

VOTE THIS TIME FOR FNT0

Dear colleagues,

The role you are playing in the ensuing membership verification is going to be very crucial for the future of the BSNL employees and BSNL Company at large. Now you have an option to finish the monopoly system and bring more unions into the negotiating councils thereby your problems are settled and viability of the company is ensured. The trend among the BSNL workers throughout country is for a change and large numbers of workers are supporting FNT0 leaving BSNLEU/NFTE and smaller out-fit. We appeal to our brethren of BSNL to carefully use your voting power on 16th April 2013 and save you the onslaught of Communists unions who surrendered everything which you were enjoying all these years.

BSNLEU- the DESTROYER.

BONUS STRUGGLE. FNPTO'S RECOGNITION WITHDRAWN.

In 1984 the Central organizations led by Railway men went on nation wide strike. This strike was instrumental for bringing BONUS for centre sector employees. Then FNPTO was the only union joined this strike from P&T sector. NFPT (NFTE + BSNLEU+ NFPO) did not join the strike. FNT0's recognition was withdrawn by Govt. for joining the strike. Such hard earned Bonus was surrendered by **BSNLEU** by signed an agreement with BSNL Management to

change the Productivity Linked Bonus (PLI) Bonus to PROFIT linked Bonus. **Due their foolish agreement you lost your BONUS.**

During 2002 the NFTE surrendered 25% of Bonus

Postman gets Bonus, whether Postal department is making profit?

9.4 % loss in WAGE RESIVISON.

Wage revision formula envisaged in 2009 was to add eligible IDA and 30% fixation amount with existing basic pay and to arrive the new basic pay scale. 30% fixation was offered by the Director HRD in a letter to all unions in 2009 itself. The IDA is deciding by the main finance and circulating by the Dept. of Public Enterprises (DPE) on the basis of Industrial Price –index and they have issued orders for 78.2% IDA for the PSUs. In spite of such a clear order the BSNLEU singed a blunder agreement for adding only 68.8% IDA instead of 78.2% IDA. Due to the surrender of this 9.4% IDA fixation benefits has reduced from 30% to 23% and every month your are losing Rs. 500 to Rs. 800 according to your pay scale. The total loss of BSNL workers is Rs. 3500 crores till now. Their argument that officers got only 68.8% IDA is another insult the intelligence of workers. All know that Officers signed their agreement in 2007 and then IDA declared was 68.8% only. But when BSNLEU signed the wage agreement for non executive employees in 2010 and IDA declared was 78.2%.

Recovery of Pay. TTAs

As adequate provision was not made in the wage agreement to protect the new recruits, 1st time in the history of wage revision, recovery of pay is affected. The TTAs/ Sr.TOAs, posted after 2007 not only denied the 30% fixation benefits but huge amount was recovered from their salary due to the agreement of the BSNLEU. Whereas for the JTOs recruited in the similar circumstances and post after 2007, the BSNL have given 5 advance increments and saved them from recovery. Why a similar treatment is not given to TTAs. **Why this case is not settled by BSNLEU or the NFTE- BSNL with whom the SNATTA had an alliance. These Arch enemies of TTA will never help them.**

New Promotions scheme – A FLOP SHOW of BSNLEU.

NEPP promotion scheme introduced with much pomp and show turn out to be flop show. 40% officials faced recovery or pay; another 40% workers were not eligible as they have more than 2 average entries in the CR, and another 20% got one increment as benefits,

The Officers five promotions scheme got two promotions already. One in 2004 and another in 2009. They get promotions after 4 years and then 5 years. Non executive have wait for 2000 to 2008 March i.e. 8 years and 3 months for first promotion and then another 8 years of 2nd promotion. HOW BSNLEU AGREED FOR THIS DOUBLE STANDARD?

INJUSTICE TO SC, S/T EMPLOYEES

As per the UPA Govt. policy reservation is to be implemented in private sector Companies and dialogue is already started. But the SC, ST employees of BSNL is denied the reservation benefit in the NEP Promotions which they were enjoying in DOT/BSNL since inception of the Department.

