



वायु यातायात नियंत्रक गिल्ड (भारत)

AIR TRAFFIC CONTROLLERS' GUILD (INDIA)

CIRCULAR

Group accommodation issue at Mumbai – recovery of penal rent

The issue of recovery of penal rent from some ATCOs who were continuing with group accommodation at Mumbai came to the notice of CEC in the month of December, 2016. Immediately after that CEC had advised REC, WR to meet RED, WR along with other associations. Initially, we were told by Regional Secretary, WR that RED did not give appointment to the associations for long. We had also discussed this issue with Member (HR), who wanted a report from RED, WR at that point of time.

Subsequently, associations (ATC (Guild), AAOA and ACOA) met RED on 01st March, 2017 at 1500 hrs. and as desired by RED, WR gave a joint representation to RED on 2nd March, 2017, wherein some suggestions for reviewing the decision of recovery and refund of deducted money was submitted. CEC was also told that RED, WR would look into the matter and suggested that individual affected ATCOs must submit representations to RED. Minutes of the meeting (letter no. AAI/RHQ/WR/HR/Estate/Minutes/2017/93, dated 16th March, 2017).

On 30th March, 2017, we were told by RS that RED, WR had back tracked on her assurances and she did not clear the file though all associations met her twice in the last 3 days. Despite the best efforts of all associations in Western Region, they could not convince RED to resolve this issue. When we were intimated by the Regional Secretary that no solution was possible at regional level, ATC Guild along with other associations (AAOA and ACOA) wrote a letter to Chairman on 7th April, 2017 narrating all facts with a special mention of the accommodation problem at Mumbai. We have been told by Member (HR) on the instruction of Chairman to amicably settle this issue. We understand that the relevant file has been called by Member (HR) from RHQ, WR.

In this context, the message being spread by the Regional Council, WR that CEC could not resolve this issue is highly deplorable. From the sequence of actions submitted above, it is amply clear that REC advised CEC to wait till the decision of RED, WR. On 30th March, when we were intimated that RED is non-responsive to this issue, we spoke to Member (HR) and later gave a letter to the Chairman for drawing their attention. Shirking of responsibility and shifting the blame on others is an irresponsible act. I sincerely advise office bearer to maintain maximum restraint and refrain from false accusation for the future and betterment of the guild.

This information has been provided to the Members who are not current with the developments.


(D.K. Behera)
President



D K Behera <behera.atc@gmail.com>

Penal Rent recovery from ATC and CNS officers - Reg.

1 message

suman trivedi <rswrguild@gmail.com>

Thu, Mar 30, 2017 at 6:22 PM

To: gs@atcguild.com, DK Behera <behera.atc@gmail.com>

Sir

Kindly refer my whatsapp messages sent on 1st March 2017 on above subject.

As you know RED, WR had agreed to review the penal rent recovery decision and verbally agreed to proportionately divide the recovered amount amongst the occupants or recover HRA from all the occupants whichever higher. When we objected, she said 'whatever being refunded, you take it as of now'.

Accordingly, we wrote the joint letter, almost all the affected ATC and CNS officers applied for refund on compassionate ground and GM-HR and her team made the revised calculations in tabular form for refund of recovery.

To our utter surprise, the file has not been cleared though we met her twice in the last 3 days. Even today we tried to meet her but she even refused to meet us.

Kindly talk to our Chairman Sir on this issue for favourable action. She is reaching CHQ tomorrow to attend some function. Also she is retiring tomorrow and we are sure that new RED will not clear the file unless and until instructions rcvd from CHQ.

Suman Trivedi
Regional Secretary,WR
ATC Guild (India)



D K Behera <behera.atc@gmail.com>

Group Accommodation Issue at Mumbai - Recovery of Penal Rent

1 message

suman trivedi <rswrguild@gmail.com>

Fri, Dec 23, 2016 at 10:36 PM

To: "gs@atcguild.com" <gs@atcguild.com>, DK Behera <behera.atc@gmail.com>

Cc: rpresidentatcgwr@gmail.com, Dev Gupta <ddg19702000@yahoo.com>, Harendra Pal <rem.guildwr@gmail.com>, yogesh gubrele <yogeshgubrele@gmail.com>, sureshmotwani2005@yahoo.co.in, uma shanker Singh <umashankarsingh88@gmail.com>

Sir,

Pl. refer my mail dated 24th Nov. 2016 on the subject.

