

UNITED FORUM OF MTNL UNIONS & ASSOCIATIONS MUMBAI WING
Constituents Unions & Associations

Telecom Executive Associations of MTNL(Team)* 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* Retired Telecom Officers Welfare Association (RTOWA)
*MTNL Pensioners Welfare Association (MPWA)

Shri. J. S. Yadav Chairman 9869041090	Shri. H. S. Upadhyaya Vice Chairman 9869435995	Shri. S. M. Sawant Convener 9869072424	Smt. Jyoti Sonawadekar Jt. Convener 9869037373	Shri. P. K. Kulkarni Treasurer 9869277999
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No. MTNLUF/Mumbai/Payment of dues-0420/ CMD Corr./2020

Dated 20th April 2020

To,
Shri. P.K. Purwar
Chairman and Managing Director,
MTNL, CO, New Delhi.

Respected Sir,

Sub: - ISSUES THAT NEED IMMEDIATE ATTENTION

We take this opportunity to congratulate you on assuming additional charge of CMD MTNL. On behalf of Employees and Pensioners of MTNL Mumbai, we wish you every success in all your endeavors to bring up these two PSUs to their glorious days. The United Forum is thankful to MTNL Management for clearing the backlog in salary payment and for payment of provisional pension to VRS pensioners. We hope that salary will be paid on the last working day of every month hereafter.

Sir, here we would like to highlight some important issues.

ISSUES OF EMPLOYEES: -

- 1. INSURANCE COVER:** -The whole Nation is fighting the pandemic Corona. Govt of India has extended an Insurance cover OF Rs.50 lakhs to all the front line fighters of Corona viz., Doctors, Para medics, Sanitation workers etc., MTNL Staff are required to provide uninterrupted services round the clock to the Hospitals, Testing Centers, Quarantine places, Corona Containment areas etc.. and often may come into contact with infected places and persons. Therefore, to give a morale boost to our employees, the insurance cover of Rs.50 lakhs may be extended to them.

- 2. ARRANGEMENTS TO ATTEND OFFICE:** - In the whole of Nation Mumbai and Delhi are the worst affected cities with corona. Many localities have been sealed and are declared as containment areas. Public transport is banned. In this scenario, we offer the following suggestions to cope with.
 - a)** The efforts should be to get the minimum required number of staff in fields, exchanges, and offices. **The staff and officers may be attached to the office or exchange nearer to their**

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residence for a period of say three months for ease of commuting and for time and cost savings.

- b) Authority and responsibility may be delegated to GMs to hire vehicles for transporting the employees. Minimum number of field staff may be pooled in every Area and small vehicles may be hired to attend faults or customer premises.
- c) Proper identity cards may be issued to all the staff and officers.
- d) Those employees who are unable to attend duties due to their health grounds or any other genuine reasons should not be compelled to attend office.

ISSUES OF SUPERANNUATION PENSIONERS: -

1. **The 5% additional IDA** (73.8% IDA in lieu of 68.8%) in the fitment factor on revision of pay on 01/01/2007 notionally but with monetary effect from 01/01/2018 is still pending for implementation to all the pensioners retired prior to 01/01/2018. DoT has asked some information, it is fourth time now, from the Corporate office and it is pending at Corporate office for more than a month. We request your kind selves to interact with the DoT to issue the orders early.
2. **INTEREST FOR THE PERIOD OF DELAY IN GPF FINAL PAYMENT:** -There was delay in payment of GPF final payment to the pensioners during last more than a year. Corporate office has approved for payment of interest for the period delay. But it is not yet implemented. Kindly cause to expedite the interest payment.
3. **DELAY IN PAYMENT OF GPF AND LEAVE ENCASHMENT ON RETIREMENT:** - Even now there is delay in payment of leave encashment and GPF to the superannuation pensioners. We request you that the backlog may be cleared early and these payments may be arranged within a month after retirement in future.
4. **RELAXATION OF CONDITIONS OF TRAINING:** -On the grounds of non-compliance of training conditions, the pension of a few retirees has not been sanctioned though six months have passed in a couple of cases. We request that one-time relaxation may be given in all the cases and the pension may be settled soon.
5. **SALRY ARREARS** to those retired between 01/01/2018 to 31/07/2018 due to implementation of 5% (73.8% IDA) additional IDA neutralization is yet to be paid.

