**Achievements of FNPTO/FNTO since its formation in 1970 by Shri K. Ramamurthy SG/FNPTO**

**Promotions**

Promotional avenues was less than 10% of basic cadre posts prior to 01.06.1974. At the time of Railwaymen going on historic strike in May 1974 demanding Bonus, the FNPTO supported it and Sri.K.Ramamurthy SG gave a call of one hour strike. In order to prevent the P & T employees from joining the railwayments strike, the Govt. has extended the benefit of 20% promotions in P & T from 01.06.1974.

In fact the communist unions including K.G.Bose group of NFPTE has not only opposed the strike but also sabotaged the same by suggesting to the Govt. to evict the Railwaymen from their quarters. Later at the instance of FNPTO only the demand for time-bound promotion was discussed in the JCM (DC) and historical agreement reached for OTBP/BCR & 10% promotion. This was also opposed by the K.G.Bose group of NFPTE as usual and thus showed their anti-workers attitude. It may be noted that it has become the precedence for ACP scheme in other Central Govt. employees.

**NEPP**

NEPP agreement has been made without examining the implications of the scheme. BSNLEU has blindly signed the agreement copying the agreement of EPP. For the Executives the next higher IDA scale is the promotion scale whereas for Non-Executives it is not so. For Non-Executives the union should have seen the existing promotion scales and ask for additional promotions besides reducing the existing length of service for time-found promotions. It may be noted that all the N/E scales are not promotion scales. For example:

For Sr.TOAs basis scale is 5700 – 8100

OTBP scale is 7100 – 10100

BCR scale is 7800 – 11175

10% scale is 8570 – 12245

Whereas in the NEPP scheme the scales of Sr.TOAs are as follows:

Basic cadre 5700 – 8100 Ist upgradation 6550 – 9325

IInd upgradation 7100 – 10100 IIIrd upgradation 7800 – 11175

IVth upgradation 8570 – 12245

Instead of extending the existing promotion scheme, replacing the same has resulted in reduction of pay scales to higher posts. There are also the following discriminations in promotion schemes between Executive and non-executives. Even among non-executives there is discrimination between absorbed and directly recruited employees.

For Executives up gradation is for every five years for pre and post 2000 recruiters whereas it is for every 7/8 years for Non-Executives and eight years for direct recruits in BSNL.

Executives were given promotion with retrospective effect and also with arrears from 01.10.2004 whereas the NEPP scheme was extended only to those who were in service on 01.04.2008 that too without any arrears. Those N/Es retired from 01.04.2004 to 31.03.2008 were not given the benefit of NEPP.

For extending the benefit of pay fixation under FR 22 I (a) (i), the union has surrendered not only the arrears from 01.10.2004 but also the promotion / upgradation chances to those working in BSNL till 31.03.2008, whereas no such discrimination was shown to the Executives whether absorbed officers or directly recruited officers.

The pay fixation benefit of FR 22 I (a) (i) obtained by surrendering the arrears and rights of the employees served upto 31.03.2008 has not lost long as the above fixation formula has been changed completely from 01.01.2007. Ultimate loosers are the employees retired upto 31.03.2008.

The BSNL has denied first upgradation to the TTAs by treating the revision of pay scale given from 01.10.2000 (at the instance of FNTO) as first upgradation. The clarification given by the BSNL to this effect is contrary to the agreement of NEPP in which only the upgradation or revision of pay scale given after 01.10.2000 should be treated as first upgradation under NEPP and not the same given on 01.10.2000. The BSNLEU has conveniently forgotten the above facts and thus downgraded the upgraded revision of TTA scale from 5000-8000 to 4500 – 7000. Even a lay man will say that the revision of pay scale of TTAs from 01.10.2000 cannot be treated as Ist upgradation as per the clause in NEPP scheme. Knowing fully well the BSNLEU is keeping quite. The TTAs should understand this stand of the BNSLEU which is against the interest of TTAs.

**Pay scale up gradation**

1) In March 1988 – FNTO entered into an Agreement for revision of pay scales of all Telecom Cadres.

a) PI/RSA/WO/AEA – Merger with JTO cadres.

b) Revision of Technician pay scale from 975 – 1640 to 1320 – 2040

c) TOAs with 5 year service to the pay scale of 1320-2040

d) TOAs with less than 5 year service 1200 – 2040

e) Pay scale of linestaff at par with LDCs as 950-1800

This Agreement has been quashed by two day strike by NFTE which included the K.G.Bose Group, the present BSNLEU. FNTO continue to fight for the revision of pay scales and by way of restructuring the telecom cadres, the pay scales of all these cadres have been revised, ultimately.

2) Revision of pay scale of JTOs and JAOs from 1400-2300 to 1640 – 2900 done by the FNTO affiliates of JETA / JAO Association with the active support of FNTO.

