

Resolutions adopted at Patna National Executive

Meeting held from 01-03-2016 to 02-03-2016

(1) Wage Revision:-

The Patna NEC held from 1st to 2nd March 2016 demands with the GOI and DPE to issue guidelines for the 8th Round of Wage Negotiations in PSUs. For the 5 years periodicity, the DPE has issued already its 7th Round Part 2 guidelines. It was assured by the earlier Govt that the periodicity would be less than 10 years and as such it is high time that the DPE should issue the guidelines without further delay.

NFTE during the time of first wage negotiations from CDA to IDA unified all the applicant unions to the negotiation table by making all as co -negotiators and secured a fair wage conversion. NFTE has been fighting the issue of stagnation, PMS based Bonus, 68.8% to 78.2% all emerged on account of 2007 second wage settlement.

NFTE strongly feels that the coming wage negotiation will be a crucial one for the future of the employees and it demands highest bargaining strength of all the unions. NFTE gives assurance to all the unions and employees, that on becoming main recognised Union, NFTE will strive for broad bargaining wage negotiating body to achieve fair and balanced wage settlement with pensionable protection

(2) PLI:-

The Patna NEC appreciates the continuous efforts of NFTE representative in the PLI committee fighting to change the existing profit and performance linked formula and fighting for fair and minimum parameters. As the finalisation of new formula is getting delayed, NFTE has raised the demand of adhoc bonus and the management is also giving its consent by the recommendation of officers' committee. Reportedly, the committee has given its recommendation. The NEC demands adhoc payment and assures the employees that the fight to restore the right of bonus on productivity basis would continue till the same is not secured.

(3) HRA on 78.2%:-

NFTE has been fighting to restore the allowances. Though BSNL management is not for revision of any allowances, NFTE fought and won enhancement of monthly allowance for physically handicapped employees. The NFTE has raised and fighting for HRA on 78.2% IDA. The NEC held at Patna assures the employees that HRA on 78.2% IDA would be secured at the earliest and NFTE would strive its best to get the same.

(4) Designation:-

The NEC held at Patna demands with the management to cause issue of relevant orders on the basis of Designation committee agreement at the earliest.

(5) Pension:-

NFTE has been a consistent fighter on the issue of pension. During the time of absorption NFTE under the great leadership of com O. P. Gupta secured Govt pension and that too on IDA from the Consolidated Fund of India. When the conditionality of 66:40 is attached during 2006, NFTE was the first union that exposed the detrimental design and has been fighting issue continuously. NFTE has fought pension revision after 2007 wage revision and now continuously fighting for 78.2 pension. NFTE assures that it will fight for future pension revision also.

The detailed note sent to PM of India was acknowledged and taken as petition. NFTE assures all employees that it will play its vigilant monitoring role on pension related issues including the issue of contribution as per FR 116. The NEC demands GOI to give its approval for 78.2 at the earliest and withdrawal of 60 % conditionality on the issue of liability.

(6) 55 (ii) b:-

NFTE has been consistently fighting against the CDA rules 55 (ii)b on the grounds given for job security during the time of absorption. When 55 (ii) c is not applicable to the absorbed employees, on the reciprocal basis 55 (ii) b should also not be applicable. Unfortunately the BSNL/DOT is now serious in using 55 (ii) b freely and causing immense harm to the future of the employees by sending them on pre matured retirement at the age of 55 years. This action of management would cause reduction of 5 years benefit for pension otherwise eligible to the employees and forfeit 5 years salary in toto. NFTE calls upon all the employees to fight out this dangerous rule of compulsory retirement.

(7) SC/ ST Employees Issue:-

NFTE has brought two issues to the attention of parliamentary committee and the Loksabha secretariat in turn sent its queries to DOT as well as BSNL. The first issue is concession in residency period (qualifying years) in NEPP and the second one is concessional weightage to Compassionate appointments for SC/ST families. NFTE assures the concerned employees that NFTE will pursue both the issues and do its best to secure the concession.

(8) Direct Recruited Employees:-

NFTE has been addressing and settling the issues of DR Employees of BSNL. The issue of conducting LICE exam is being regulated. The qualification years to appear JTO/JAO exam were reduced to 5 years. Stipend has been revised as per 2007 wage revision. The issue of protecting loss on account of wage revision to those appointed on or after 01-01-2007 was settled for TTA by one increment benefit and for other cadres the process is on. The issue of designation change like JE was settled through an agreement. Order is expected soon. Negotiation is on for settling superannuation benefits as per DPE guidelines, though management is tough with 3% contribution. The issue of Leave encashment as that of BSNL absorbed is yet to be settled. NFTE assures the D/R BSNL employees that their interests will be protected through negotiations, if necessary thro struggles.

(9) Deloittee:-

The Extended National Executive of NFTE held at Patna rejects the impractical recommendations of Deloittee aiming to dismantle our vast network and dismembering BSNL from technological independence. Some of the recommendations like Redefining manpower as per market practices, contracting, sales and marketing, CSc services, hiring offrole professionals, Business areas and reduction of SSAs, outsourcing maintenance, seeking salary support for the surplus were approved by the BSNL board. The implementation of recommendations like merger of SSAs, outsourcing are started. Seeking and getting salary support from GOI would hamper our future wage negotiations. NFTE tried its best and got assurance on Transfer area within SSA and utilizing the surplus within SSA. The NEC assures the employees that NFTE will fight and protect the cause of employees on the issue of job security.

(10) Tower Company:-

The recommendations of KPMG to form a separate tower company have now got its cabinet approval in principle. Inter ministerial officers committee was setup to draw road map for the same. Department of pension representative was also included. NFTE has raised the issue of coopting the representatives of stake holders and we were informed that BSNL representative was included. The Patna NEC apprehends that the decision of hiving off all BSNL towers would do more harm to the financial and commercial parameters of BSNL. NFTE assures all that it will fight for the cause of employees hard won right like pension from GOI and other HR issues, if Tower Company is forced upon us. NFTE appeals the GOI to give up the idea of separate tower corporation and appeals BSNL to improve the commercial aspects by keeping the towers within BSNL itself.

(11) MTNL Merger:-

The Patna NEC reiterates the earlier resolutions of NFTE adopted in various meets on the issue of merger of MTNL. GOI is not transparent on this issue. DOT is refusing to give the copy of the recommendations of IIM Bangalore quoting commercial secrecy. Unless the Hr issues and issues of financial viability are known on account of merger, it is difficult to avoid industrial peace. NFTE calls upon all the unions and employees to be more vigilant on the issue and fight to protect the viability of our PSU.

(12) Appeal to all the Employees:-

The 7th membership verification is going to take place on May 10th of 2016. NFTE desires that the election should be utilized for healthy and constructive dialogue- discourse for the future of employees with an understanding of the issues and tasks and challenges hovering around us. NFTE prefers this appeal to each and every employee to support to NFTE and give chance to become main recognized union by weighing all its past achievements , experiences and sacrifices like lakhs of temp employees regularization, promotions to lakhs of employees, career advancement through restructuring of cadres, Bonus, safeguarding Govt pension during the time of absorption etc.

NFTE requests all the employees to go through the pamphlet issued by the CHQ on settled issues during the time of recognition. NFTE assures the employees that with the support of majority employees, future tasks can be executed by safeguarding the interests of employees and the company.

Kindly vote NFTE for our future.
