

# UNITED FORUM OF MTNL UNIONS & ASSOCIATIONS

## MTNL MUMBAI

### Constituents Unions & Associations

Telecom Executive Associations of MTNL(Team)\*\*MTNL Executive Association(MEA)\*\*MTNL SC/ST Executive Association\*\*MTNL SC/ST Welfare Associations\*\*MTNL Workers Union\*\* Sanchar Union of Non Executives\*\* MTNL Republican Employees Union Mumbai\*\*MTNL Karmachari Union\*\* Bharatiya Mahanagar Telephone Nigam Employees Union Retired Telecom Officers Welfare Association(RTOWA)\*\*MTNL Pensioners Welfare Association(MPWA)\*\*

Shri. J. S. Yadav    Shri. H. S. Upadhyaya    Shri. S. M. Sawant    Smt. Jyoti Sonawadekar    Shri. P. K. Kulkarni

Chairman 9869041090	Vice Chairman 9869435995	Convener 9869072424	Jt. Convener 9869037373	Treasurer 9869277999
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No. MTNLUF/Mumbai/CGHS Corr./2018

DATED 21st Feb 2018

To

The Conciliation Officer and  
Assistant Labour Commissioner ( C)-III  
Mumbai

Respected Madam,

Sub :- Conciliation Proceedings consequent to the Notice of Protest dated 23/12/2015 by United Forum MTNL Mumbai.

The conciliation process is going on for the last about two years but it is regretted to point out that the issues have not been resolved so far. United Forum MTNL Mumbai has the following views on the present status of the issues.

- 1. Revision of pay and pension on 01/01/2007 by merging IDA @78.2%** :- MTNL Board passed a resolution on 08/12/2016 approving 78.2% IDA for revision pay with a rider that DoT should give financial assistance. Thereafter DoT was all along saying that the issue of giving financial assistance to MTNL was being considered. Now DoT has informed CMD MTNL vide letter dated 8<sup>th</sup> Feb'2018 that "MTNL has to bear the additional financial implication on account of pay revision from its own sources and no budgetary support shall be provided by DoT". In pursuance of this decision of DoT, United Forum has requested MTNL vide letter dated 16<sup>th</sup> Feb'2018 (Copy enclosed) to issue orders in this regard soon to avoid pushing the employees and pensioners to resort to agitation path.
- 2. CGHS :-** In many proceedings it has been recorded that there should be a meeting between CMD and United Forum Mumbai to resolve this issue. United Forum has requested CMD vide letters dated 19/12/2017, 23/01/2018 and dated 16/02/2018 to convene a meeting. It is regretted to say that MTNL has not convened any meeting despite repeated requests by United Forum Mumbai.

Continued on Page No. 2

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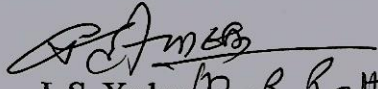
Shri. J. S. Yadav	Shri. H. S. Upadhyaya	Shri. S. M. Sawant	Smt. Jyoti Sonawadekar	Shri. P. K. Kulkarni
Chairman	Vice Chairman	Convener	Jt. Convener	Treasurer
9869041090	9869435995	9869072424	9869037373	9869277999

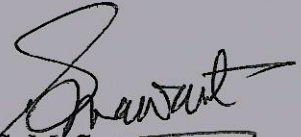
2

3. Another option to Pro-rata pensioners to opt for combined service pension :- In this issue DoT is ready to consider the issue but MTNL is not giving required inputs to DoT despite repeated recordings in almost all the proceedings.

The factual status on all the issues suggest that MTNL is not serious about resolving these issues.

Yours faithfully,

  
J. S. Yadav  
Chairman/U. F. Mumbai

  
S. M. Sawant  
Convener/U. F. Mumbai

Copy to 1.CMD MTNL Corporate Office New Delhi

2.Executive Director MTNL Mumbai.

21/2/18

- 1) Mr. S.M. Sawant, Convenor, United Forum
- 2) Mr. J.J. Mathial; G.S., MTNL Exe. Assn.
- 3) Mr. Baderi Pathak, G.S., ROTWA
- 4) Mr. Haushila Prasad, Dir. Rural, DOT, Mumbai
- 5) Mr. T.B. Bhosale, DGM (IR) MTNL
- 6) Mr. S.V. Wani, Sr. Mgr (CR) MTNL.

The mgt. ~~stated~~ that of MTNL and DOT filed their submission a copy of the same given to ~~MTNL mgt. states that~~ Union DOT will not provide financial support  
Demand No. 1: 78.2% IDA

mgt. stated since RLC (C) New Delhi has initiated Conciliation, this matter also may be transferred to him for further Conciliation.