**Wage Revision**

1. On the formation of BSNL from 01.10.2000, FNTO played a major roll in getting minimum pay of Rs.4000/- as against Rs.2550/- for Central Govt. employees. The wage difference was Rs.1450/- in basic pay alone between BSNL and Central Govt. Employees. The difference in Group – C Cadres it was Rs. 3000/- in basic pay and Rs.2000/- for Group – D on an average.
2. In the 2nd wage revision from 01.01.2007, the difference has been reduced to. mere Rs.340/-. BSNLEU has failed to maintain the difference in PSU pay.
3. BSNLEU has demanded in the 2nd wage review body a minimum of Rs.14,000/- but finally decided to settle down to Rs.7760/- a clear somersault in their stand.
4. In the new scales immediate stagnation has become unavoidable, particularly for Gr-D and T.M. Cadres. This stagnation is now extended to Gr-C. Cadres also. It cannot be removed unless the pay scales themselves are revised, which is not possible as these pay scales are devised by mutual consent between the union BSNLEU and the BSNL management.
5. FNTO has suggested a minimum pay of Rs.12500/- which could have been justified. But BSNLEU has not discussed this issue at all.
6. Delay in settlement of new pay scales from 01.01.2007 was due to the recognized union only. That caused huge loss to the employees by getting lower / inferior pay scales due to continued loss to BSNL. On the other hand the executives got good pay scales in Feb 2009 itself due to profit at that time in BSNL.
7. The wage agreement was with merger of 68.8% IDA instead of 78.2% IDA. At the time when revision of pay scale of Executives were implemented, the order for merger of IDA was for 68.8% only. But the GOI has issued order for merger of 78.2% IDA in the month of April 2009 and at the time of finalization of pay scales for Non-Executives, the Govt’s order exist for 78.2% IDA merger. The BSNLEU has committed the blunder of accepting 68.8% IDA merger instead of 78.2% **that too unconditionally and also without any commitment from the BSNL Management to consider it on a later date.** The recognized union of BSBLEU has not heeded to the advice of the then HM(C), Sri.A.Raja in this regard. It is deliberate on the part of the union.
8. The issue of stagnation could have been solved if the Govt’s proposal of merger of BSNL and MTNL is accepted with some pre-conditions favourable to the BSNL employees i.e. the composite pay scales could be the minimum of BSNL scale and the maximum of MTNL scales till such time the scales are revised from 01.01.2017 for the merged entitee. The Govt. also could have been satisfied if the merger of BSNL and MTNL is implemented. It may be noted that the Govt. is considering buy back of MTNL’s disinvested shares and to make it 100% owned by the Govt. If it happens the employees of BSNL would be the losers. This is because of the political ideologies of NFTE and BSNLEU.

9) After 5th CPC recommendations, FNTO took up the case of revision of pay scale of Sr.TOA from 4000-6000 to 4500-7000 under EDP scheme. The JCM (DC) also considered our demand and referred the same to Group of Ministers and the GOM also recommended the higher pay scale of Rs.45000 – 7000 to Sr.TOAs.

Actually NFTE wanted the higher scale should be given only to Graduates and the Non-Graduates be given the same after competitive examination. FNTO opposed it stating that they have already passed through examination and performing duty on computers. BSNL Management agreed to our suggestion and prepared to implement the same to Sr.TOAs from 01.10.2000 itself.

But the representative union of BSNLEU rejected the proposal of GOM to give 4500-7000 pay scale and demanded the scale of 5000-8000 at par with TTAs. Now they are neither able to get 5000-8000 scale nor 4500-7000 scale. Thus the Sr.TOAs are still continuing in 4000-7000 scale only. This clearly establishes that the BSNLEU and NFTE are not interested in getting the pay scale of Sr.TOAs revised upwards.

**Anomalies**

In order to remove the anomalies arising out of Ist wage revision due to point-to-point pay fixation in BSNL from 01.10.2000 a committee was appointed in 2005 under the to go into the anomalies under the Chairmanship of Sir.S.C.Misra, the then Sr.DDG (Estt). On behalf of the representative union i.e. BSNLEU, the FNTO presented all kinds of anomalies before the committee with solutions as per Govt. orders. Even for the anomaly arising out of point-to-point pay fixation FNTO has given a solution as per CCS (RP) Rules 1960. This was done in the meeting held in August 2005 and October 2005.

Then the decision of the committee was referred to DOT for approval. The DOT after a lapse of 3 years returned the file to BSNL with instructions to issue orders and send copies to the DOT. But the BSNLEU was succumbed to the pressure tactics of the then GM (SR) and signed an agreement with the BSNL stating that these are not anomalies. Therefore most of the affected officials have not applied for stepping up of pay. The Executive Associations were going on giving pressure for removal of anomalies and on the basis of their demands the BSNL corporate office has called for the probable expenditure on settlement of the demand.

