

MAHANAGAR TELEPHONE NIGAM KAMGAR SANGH

&

MTNL OFFICERS ASSOCIATION MUMBAI

Naigaon Telephone Exchange Bldg. 2nd Floor, Madhavdas Pasta Road,

Dadar (East), Mumbai-400014.

No.: MTNL Mumbai/2018/

Date: 12/01/2018

To,

Shri. P. K. Purwar,

Chairman & Managing Director

Mahanagar Telephone Nigam Ltd

5th Flr., Mahanagar Doorsanchar Sadan,

9 CGO Complex, Lodhi Road,

New Delhi -110003.

Respected Sir,

Sub.: MTNL Revival Options.

Ref.: MTNL /CO/IRW/21(82)/2015/Pt-143 Dtd.30/12/2017

Kindly refer to the above cited Corporate Office letter. Accordingly a meeting under your Chairmanship was held on 04/01/2018 at 3.00 PM in the Conference Room, 5th Floor, MTNL Corporate Office, New Delhi, in which “Power Point Presentation” on the above subject was shown, but the copy of which was not provided. However the other Revival Options were not discussed except the “Merger of MTNL with BSNL” and “VRS Options”.

Regarding the Revival Option of “Merger of MTNL with BSNL” we would like to state as follows.

1. (a) **The benefit of merger of 50% DA with Basic Pay w. e. f. 01/01/2007 effectively amounting to 78.2% should be implemented** and on the date of effect of “Merger of MTNL with BSNL” which will be notified or decided, “Basic Pay” of MTNL Non-Executives/Executives being drawn on that day in their respective MTNL IDA Pay Scale, should be protected in the equivalent Pay Scale of BSNL. **Automatically it will imply to the pensionary benefit also.**

For Example:

On the date of effect of “Merger of MTNL with BSNL”, MTNL Official drawing **Basic Pay Rs.36990/-** in MTNL IDA Scale **NE-12: 19000-41180**.

At the time of the process of “Pay Scale Parity” with respective IDA Pay Scale of BSNL, to fix “Same Basic pay as above of this official” at **Rs.36990/-** in respective BSNL IDA Scale **NE-12: 16390-33830**, during fixation in BSNL Pay Scale, **official will get stagnated immediately. In this case stagnation increment in BSNL Pay scale is to be allowed to this official.**

- (b) If the suggestion given at **1(a)** as above is not viable, then to avoid ambiguity or anomaly, MTNL Official should be allowed to draw his/her **Basic Pay in MTNL IDA Pay Scale till his/her retirement OR till finalization of 3rd PRC whichever is earlier**, because maximum employees will be retiring by 2025.

To cite the example, the employees who have not opted for MTNL and at present working in MTNL are drawing the salary as per the 7th Pay Commission, which is higher than the salary of equivalent MTNL officials & still MTNL pays them without any hassle. Similarly, the employees of MTNL can be accommodated and paid in BSNL after the Merger.

- (c) Kindly refer to **Clause (v)** of the **“Memorandum of Settlement”** on the issue of **“Pensionary Benefits”** arrived between the Representatives of Recognised Unions of Mahanagar Telephone Nigam Ltd. Mumbai and Delhi and signed on **03rd September, 2013**. **It was agreed that BSNL and MTNL shall move towards pay scale parity at the time of next pay revision for the employees.**

Hence the **pay scale parity should be started only after the completion of the process of wage revision as per the DPE guidelines of 3rd PRC.**

2. Keep the doors open for discussion or clarify as to how the major HR issues such as Promotion, Pay anomaly, placement in seniority list in the merged entity, filling of vacant posts on regular basis etc. will be settled during the course of merger of MTNL with BSNL.
3. In principle the Revival Option of **Launching VRS Scheme** is agreed. Regarding the same, **“Voluntary Retirement Scheme”** introduced by the MTNL Corporate Office vide order No. MTNL / CO / Dir (HR)/VRS/2004 Dtd.25th March 2004 with benefit of payment of VR Compensation equivalent to 60 days salary (Basic + DA) for each completed year of service or salary for number of years / months left till the date of superannuation whichever is less, may please be forwarded for consideration and the said scheme be made applicable to all group of Employees i.e. Non-Executives and Executives.

Thanking you.



(V. Raghavan)
General Secretary

MTNL Officers Association Mumbai

Yours faithfully



(Dilip Jadhav)
General Secretary

MTN Kamgar Sangh

Copy To:-

1. Shri. Arvind Sawantji, Hon'ble Member of Parliament Lok Sabha
2. Shri. Sunil Kumar, Director (HR), MTNL CO
3. Shri. Pravin Punj, Executive Director, MTNL, Mumbai