



MTNL EXECUTIVES' ASSOCIATION

Central Headquarters, New Delhi

(Registered under the Trade Union Act 1926, reg no-ALC/Karyasan-17/9715)
[Affiliated to National Confederation of Officers' Associations (NCOA)]

P.N.VASANE
President

website-www.meachq.in

V.K.TOMAR
General Secretary MEA
Secretary General NCOA
President AIPCO

Ref. No.: MEA/CHQ/CMD/Sabbatical leave

DATE: 10-10-2024

To

Shri A. Robert J. Ravi
Chairman & Managing Director
MTNL/BSNL, New Delhi

Subject: Request for Restoration of Sabbatical Leave Scheme to Help Manage Staff Costs in MTNL and opportunity to willing employees

Respected Sir,

We, the MTNL Executives' Association (MEA), would like to bring to your kind attention a matter of pressing concern regarding the sabbatical leave scheme, which was discontinued after the implementation of the Voluntary Retirement Scheme (VRS).

As you are aware, MTNL is currently facing severe financial challenges, particularly in the area of salary payments to employees, owing to the unavailability of adequate funds. With the ongoing transition of MTNL services to BSNL and the management's consideration of various measures to reduce staff costs—such as the deemed deputation of employees to BSNL and deputation to other organizations—there is an opportunity to further ease the financial strain through the restoration of the sabbatical leave scheme.

Many employees are willing to avail themselves of this scheme, which not only benefits them personally but also helps the organization manage costs effectively by reducing the active workforce for a specified period. The restoration of the sabbatical leave scheme would offer employees the flexibility they seek, while also assisting MTNL in reducing the financial burden associated with salary payments.

In light of these circumstances, we kindly request that the sabbatical leave scheme be restored and made available to willing employees. We believe this step will provide much-needed relief both to the employees and the organization during this challenging period.

We trust that you will consider this request with due urgency and we look forward to your favorable response. **With regards,**

Yours sincerely,

(V.K. Tomar)

Copy to –

1. Director (HR) for n/a please
2. Director (Finance) for n/a please
3. Director (Tech) for n/a pl
4. ED, Delhi/ ED, Mumbai for n/a pl
5. GM(HR) for n/ a pl