Please be informed that I once again met RED, WR to discuss the issue regarding recovery of penal rent rent at market rate from all the JEs and AMs from ATC & CNS who didnt vacate the group accommodation or vacated after expiry of notice period.

Despite my repeated requests for showing leniency and treat the issue compassionately, RED, WR expressed her inability to reverse her decision citing AAI rules and regulations as well as utter indiscipline shown to her offices order(s) by majority of the occupants.

Though I assured her that all would vacate group accommodation in coming few weeks as they are looking for alternate accommodation outside, it seems that O/o the RED, WR may go ahead with recovery of money from these officers.

It is therefore once again requested to raise the issue with the appropriate authority at CHQ as such administrative action against our young ATCOs will send a very wrong message to all the Guild members across the country as well as will prove a major deterrent for all incoming newly recruited JEs likely to be posted at Mumbai next year.

It is noteworthy that group accommodation facility exclusively continued at Mumbai so far has been out of compulsion only as seniors do not come on posting to Mumbai and JEs cannot afford renting house outside due to high rent as well as getting flats for bachelors in a group of 3-4 is very much difficult and quite a time taking affair.

Kindly do the needful to stop the penal rent recovery being contemplated by O/o RED, WR.

With Best Regards

Suman Trivedi
Regional Secretary, WR

OK

To

The Regional Executive Director, WR
Airports Authority of India
Porta Cabin, Vile Parle(E), Mumbai - 400099

May, 02, 2017

Sub: Penal rent recovery - Reg.

Madam,

We are utterly surprised to know that huge recoveries in the range of Rs.10000/- to Rs 140000/- at one go have been made from the salary of as many as 93 officers at the level of JE/AM in ATC and CNS. It has been brought to our notice that these officers have been penalized for not vacating the group accommodation after the notice period for vacation was over. This punitive action has created wide unrest and indignation among the young officers at Mumbai.

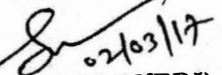
Though we are yet to understand the rules and modalities followed in huge recovery from the salary of these officers and come to terms with this harsh action, we submit the following suggestions for reviewing the decision of recovery and refund of deducted money accordingly:


1. **One Quarter - One HRA** -- As there is no clear cut AAI policy or guidelines on allotment and recovery related to group accommodation, the same may be treated as single allotment on sharing basis and only one HRA deduction for one quarter should be followed for all purposes as has been the practice for so many years.
2. In case of revenue loss for AAI in the above arrangement, the HRA @ 30% of the end of the entitled Basic pay for applicable type of quarter may be recovered from the salary of the allottee of that Group Accommodation and the same should be shared by all the occupants. In case allotment made in the name of all occupants, the HRA and License fee deduction should be divided equally amongst all.
3. In case vacation notice served and recovery to be made for not vacating after expiry of vacation notice period, the standard penal rent as per type of quarters may be calculated and the same to be proportionately divided amongst all the occupants of Group accommodation for the purpose of recovery.

It is requested to kindly consider the above suggestions and review the recovery action accordingly as early as possible.

We earnestly hope favorable action at the earliest from your good offices.

With Best Regards


(S. K. TRIVEDI)
R.S., WR, ATCG (I)


(S. MURALIDHARAN)
R.S., WR, AAOA (I)


(R. RAJA)
Asst.GS, ACOA(I)

Copy TO: The General Manager (HR), AAI, MUMBAI


21/3/17



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA
O/o RED, WR, CSI Airport, Mumbai-99.

No.: AA1/RHQ/WR/HR/Estate/Minutes/2017/93

Date: 16/03/2017

INTRA OFFICE NOTE

Subject : Minutes of Meeting held on 01/03/2017.

Enclosed please find herewith Minutes of the Meeting held on 01/03/2017 at 15.00 Hrs. in the office of RED, WR, Mumbai for information and further necessary action.