But the data called are not available in any of the field units of BSNL. Therefore these informations are not made available to the corporate office by the SSAs despite repeated reminders. Therefore a solution has to be found to settle this issue. The BSNLEU cannot settle this issue for lack of interest in solving the staff problems. FNTO only can find some ways and means to solve this issue.

**Bonus**

1. Railways gone on strike in April 1974 demanding bonus under the leadership of Sri George Fernandus
2. FNPTO supported the strike – communist unions opposed the strike and sabotaged it.
3. In 1977 election Janatha Party came to Power and sanctioned Bonus to Railway employees. (Minister – Madhu Dhandevathey – PM – Charansingh in 1979)
4. P & T employees also given PLB bonus immediately after Railways – K.G.Bose group in NFPTE opposed the PLB.
5. In PLB we got more bonus even upto 75 days wages.
6. In BSNL, the NFTE surrendered 25% Bonus when it was a recognized union.
7. FNTO got that 25% bonus when it was in alliance with BSNLEU after 2nd Verification.
8. Now we have lost bonus due to loss in BSNL company
9. In the Bonus committee both NFTE and BSNLEU are unable to come to any decision on formula for PLI Bonus for the past 3 years, because of the continuous loss in BSNL.

**01.01.2007 Pension revision**

BSNL absorbed DOT employees are getting Govt. Pension as per the agreement reached at the time of conversion of DOT as BSNL. Consequent on the recommendations of 6th CPC the pension of DOT pensioners also revised. But the MF has not agreed to revise the BSNL absorbed DOT pensioners on the plea that the 6th CPC has not given any recommendation to revise the pension of BSNL pensioners.

FNTO took up the matter immediately with the then HM(C) Sri.A.Raja for his intervention. The HM (C) has taken immediate action to get the approval of the cabinet to revise the pension of BSNL pensioners. Accordingly the pension of BSNL pensioners has been revised from 01.01.2007.

Now the 7th CPC also has not given any recommendation to revise the Govt. pension of BSNL retirees despite memorandums submitted to the pay commission. The recognized unions of NFTE and BSNLEU has not taken any steps to get the pension of the BSNL pensioners revised at par with other Central Govt. employees. Unless the HM (C) intervenes in this matter as was done by the then HM (C) Mr.A.Raja it is not easy to get it revised. Some Associations wants this matter should be referred to the 3rd wage review body to be appointed. This will be a wrong approach as the 3rd wage review body has no jurisdiction to revise the pension of BSNL pensioners as they are paid pension from the consolidated fund of India and not from the PSU funds. FNTO if elected will take up the matter with the HM (C) for his intervention to get the approval of the cabinet to revise the pension of BSNL pensioners also as was done by the then HM (C) Mr.A.Raja, and as per the recommendation of 7th CPC.

**Check off facility**

Recovery of union subscription facility was available only to the recognized unions in BSNL, whereas the same has been made available to all applicant unions in postal department in this ministry. FNTO has pointed out this discrimination to the then HM (C) Sri.A.Raja seeking extension of this facility to BSNL unions also. We have also quoted Madras High Court judgement in the case of unions in State Bank of India in this regard. The HM (C) Sri.A.Raja has accepted our demand and extended the check-off facility to all applicant unions in BSNL. This is an achievement of FNTO. Nobody else could claim for this achievement. Even without recognition we were able to achieve this demand.

**50% IDA Merger**

In the circle conference of FNTO held at Trichy in the year 2008, the ten HM (C) Sri.A.Raja attended and at that time on our request made in the conference ordered merger of 50% IDA with basic pay from 01.04.2004 as has been given to the Central Govt. Employees.

The Minister was in our conference for three hours and heared our demands patiently, cancelling all other programs on that day. The Minister has taken the above decision within 48 hours of the conference by inviting our General Secretary Sri.K.Vallinayagam to Dehi. This is also one of the great achievements of FNTO even though we have no recognition.

**Rent free Telephones**

The BSNL / DOT employees were given rent free telephone on the request of FNTO union made to the then HM (C) Sri.Ram Vilas Paswan. The BSNLEU and the CPM leader Sitharam Yechuri opposed the announcement of the Minister. NFTE’s Gupta wanted Rs.100/- as Telephone Allowance instead of rent free telephone. Despite all these oppositions of the communists and the communist unions, the HM (C) was bold enough to stand by his decision and also defended the same in the Hon’ble Supreme Court also. Thus the FNTO union was the cause for getting rent free telephone to DOT/BSNL employees and no other union can claim credit for the same.