It is decided that Union may become party to that conciliation and this office shall forward the same to RLC (C) New Delhi

Demand No. 2: Providing Pro-rata Pensiones.

MTNL mgt. informed that the said issue is pending before ~~the~~ Hon'ble CAT Pr. Bench vide OA 2495/2017 at New Delhi

Since matter is pending before Hon'ble CAT New Delhi it is subjudicial and conciliation at this office is closed.

Demand No. 3: Extending Benefits of Medical Facilities under CCHE

mgt. rep. stated that they are ready to extend this facility with minimum Rs 2000/- to <sup>max.</sup> Rs 40,000/- union demanded 100% reimbursement. Union further stated that the main requirement is PPO and the same is not being issued within 3 months hence they are unable to avail this facility.

It is suggested by Conciliation office that if this condition of 3 months may be given from the receipt of PPO for which the

mgr. rep. <sup>state</sup> requested that they have to refer  
this to their corp. office  
cls. adjourned to 23/3/18 at 11.00 hrs.

T. B. Bhosale  
T. B. Bhosale  
AMLR 21/2

S. V. Wami  
S. V. WAMI  
21/2/18  
Sd. M. S. R.

Haushila Prasad  
21/2  
HAUSHILA PRASAD  
Director Admn,  
DOT Mumbai LSA.

(B. R. Pathak)  
(B. R. Pathak)  
S.S. (RTWA)

Mathias JJ  
21/02/18  
MATHIAS JJ  
21/02/18  
Convener - Central Forum

GS. MTNL EXECUTIVES ASSN  
MUMBAI

(Kalpana Sisodia)  
(Kalpana Sisodia)  
Assistant Labour Commissioner  
(Central), Mumbai



महानगर टेलीफोन निगम लिमिटेड, मुंबई  
MAHANAGAR TELEPHONE NIGAM LIMITED, MUMBAI  
(भारत सरकार का उद्यम) (A Govt. of India Enterprise)

उप महाप्रबंधक (औ.सं. ) का कार्यालय, O/o. Deputy General Manager (IR),  
7वीं मंजील , पूर्व खंड, टेलिफोन हाऊस, एमटीएनएल मार्ग दादर(प.),मुंबई-400028.  
7<sup>th</sup> Floor, East Wing, Telephone House, MTNL Marg , Dadar (W), Mumbai 400028.  
दूरध्वनि क्रमांक: 022 24386633, 022 24371401 फॅक्स: 022 24311003

No. ST/U-58/UF of U&A MTNL Mumbai/2017-18/ 168

Date : 21.02.2018

To,  
Conciliation Officer and  
Assistant Labour Commissioner (C)-III,  
Mumbai

Sub: Notice of Protest dated 23.12.2015 served by the United Forum of MTNL Union and Associations on the management of MTNL over 3 point Charter of Demands  
Ref: 1. Your office Letter No. B. ALC(C)-III/8(06)/2016 dtd. 14.01.2016  
2. Your office letter No. B. ALC(C)-III/8(6)/2016 dtd. 29.01.2016

This is in continuation to the earlier submissions of Management. In this connection Point wise comments is as under:-

**1. Fixation of pay and pension as on 01.01.2007 merging at 78.2 % IDA**

It is submitted that based on the strike notice dated 10.07.2017 from Forum of MTNL Unions & Associations, Delhi, RLC (C), New Delhi has initiated conciliation proceedings under section 12 of the Industrial Disputes Act, 1947 vide letter No. ND/8(29)/2017-RLC dated 29.08.2017 on the same matter (copy enclosed). There is no change in earlier submission of the Management.

**2. Providing an opportunity to the Prorata Pensioners for exercising fresh pension option**

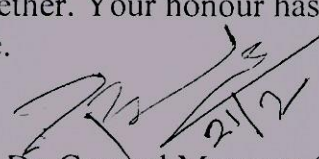
The matter of providing a one time opportunity to the pro-rata pension optees for exercising fresh option is currently sub judice before Hon'ble CAT, Principal Bench vide O.A. No. 2495/2017 at New Delhi.

**3. Extending Benefits of Medical Facilities under CGHS**

There is no change in earlier submission of the Management.

It is therefore requested that the case file of Point No. 1 may be forwarded to RLC (C), New Delhi so that all conciliation proceedings can be clubbed together. Your honour has taken similar stand in case of ID Ref. No. 08(69)2017 before your office.