Anomaly is fixation of Pay of TMs

The BSNLEU's agreement with management, for giving personal pay to seniors TMs who are drawing less pay than seniors is struck down by Kerala High Court and the BSNL Management's SLP in Supreme Court is also lost now. Due to this the Telecom Mechanics will get benefits in Basic Pay, DA, HRA and more pensions after retirement. **Once again the poor negotiating skill of BSNLEU is exposed.** We are pressing the Management to accept the verdict immediately.

Job to the dependent: surrendered

The Govt. Sector employees have benefits of giving job to the dependent of deceased employees. BSNL also we had the central scheme. However according to the new agreement reached by the BSNLEU only a candidate having 55 points and above will only be considered for appointments. Even 1% of the applicants will not reach 55 points in the given stringent calculation. and

another hard earned essential right of the BSNL employee is slotted.

LTC/ Medical Allowance withdrawn.

The BSNLEU the recognized union failed to protect primary requirement like medical allowance of the non executive employees. They have no right to continue as a representative union of the BSNL workers.

To cover up the above stupid agreements, the BSNLEU the real culprits who have signed and surrendered the legitimate rights now holds dharna, strikes and telling lies to the workers and cheating you. BEWARE OF BSNLEU.

SECTIONAL PROBLEMS.

Telephone Mechanic victims

The Phone Mechanic cadre is neglected by the recognised unions and nothing is done to revised the educational qualifications (12 STD) prescribed for promotion to TTAs. Thousands of vacancies are available nothing is done to fill-up these posts. FNT0 demand that all 10 standard PM should be allow to write the examination and Exam standard should be diluted and change it into a trade test so that officials shall get their due promotion.

Regular Mazdhoors no promotion.

40000 casual labors absorbed at time of corporatization due to the efforts of FNT0 are suffocating for the want of promotions. Unless the TM is promoted TTA, they will not get a promotion of TM for the want of vacancies. The recognized union never made any demand for the RMs.

GROSS INJUSTICE TO TTAs.

The mother NFTE and the child BSNLEU plotted repeated plans for scuttling the demand of diploma Engineers pay scale for technicians/TTAs, though their basic qualification was revised to Diploma Engineering in 1983 itself by DOT. FNT0's commitment was so strong to over come all obstacles and the pay scale was revised only because of FNT0's 25 years of restless efforts.

When the inimical forces failed in damaging the TTAs growth, a game was played to divide the cadre into Sr. TTAs and directed Recruited TTAs and successes in destroying the cadre. The BSNLEU instigated the junior TTAs for filing litigations and got injunctions against their JTO promotions. Some of the NFTE leaders were in the forefront forgetting stay against conducting the competitive exam for the qualified TTAs to JTOs and this infighting encouraged by the above unions has stopped departmental promotion for TTAs to JTO for the last 12 years. Only after FNT0's repeated attempts and open letter CMD / Hon. Minister for communication, the exam is notified for June 2013.

TTAs promotional scales in NEPP. A Criminal conspiracy.

As per the recommendations of the 5th pay commission, the Diploma engineers of all Central departments were given Rs.5000-8000 (CDA Scale) and their designation was also changed to **Junior Engineers**. As regards to DOT, the 5th pay commission recommended that the TTAs should be given this scale after restructuring of the basic cadre technicians. This issue was raised by FNTD in the pay commission anomaly committee constituted by the DOT headed by Member (S) and the undersigned was also member of this committee. Consequent to the decision of this anomaly committee, (with approval of finance Ministry) DOT had agreed to revise the TTA pay scales to Rs.5000-8000 from 4500 to 7000/- (CDA Scale) w.e.f 1.10.2000. *Accordingly BSNL also issued orders giving effect to this DOT direction, revising the Basic pay scales of TTAs in the IDA scale as Rs.7100- (old scale-equivalent to CDA scale Rs.5000-8000) wef. 01/10/2010.* But the BSNLEU agreed to the administration to treat this revision of pay scale as a up gradation (1st promotion) in the NEPP scheme, resulting the 1st promotion scale and the basic scale remains same i.e 7100/-. Instead of the first promotion scale of 7800/-. Similar was the

attitude of NFTE in 2002 when they were recognised. NFTE did not agreed to revise the OTBP scale of TTAs and then also the basic scale and revised scale of TTAs were remain Rs.5000/- I CDA scale. This is nothing but a criminal conspiracy to undo the revision of pay scales given to the TTAs by ***those unions which are arch enemies of the Technician (TTA) cadre (they have been doing same since inception of this cadre and even in DOT days also).*** The painful part is that, BSNL has also become a party to meting-out such injustice to this most productive cadre and thereby causing them demoralized.