**Compassionate Ground Appointments**

In Tamilnadu Circle in the year 2001 no compassionate ground appointments were given on the plea that there is ban on recruitment. The NFTE union also said the same view. But our union has taken up the matter with the then CGM Sri.K.Mahadevan and pointed out that the ban will not attract the compassionate Ground Appointments, interpreting the DOT’s order accurately. We have also given a memorandum to this effect to the then CMD Sri.Prittipal Singh, who has visited Chennai to inaugurate sports meet. After discussion with the CMD and after consulting the corporate office, the CGM conducted the HPCC for recruitment of about 350 dependants in the first batch and 150 persons in the 2nd batch within a period of six months in TamilNadu Circle alone.

After this and also after the BSNLEU elected as representative union, the BSNL corporate office issued a fresh draft guidelines for CGA, imposing negative points to deny CGA to the dependants of the deceased employees. Our circle union suggested modification to the draft policy and given it to Sri.V.A.N.Namboodri to submit the same to the Sr. DDG (Estt) BSNLCO. But he has not suggested or submitted any modification and therefore the BSNL declared the draft policy as final policy with all negative points. Even new the CGA policies of the BSNL or contrary to the guidelines of Central Govt. and both BSNLEU and NFTE are not interested to get it modified as per Govt. guidelines. Thus the CGA in BSNL has become stand still so far.

**PH Persons Appointments**

Even though the Central Govt. issued orders for reservation of 3% vacancies for physically handicapped persons, the then GM, Tamilnadu Circle (Sir.U.D.N.Rao) has not declared any vacancies for these people. NUTEE Gr-C union of Tamilnadu circle has taken up the matter to the DOT through the SG, FNPTO Sir.K.Ramamurthy and on the direction of the DOT, Special recruitment was conducted in the year 1978 and more than 750 PH persons have been recruited in a single year. Because of this the then GM has been given Presidents Medal and State Govt. award for recruitment of large number of PH persons in Telecom Dept. of Tamilnadu Circle. Since then the reservation of vacancies for PH Persons continues in Telecom because of our efforts and the NFTE or the K.G.Bose group of NFTE cannot take any credit for this achievements.

**JTO officiating promotion to TTAs**

In the year 1999 / 2000 a screening test for TTAs has been held for promotion to the cadre of JTOs. More than 6000 TTAs have been declared passed in the screening test. But there was no vacancy to give promotion to all the screening test passed TTAs. As there were vacancies in the out sider quota, the FNTO union in the Deptl JCM insisted the Dept. to give officiating promotion against the out sider vacancies by diverting the same @ 500 per year and thus 3000 vacancies were filled up in 6 years. Thereafter after a court case challenging the diversion of outsider vacancies has been filed and the officiating promotion stopped and those TTAs who have already given officiating promotion were not reverted till date even after sending back the outsider vacancies to outsider quota, by creating super numeracy posts.

Thus the FNTO union has played a crucial role to get officiating promotion to the cadre of JTO’s to the screening test passed TTAs.

**Recognition of more than one union in BSNL**

FNTO has filed a case in Ernakulam High court for recognition of more than one union in BSNL and won. Accordingly a new recognition rule has been framed for BSNL unions. As per this rule the union which secures more than 35% votes will be the first union and the union which secures 15% and above but below 35% will be recognized as 2nd union. If any union secures more than 50% there will be only one union. No 2nd union will then be recognized.

NFTE union also filed a case in Madras High Court, but could not succeed. Only FNTO was able to win the case in Kerala. This clearly shows that the FNTO can achieve many things for the welfare of the employees of BSNL.

**LTC & Leave Encashment**

Even though, the facility of leave encashment at the time of availing LTC was in vogue prior to 6th CPC, the leave encashment availed was adjusted at the time of leave encashment on superannuation. This condition of adjustment was modified by the 6th CPC to the extent that a maximum of 60 days leave encashment may be availed and it will not be adjusted against the same on retirement.

The BSNL has extended this facility spontaneously to the BSNL Employees without the unions demand. This has been opposed by the then recognized union of BSNLEU, as the order has been issued without consulting that union. Thus the BSNLEU is always opposed to the good things done to the employees by the management on its own.

It may be noted that the BSNLMRS has been introduced by the BSNL Management on its own and not at the request of any unions in BSNL.

**No work – No Pay**

The BSNLEU has whole heartedly accepted the policy of No-work – No Pay. In DOT and also at the time of formation of BSNL NFTE and FNTO gave strike calls on certain demands. At that time the employees have not only got their demands settled but also not lost their wages. 21 day strike for demanding Rs.100/- to DOT employees at par with MTNL employees is a striking example of not losing their salaries for strike period. But the BSNLEU is always giving strike calls for nothing and making the employees as scape goats for losing their salaries without getting any benefit. The BSNL Employees should realize this fact and elect their true representatives for the survival of BSNL Company and its employees from the onslaught of communist elements in the BSNL unions and Associations.