Encl: as above

  
Dy.General Manager (IR),  
MTNL, Mumbai

127/C

भारत सरकार

श्रम एवम रोज़गार मंत्रालय

उप मुख्य श्रमायुक्त (केन्द्रीय) कार्यालय  
 चौथा तल, जीवनदीप बिल्डिंग, संसद मार्ग,  
 नई दिल्ली-११०००१

सं: न.दि./8(29)/2017- क्षेत्र.श.आ.

दिनांक 29.08.2017

प्रति

Convener &amp; Genl. Secy.

Forum Of MTNL Unions and Associations,  
 T-28, Atul Grove Road,  
 New Delhi-110001.

.....Union

vs.

The Secretary,  
 Department of Telecom,  
 Ministry of Communication,  
 Govt. of India, Sanchar Bhawan,  
 New Delhi.

.....Management No.1

The CMD,

Mahanagar Telephone Nigam Ltd.,  
 Corporate Office, Mahanagar Doorsanchar Sadan,  
 CGO, New Delhi.

.....Management No.2

विषय:- औद्योगिकविवाद अधिनियम, 1947-between the management of Dept. of Telecom/MTNL and the forum of MTNL Unions and Associations regarding Strike Notice.

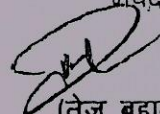
उपयुक्त विषयमें मैं क्षेत्रीय श्रमायुक्त (केन्द्रीय) औद्योगिक विवाद अधिनियम, 1947 की धारा 12 के अंतर्गत इस कार्यालय में दिनांक 07.09.2017को 12.30 बजे उक्त औद्योगिक विवाद के सौहार्दपूर्ण निपटान के लिए संयुक्त वार्ता/ संराधन कार्यवाही करूंगा।

अतः आपसे निवेदन है कि आप संयुक्त वार्ता/ संराधन कार्यवाही में उक्त निर्धारित तिथि, समय एवम स्थान पर स्वयं या अपने अधिकृत प्रतिनिधि के माध्यम से सभी सम्बंधित दस्तावेजों एवम साक्ष्यों के साथ उपस्थित हों।

ध्यान रहे कि यदि आप निश्चित तारीख को बिना किसी पूर्व सूचना एवम बिना उपयुक्त कारण के अनुपस्थित रहते हैं तो उपलब्ध दस्तावेजों एवम साक्ष्यों के आधार पर वाद को एकतरफ़ा कार्यवाही कर समाप्त कर दिया जायेगा।

इस संबंध में नियोजक का ध्यान औद्योगिक विवाद अधिनियम, 1947 की धारा 33 की वैधानिक मान्यताओं की ओर आकर्षित किया जाता है।

भवदीय,



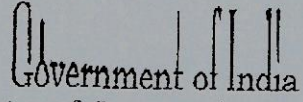
(तेज बहादुर)

क्षेत्रीय श्रमायुक्त (केन्द्रीय)

नई दिल्ली

3606/815/373  
 11/9/12  
 11/9/12  
 P/U  
 (IR)

No. 11-1/2009-SU-II



Ministry of Communication & IT  
Department of Telecommunications  
SU-II Section

Dated: 13<sup>th</sup> February, 2018

Office Memorandum

Subject: Notice of protest dated 23.12.2015 served by the United Forum of MTNL Unions and Associations on the management of MTNL over 03 points Charger of Demands.

With reference to SR Section's Note bearing No. 24-04/2016-SR (Pt) dated 12.02.2018 on the above mentioned subject, it is stated that it has been conveyed to MTNL vide DoT letter of even number dated 08.02.2018 (copy enclosed) that the proposal to extend benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 to MTNL employees may be processed in light of Department of Public Enterprises (DPE), O.M. No. 2(70)/08-DPE (WC) dated 26.11.2008 and dated 02.04.2009. MTNL has to bear the additional financial implication on account of pay revision from its own resources and no budgetary support shall be provided by DoT.

19/2/18

(Pawan Gupta)  
Director (PSU-I)  
Tel: 23036019

Encl: As above.

~~DS(SR)~~

19/2/18

US(SR)

No. 11-1/2009- SU-II

Government of India

Ministry of Communication &amp; IT

Department of Telecommunications

\*\*\*\*\*

1206, Sanchar Bhawan, New Delhi

Dated: 8<sup>th</sup> February, 2018

To,

The CMD,  
Mahanagar Telephone Nigam Limited (MTNL),  
5<sup>th</sup> Floor, Mahanagar Door Sanchar Sadan,  
9, CGO Complex, Lodhi Road,  
New Delhi-110 003.

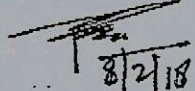
Sub: Proposal to extend Benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 to MTNL employees. - regarding.

