of service completed on the date of absorption in MTNL: CAT Delhi has ordered revising the pensionary benefits of petitioners as per the CAT order dated 08.09.2017, modified by the Hon'ble High Court judgement dated 16.11.2018 in the case of Smt. Asha Devi. This should be implemented for similarly placed employees.
5. **Issue necessary orders for payment of 5% IDA neutralization** w.e.f. 01/01/2018 to MTNL pensioners who retired before 01/01/2018, without further delay and query, as this issue has already been delayed for over 5 years.
6. **Address pending HR issues:** Resolve other HR-related issues raised in our previous protest notice and JNC Meeting held on 19/07/2023.

We urge the concerned authorities to take immediate action to address these pressing issues and alleviate the concerns of MTNL employees. Failure to act promptly will result in further industrial unrest and disruption of services. We hope that our voice will be heard and that these urgent matters will be resolved at the earliest to ensure the well-being of MTNL employees and the smooth transition of MTNL's services to BSNL.

With warm regards,

**Yours sincerely,**



**(V.K. TOMAR)**

Chairman & General Secretary (MEA)



**(DHARM RAJ SINGH)**

Convenor & General Secretary (MTNL-MS)

**Copy to:**

1. Shri. Jyotiraditya M. Scindia, Hon'ble MoC, Govt of India
2. Dr. Pemmasani Chandra Shekhar, Hon'ble MoSC, Govt of India
3. Additional Secretary (T), DoT, Govt of India
4. Member (Services), DoT, Govt of India
5. Member (Finance), DoT, Govt of India
6. Director (HR), MTNL
7. Director (Finance), MTNL
8. Director (Technical), MTNL
9. Executive Director, MTNL Delhi & Mumbai
10. General Secretary, BMS & ITEF
11. Commissioner of Police, Delhi, Delhi Police HQ, New Delhi.