**7th Membership Verification**

**Draft Election Manifesto of NUBSNLW (FNTO)**

1. Remove duel rate of pay and fix 78.2% IDA pay for all purpose.
2. Effect Wage revision from 01.01.2017
3. Ensure minimum bonus without linking profitability
4. Restore of 5 days week for all Administration offices
5. Provide Free Smart phone to all BSNL Employees with free net facility for improving efficiency and effective discharge of duties.
6. Automatic promotion of all Telecom Mechanics as TTA with training on reaching TTA pay as in the case of Executive.
7. Promotion of TTAs as JTOs with one year service for Engineering Graduates and 3 years for diploma holders.
8. Ban rotational transfers and interest of service transfers to all Non-Executives
9. Restore Medical Allowance to all BSNL Employees and without vouchers including retired employees.
10. Stop recovery of the alleged overpayment in respect of Telecom Mechanics given pay fixation with reference to LM scale (As per Apex court verdict and DOPT orders)
11. Restore 5000-8000 pay scale to pre-2007 TTAs by cancelling the clarification No : 45 Dated 20.08.2010
12. Implement the recommendations of Group of Ministers for revision of pay scales (from 4000-6000 to 4500 – 7000) from 01.10.2000 to Sr.TOAs
13. Revise the pay scales of Gr. D /TM cadres to remove the stagnation by merging the pay scales of MTNL and BSNL.
14. Make GPF payments in time following the accounting instructions of DOT dated 04.12.2000
15. Adopt Medical policy to BSNL Employees on optional basis
16. Direct appointment of contract labour dispensing with contract system as was done in the case of casual Mazdoor
17. Additional payment of incentive to BSNL Employees who wants to go on V.R (and not VRS)
18. Open all SDE AD posts of administrative nature to Sr.TOAs as a promotion outlet.
19. In big cities woman employees may be given option to work from home on line in ERP system.
20. Regularize all contract labourers working as on 01.01.2016
21. Ensure reservation to SC/ST employees in all NEPP – Promotion.
22. Promote all JAO qualified officials in the circles where vacancy exists as they would have been declared passed and posted against unfilled vacancies, but for conversion of this cadre as circle cadre.
23. Ensure proper protection of DOT/BSNL assets and periodical maintenance.
24. Identify and utilize spare accommodation / land to earn additional revenue to BSNL.
25. Appoint professionals for marketing at all levels (i.e. corporate office, circle and SSA levels)