Sir,

I am directed to refer to your letter No. MTNL/CO/IRW/21(82)/2015 dated 04.03.2016 and dated 15.12.2016 and to say that the proposal to extend benefit of merger of 50% DA effectively amounting to 78.2% as on 01.01.2007 to MTNL employees may be processed in light of Department of Public Enterprises (DPE), O.M. No. 2(70)/08-DPE (WC) dated 26.11.2008 and dated 02.04.2009. MTNL has to bear the additional financial implication on account of pay revision from its own resources and no budgetary support shall be provided by DoT.

2. This issues with the approval of Secretary (T).

Yours faithfully,

  
(Pawan Gupta)  
Director (PSU-I)  
Tel: 23036019  
Fax: 23372493



File No. 24-04/2016-SR(Pt)

Receipt No : 305816/2018/SO(SCT)

F.No. 24-04/2016-SR(Pt)

Department of Telecommunications  
(Pension Section)

Sub: Notice of protest dated 23.12.2015 served by the United Forum of MTNL Unions and Associations upon the management of MTNL over three points Charter of Demands

This is regarding the OM of even no. dated 12.02.2018 from the SR section vide which a copy of Dy. Chief Labour Commissioner (Central)-III's D.O. No. B.ALC(C)-III/8(06)/2016-B-4 dated 30.01.2018 has been enclosed regarding the above mentioned subject with a request to furnish comments on the 2 points Charter of the demands of the Union. The present status regarding the 2 points is as follows:

2. Fixation of Pay and pension as on 01.01.2007 merging at 78.2% as recommended

In pursuance of decision of the Cabinet dated 09.01.2014, DoP&PW, had issued notification vide GSR No. 138 (E) dated 03.03.2014, extending pensionary benefits to all the combined service pension optee absorbed employees of MTNL. Subsequently, detailed O.M. covering the approval of the Cabinet in toto was issued vide this office O.M. No. 42-4/2012-Pen(T) dated 28.04.2014. The point (c) and (d) of decisions of the Cabinet are reproduced as under:

(c) The liability of the Government for the payment of aforesaid pensionary benefits shall be restricted to the amount arrived at by calculating pensionary benefits of MTNL absorbed employees based upon the equivalent pay-scales of similarly placed employees in BSNL. As most of the pay scales in MTNL are higher than that of BSNL, the additional liability arising out from the same shall be borne by MTNL, by making advance payment to the Government.

(d) The arrangement as specified in para (c) above shall continue till next wage revision by which time MTNL and BSNL shall achieve pay scale parity by bringing down the pay scales of MTNL to the level of BSNL pay scales.

As per the above decision of the Cabinet, the exercise for achieving pay scale parity between BSNL and MTNL for bringing down the pay scale of MTNL to the level of BSNL was to be completed by MTNL before the next pay revision i.e. 01.01.2017 and since pay matters of serving employees are handled by PSU wing, they were requested vide this section note no. 43-02/2016-Pen(T) dated 16.07.2016 to initiate the exercise for compliance of the cabinet decision dated 09.01.2014, which further requested MTNL vide their letter No. 11-1/2009-SU-II dated 28.07.2016 to furnish the status. Since, no information in regard was received either from PSU Wing or MTNL CO, the former has been requested to furnish the current status of the proposal. Any further communication regarding the matter is still awaited.

3. Providing an opportunity to the Pro-rata pensioners for exercising fresh pension option

MTNL vide this office letter No. 42-04/2012-Pen(T)Vol.II dated 10.03.2016, was intimated that the proposal for providing an opportunity to the Pro-rata pensioners for exercising fresh pension option was under consideration/examination and that Finance Branch, DoT had observed that approx. 12000 MTNL employees had opted for pro-rata pension and if all of them were allowed to revise their option, there would be huge burden on the exchequer.

Thus, MTNL was requested to work out the financial implications of the proposal so that the burden on exchequer could be ascertained. In absence of any reply from MTNL in this regard, reminders dated 30.11.2016, 24.07.2017 and 15.02.2018 were also sent to MTNL requesting them to expedite the matter and to furnish the requested details at the earliest. But a reply regarding the same is also awaited.

