

Adjourned formal meeting of 18th instant took place on 25-08-2021 with Director (HR) in Chair. The item (4) which could not be concluded on the day was taken up first.

(4) **Providing 10 lakhs insurance for Covid – 19 victims and special casual leave to Covid positive detected employees:-** NFTE stated that the “Benevolent Fund” created be retained and Rs.100/- per month be recovered from the employees on option basis and be credited in the Account. An equal amount be deposited by the management in view of the fact that the Company is not able to release any fund for even last rites. In fact PSU is not spending any money in welfare sphere apparently due to financial constraints. The official side told that the matter will be considered in consultation with other unions. The DOP guidelines for leave be followed in respect of absence due Covid – 19. Specific cases be brought to the notice of Circle Head first.

(5) **Request to review the abnormal enhancement of rent of departmental accommodation and permission of retention to retirees on affordable payment basis:-**

NFTE stated that quarters are already vacant in abundance. Increase in rent have compelled the retirees to vacate these and thus there is loss of revenue.

Management side replied that rents of Type-1, Type-2 and Type-5 are being reviewed.

(6) Group Term Insurance Scheme for non-executives:-
Matter resolved.

(7) Extension of MOU with Banks for loan:-

The extension of MOU with Canara and Union Banks for loan is under consideration.

NFTE told that delay is taking place in the issue as company is not crediting the recovered amounts to the banks.

New items

(1) **Release of all withheld IDA instalments:-**

NFTE demanded the release of all freezed IDA instalments with arrears.

Director (HR) told that the management is positive on the issue and expenditure of 58 crores is involved.

(2) **FTTH connections to employees on concessional basis:-**

Orders already issued Note:- NFTE sponsored the item and got it settled.

(3) Compassionate ground appointments to the words of Covid-19 deceased employees :-

Not agreed to.

(4) **Mandatory use of BSNL Telecom Network by state/Central/PSUs etc:-** Director (HR) gave details of pursuance. NFTE stressed that further pursuance is needed to which the Chairman agreed. He appreciated the approach of NFTE in the matter. After conclusion of discussions on notified items. NFTE raised the following points for consideration.

(I) New Promotion Policy for non-executives:-

The NFTE listed the ills of the NEPP and told the official side it is discriminatory also. The employees are stagnating. The wage revision is getting much delayed as such new promotion policy is need of the hour for redressal of all grievances of NEPP.

The Director (HR) desired proposed with details on the issue.

(II) Proposed norms for post VRS period:-

The official side was told that there are grey areas in proposed norms and NFTE has submitted the details.

Director (HR) told these will get due consideration before finalising the manpower. NFTE again stated that the Sr. TOA(G) Cadre should not be declared as wasting Cadre.

(III) Deposit of contributions in "SAB Fund" for D/R Rectts and grant of pension and grant of pension to D/R VRS personnel and to deceased employees families.

Pertinent attention was drawn again by NFTE on the issue and now we look forward positive action as Chairman was very positive on the issue our pursuance will continue to protect future of D/R employees.

Meeting ended with thanks to the Chair.
