

RECORD OF DISCUSSION

A meeting of the two Federations of the Telecom Employees Union was convened today under the chairmanship of the Union ~~Labour~~ Minister of Communications ^{and} where the Minister of State for Communications ~~was also present~~. At this meeting the representatives of the following Federations were also present:

- a) NFTE
- b) FNTD

2. Keeping in view the present situation, the Federations have agreed to call off the strike with immediate effect. However, it was also decided that a list of issues on which agreement has already been reached would be drawn up. In this list, it has been agreed that Government would do the following:

- ✓ a) Guarantee the payment of pension to the employees going from the Department to the Corporation. However, the Department agreed in principle for payment of pension from the Consolidated Fund of India and the matter will be taken up with the Group of Ministers. ^{Union} ~~such~~ payment will not be paid from any other fund.
- ✓ b) Ensure the financial viability of the Corporation for which purpose it will extend financial support/reimbursement for discharging obligations for any uneconomical services including such rural telephony services as are uneconomical.
- ✓ c) Ensure security of job. In any case, retrenchment cannot be done by the Corporation without the prior approval of the concerned Ministry. ^{It was also agreed} that pay scales of Lineman/Wireman/Telegraphman will be at par with Postman, and the benefit will be made effective from 10.10.97. @ agree
- ✓ d) Government policy on reservation to SC/ST employees will be extended to Corporation.
- ✓ e) No victimization on account of current strike.

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f) Earned leave/half pay leave will be carried forward fully to the PSU.

3. Another list which will contain issues, which are under discussion would also be formulated. Every attempt will be made to resolve all these pending issues within the next 15 days. A suitable mechanism will be evolved within 15 days in consultation with the three Federations to deal with all pending issues including the unresolved issues. *Other pending issues will be identified and listed separately.*

We record our appreciation to Hon. MoC, *Ministry of State*, Chairman TC, Secretaries, *Members of the TC* and the staff in resolving the issues.

① *[Signature]* SL NUTE

② *K. Vail-negusaw*

[Signature]
Secretary, DTS.

LIST OF ISSUES SOLVED

1. 'Technical resignation' will not be required.
2. Employees including quasi-permanent and temporary casual labourers who opt to be permanently absorbed in the PSU shall be eligible for pensionary benefits on the basis of combined service.
3. GPF balance, standing at the credit of the employee on the date of absorption, shall be transferred to the new provident account of the employee in the PSU/autonomous body.
4. Earned Leave and Half Pay Leave at the credit of the employees on the date of absorption shall stand transferred to the PSU.
5. Government pension scheme is the only option available for the employees transferred to the corporate entity.
6. In the event of dismissal/removal of the transferred employee from the PSU, the employee concerned will be protected to the extent that the administrative Ministry will review such orders before a final decision.
7. If, at a future date, the Government decides to disinvest its equity in the PSU to the extent of 50% or more, adequate safeguards should be provided for as per section 25(N) of the Industrial Disputes Act, 1947 to protect the interests of the absorbed employees of the PSU.
8. The Corporation pay scales, other perks will be paid from 1.10.2000 to those employees who are absorbed with effect from 1.10.2000. An amount of Rs.1000/- per month on ad-hoc basis will be paid to such employees to be adjusted against new pay scales.
9. Grade IV promotion for Telephone Mechanic.
10. Pay scale of Lineman at par with Postman with effect from 10.10.1997.
11. Counting of past services of Casual Labourers for pension as provided in rules.
12. One more screening test in cadre of Sr. TOA and TTA for the left out pre-restructured cadres.
13. Absorption of Ayas as casual labourers.

14. All casual labor will be regularized.

He should benefit from pension
also if above

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C. Vallinvaran

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PENDING ISSUES TO BE SETTLED WITHIN 15 DAYS

1. Pension to be paid from Government Consolidated Fund of India instead of a Trust.
2. Anomaly regarding TTA pay-scales
3. Senior TAO pay scales at par with EDP stream Rs.4500 to 7000.
4. Pay scale of Telecom Attendant at par with Lineman
5. Benefit of FR-22.C for OTBP/BCR New scales

6. Placement of Lineman to get postman's scale.
7. Extending CP & D benefits about benefits for Civil Wing (Electrical / Civil / Nali) Staff

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K. Vall. [unclear]

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For S.V. Podumal,
Dy. GS. NUTE Coal

UNRESOLVED ISSUES

LIST III

JE (Chellam factory)


1. Parity of JE(C)/ (E), Arch with JTO by re-designating all JEs at JTO
2. Grade IV promotion should be time-bound
3. ~~Extending CPWD arbitration about benefits for Civil Wing (Electrical/Civil/Mali) staff.~~
4. The OTBP/BCR should be revised to Rs.4000-6000 and Rs.4500-7000 respectively as the basic scale is revised from 1.10.97. This is to be decided by the new Corporation
5. Fixation of extra increment while fixing the IDA pay scales in Corporation. This is to be decided by the new Corporation
- 6.5 All the disciplinary/appeal and petition cases of Grade 'C' and 'D' employees be settled within the stipulated time.

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15 days
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K. Vallurupani