C - 305816/2018/SO(SCT) / 2018

Submitted Please

S.O(Pen-T)

US(STP)

*2-2-18*  
*12/2/18*  
*12/2/18*

*12/2/18*

26/

महानगर टेलीफोन निगम लिमिटेड, मुंबई  
MAHANAGAR TELEPHONE NIGAM LIMITED, MUMBAI  
(भारत सरकार का उद्यम) (A Govt. of India Enterprise)



उप महाप्रबंधक (औ.सं. ) का कार्यालय, O/o. Deputy General Manager (IR),  
7वीं मंजील , पूर्व खंड, टेलिफोन हाऊस, एमटीएनएल मार्ग दादर(प.),मुंबई-400028.  
7<sup>th</sup> Floor, East Wing, Telephone House, MTNL Marg , Dadar (W), Mumbai 400028.  
दूरध्वनि क्रमांक: 022 24386633, 022 24371401 फॅक्स: 022 24311003

No. ST/U-58/JD/ID/General/2017-18/ Part-II/

Date : 20.02.2018

To  
Conciliation Officer &  
Assistant Labour Commissioner (Central)-III,  
Mumbai

Sub: Industrial Dispute raised by the General Secretary, Mahangar Telephone Nigam Ltd. Workers Union, against the management of MTNL, over the issue of non-payment of family pension to Mrs. Hirabai A. Borade, w/o late A.D. Borade.

Ref: Your Office Letter No. B.ALC(C)-III/8(107)/2017/B-4 dated 05.10.2017

With reference to the subject & letter cited above, please find enclosed herewith Letter No. MTNL/CO/CPF Trust/PF-52344/M059839/ ADBORADE/2017 dated 12.02.2018 received from Dy. General Manager (Cash & Tax), Incharge of EPF Trust, MTNL Corporate Office, New Delhi for kind information please.

Encl: as above

Dy. General Manager (IR)  
MTNL, Mumbai

Palet



MAHANAGAR TELEPHONE NIGAM LTD.  
OFFICE OF INCHARGE EPF TRUST, CORPORATE OFFICE  
Mahanagar Door Sanchar Sadan, 4<sup>th</sup> floor, C.G.O. Complex, Lodhi Road, New Delhi-03  
(CIN: L3210DL1986GOI023501)

NO: MTNL/CO/ CPF Trust/PF-52344/M059839/ADBORADE/2017

Dated: 12/02/2018

Dy. General Manager (IR),  
M.T.N.L., 7<sup>th</sup> Floor, East Wing,  
Telephone House, MTNL Marg,  
Dadar (W), Mumbai-400028.

Sub: ID raised by the General Secretary, Mahanagar Telephone Nigam Ltd. Workers union, against the management of MTNL. Over the issue non-payment of family pension to Mrs. Hirabai A Borade w/o late A.D. Borade, Work Assistant/59839.

With reference to the subject cited vide letter no. SF/U-58/ID ID/General/2017-18/Part-1/1  
Dated: 31-01-2018.

The case regarding grant of family pension to the family of the deceased employee Sh. A.D. Borade who expired on 13/04/2001. In this regard it is stated that this office has sent a reminder letter dated 06/01/2018 to Asst. Prov. Fund Commissioner (copy enclosed). But reply/disposal of the case is still awaited from EPFO.

This is for your kind information and further necessary action please

Encl: As above

Dy. General Manager (Cash & Tax)  
Incharge of EPF Trust

वरिष्ठ प्रबंधक (क.सं.) म.टे.नि.लि., मुंबई o/o. Senior Manager (S.R.), M.T.N.L., Mumbai आवक/INWARD	
12	FEB 2018
क्रमांक/Sr. No.	927
दिसांक/Date	sw perod through email



**MAHANAGAR TELEPHONE NIGAM LTD.**

OFFICE OF INCHARGE EPF TRUST, CORPORATE OFFICE

Mahanagar Door Sanchar Sadan, 4<sup>th</sup> floor, C.G.O. Complex, Lodhi Road, New Delhi-03

(CIN: L3210DL1986GOI023501)

NO: MTNL/CO/ CPF Trust/PF-52344/M059839/AD BORADE/2017

Dated: 06-01-2018

**REMINDER-I**

Ms. Gurdip Kaur,  
Assistant Prov. Fund Commissioner,  
RPFC Office, R.P.F.C.,  
28 Wazirpur Industrial Area,  
New Delhi-110052

Subject: Establishment Code: DL/8444/13922 pertains to Late Shri A.D. Borade.

Kindly refer to this office letter even no. dated 06-12-2017 with reference to your letter NO.MTNL/CO/CPF Trust/PF-52344/M059839/AD/BORADE/2017 Dated: 23/11/17 on the subject cited above. In this connection you are requested to intimate this office the current status of the case as this case is listed for hearing before Conciliation Officer and Assistant Labour Commissioner (Central)-III, Mumbai (copy enclosed)

Encl.:- As above

(Shakti Sarup)  
Office in Charge  
MTNL EPF Trust