The both, the mother NFTE and the child BSNLEU will always see the TTA with an allergenic mind and they do lip service only.

EDP Scheme only way to uplift the Sr.TOAs.

The introduction of Electronic Data Processors Stream in BSNL will not only uplift the Sr.TOAs, but it will be a boom to the productivity of the BSNL. The EDP Stream with higher pay scales and 5 promotions from Data Processors to Superintendent was approved by the 5 ministers committee for the Sr. TOAs. But both NFTE and BSNLEU scuttled it. NFTE asked for competition examination for upgrading Sr. TOAs to EDP scheme and done nothing in 2002-2004 when they are recognised, while the BSNLEU refused to

accept the scheme, even though offered by the BSNL Promotion committee in 2007 headed by Mr. Shakeel Ahmed, Sr. DDG (SR). This is one of the reasons, why FNT0 left their alliance. The new promotion scheme is unattractive and the upliftment of Sr. TOA is possible only through EDP scheme.

Disinvestment /Privatization/ CRS, FNT0 is using political pressure, so BSNL Management will not go ahead with these policies.

FNT0's Achievements

FNT0 BROUGHT RESTRUCTURING SCHEME FOR 2.20 LAKHS BSNL WORKERS. EITHER SCALES ARE REVISED OR INCREMENTS ARE PAID. SINGLE WORKER WAS NOT RETRECHED. NFTE GOT DELAYED THIS SCHEME FOR 4 YEARS FROM 1990 TO 1994. BSNLEU SIMPLY OPPOSED IT.

FNT0 BROUGHT GOVT. PENSION TO BSNL WORKERS THROUGH 3 DAYS STRIKE. BSNLEU DID NOT JOIN THE STRIKE BUT WAS TRYING TO BREAK IT.

FNT0 GOT 40000 CASUAL WORKERS REGULARISED AS REGULAR MAZDHOORS DURING THIS STRIKE.

FNT0 BROUGHT JOB SECURITY TO BSNL WORKERS DUE ABOVE STRIKE

FNT0 ALWAYS STOOD WITH CIVIL/ELECTRICAL WING WORKERS FOR THEIR UPLIFTMENT.

FNT0 BROUGHT 40% TTA PROMOTION TO TELEPHONE MECHANIC.

FNT0 BROUGHT EDP SCHEME FOR SR. TOAs, BUT NFTE/BSNLEU DISTORTED THE SCHEME.

FNT0 BROUGHT DIPLOMA ENGINEERING MINIMUM QUALIFICATION FOR TECHNICIAN (TTA) IN 1983 ITSELF.

FNT0 BROUGHT TTA THE DIPLOMA ENGINEERS SCALES, DESPITE CONTINUED OPPOSITION FROM NFTE & BSNLEU FOR 25 YEARS.

FNT0 BROUGHT SCREENING TEST OF JAO FOR SR. TOAs.

FNT0 BROUGHT JTO SCREENING TEST FOR TTAs.

FNT0 LEADERS IN NATIONAL COUNCIL GOT REDUCED THE SERVICE CONDITIONS OF DIRECT RECRUIT TTAs TO 7 YEARS FOR JTO EXAM. BUT BSNLEU FAILED TO GET IT IMPLEMENTED.

Vote & Canvas for FNT0- Remember DEEPAK our Symbol Sr.No.16

You have experienced the NFTE, You have too much of experience of BSNLEU, This time let FNT0 also represent you.

With fraternal Greetings,

Thomas John K,
President,

NUBSNLW-FNTO.