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- 6. Pending claims due to paucity of funds:** - The reimbursement of 50% CGHS Contribution, Reimbursement of OPD medical bills, Reimbursement of telephone bills etc. are pending for more than a year. The amount involved is very less. Our continuous pursuits are yet to be fruitful.

ISSUES OF VRS PENSIONERS: -

- 1. EX-GRATIA:** - DOT could not fulfil its assurance of 50% ex-gratia by 31/03/2020. We request your kind selves to arrange for the balance 70% (appx.) of ex-gratia as early as possible.
- 2. GPF PAYMENT:** - Funds have been provided to the extent of about 20% of the requirement and hence the GPF final payment is yet to be made to a large number of VRS pensioners. It is requested to arrange for early payment of GPF to all the VRS pensioners with interest for the delay as provided in the rules.
- 3. LEAVE ENCASHMENT:** - Funds have been provided to the extent of about 72% of the total requirement and hence all the VRS pensioners are yet to get the balance about 38% of their leave encashment. It is requested to arrange for early payment of the balance due amount.
- 4. PROVISIONAL PENSION** is yet to be sanctioned to those VRS pensioners against whom disciplinary / court case is pending.
- 5. REFUND OF INJUDICIOUS RECOVERY OF HUGE OVERPAYMENT OF SALARY:** - Hundreds of VRS pensioners have been slapped with a heavy recovery of lakhs of rupees due to faulting of already settled pay anomaly. Supreme court has summarized a few situations wherein recoveries of overpayment by employers would be impermissible in law. These situations have been mentioned in the OM No.F.No.18/03/2015-Estt (Pay-I) dated 2nd March'2016 of Ministry of Personnel, Public Grievances and Pensions, Dept of Personnel and Training. The recovery of huge amount from many pensioners not only clearly violates the orders contained in the said OM but also the directions of the Supreme Court. Therefore we request your kind selves to judiciously consider this issue and direct MTNL Mumbai to refund the recovered overpayment amount.
- 6. DELAY IN PAYMENT OF GRATUITY AND CPF :-** There is abnormal delay in payment of gratuity and CPF to the pro rata pensioners and to the pensioners who were directly recruited. It is requested to arrange for early payment.

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7. **EXTENSION OF DATE FOR APPLICATION TO CGHS** :-The time limit for submitting application to CGHS for enrolment with the benefit of 50% subsidy on contribution amount is three months from the date of retirement. In view of the present lock down situation this time limit should be extended up to 31/07/2020 for the retirees from Dec'2019 to March'2020.
8. **LEASING OF QUARTERS TO PENSIONERS:** - It is requested that the scheme of leasing of quarters to pensioners may be re-introduced. The quarters which are not in the list of proposed de-monetization may be leased out instead of keeping them vacant.
9. **L. Fee for retention of BSNL Qtrs. by MTNL Pensioners at Mumbai:** - It is requested to direct CGM Maharashtra Circle "**Not to charge notional HRA**" from MTNL Pensioners for retention of quarters after retirement. Moreover, in the levy of any maintenance charges apart from prescribed L. Fee, the MTNL Pensioners should be treated on par with the BSNL Pensioners.

Sir, in your busy work schedule in shouldering the responsibility of being the CMD of two PSUs, we request you to spare some quality time to look in to the above issues for favorable decisions.

With high regards


S.M. SAWANT
General Secretary MPWA
9869072424

CONVENOR UFORUM

Yours Faithfully


J.S. YADAV
JT. General Secretary RTOWA
9869041090

CHAIRMAN UFORUM

Copy to following officers with a request to take favorable steps on the above-mentioned issues. :-

1. Shri. Sunil Kumar Dir (HR) MTNL CO
2. Shri. V. SriSankar ED MTNL Mumbai
3. Shri. M.K. Mishra CGM MH Circle
4. Smt. Meena Chavan PGM (HR) MTNL CO
5. Smt. V.G. Mishra CCA Mumbai
6. Shri. H.S. Jakhar GM (A) MTNL Mumbai
7. Shri. Narendra Dhaktode GM (Fin) MTNL Mumbai