(R. B. Kamble)
Asstt. General Manager (HR)

Forwarded to :-

1. EA to RED
2. Regional Secretary, Air Traffic Controller's Guild (I)
3. Regional Secretary, Airports Authority Officers Association(I)
4. Regional Secretary, Aeronautical Communication Officers Association(I)
5. Regional Secretary, CNS Officers' Guild

Minutes of the meeting held on 01/03/2017 in the O/o RED, WR, Mumbai

Following officials were present for meeting held on 01/03/2017 at 15.00 Hrs. in the O/o RED, WR, Mumbai.

Sr. No.	Name	Desgn.
1	Smt. K. Hemalatha	RED, WR, Mumbai
2	Smt. Nivedita Dubey	GM (HR)
3	Shri J. Saravanan	AGM (HR)
4	Shri Suman Kumar Trivedi	AGM (ATC)-RS, ATC Guild (I)
5	Shri D. K. Sinha	AGM (CNS), Local President, AAOA (I)
6	Shri A. S. Shinde	SM (Elex) -RS, CNS Officers Guild
7	Shri D. D. Gupta	AGM (ATC), ARS ATC Guild (I)
8	Shri S. Muralidharan	AGM (CNS)-RS, AAOA (I)
9	Shri Pawan Kumar	AM (Elex.)- Br. SEcy., AAOA (I)
10	Shri Tarun Gupta	AM (ATC)-Member ATC Guild (I)
11	Shri Umesh Tiwari	AM (Elex.)- Member CNS, CNS Officers Guild

2. At the outset RED welcomed all the officials present for meeting and directed to explain the grievance/ground for which meeting has been called.

3. The member of various associations informed that the huge amount has been recovered from the salary of the ATC & CNS officials for the month of February-2017.

3.1 In this regard, it was informed that the recovery damage charges has been made from the officials who have not followed the orders for vacation of quarters/rearrangement of group accommodation and have continued their stay in existing group allotments.

4. The members of associations represented that the recovery made is at higher side and requested to the chair to review the same on the basis of one quarter-one damage rent which may be divided among all the occupants of the quarter.

4.1 The matter was discussed after considering the submission of the associations, RED advised them to submit their request in writing, as the meeting was called on their verbal request. It was also informed that all the individuals whoever is having any grievance should submit their points and any deviation in the period or any calculation through a representation to RED. Every case will be considered based on the merits and the quantum of the damage to be decided.

4.2 It was proposed that the recovery may be reviewed and be calculated either on the basis of one quarter - one damage rent which is to be divided among all the occupants of the quarter or HRA + Licence Fee of all the occupants staying in the quarter.

4.3 RED directed HR to tabulate the market rent of the quarters and the HRA & License Fee of all the allottees occupying the same quarter.

5. The associations also informed that the recovery of the officials who have vacated their quarters following the orders are also implemented and requested to exempt these officials from recovery of damage rent.

5.1 The same was not agreed to as the said officials have not vacated the quarters within stipulated period. It was explained, the damage rate is charged only upto the overstayed period.

6. After discussions and deliberations, it was directed to the associations to make their submission proposal and also to advise the affected officials to give their individual representation to the management.

7. The Competent Authority also directed to deduct the HRA of the officials who have not submitted their present residential addressed to this office. The associations requested to give minimum 15 days time. The same was agreed to and it was informed to the HR Deptt. to issue the circular in this regard.

8. The meeting ended with the vote of thanks to the Chair.



D K Behera <behera.atc@gmail.com>

Fwd: Penal Rent Recovery---Reg

suman trivedi <rswrguild@gmail.com>

Fri, Mar 31, 2017 at 8:02 PM

To: gs@atcguild.com, DK Behera <behera.atc@gmail.com>

----- Forwarded message -----

From: "muralidharan sai" <venkatsai_1998@yahoo.co.in>

Date: Mar 31, 2017 7:29 PM

Subject: Penal Rent Recovery---Reg

To: "Gautam Yogendra" <gautam.yogendra@gmail.com>, "Gautam Yogendra" <gautamyp@gmail.com>, "Bk Luthra" <luthrabk@gmail.com>, "Lakshminarayan Prasad" <prasadlnaai@gmail.com>, "Ashok Bhardwaj" <ashokbhard@gmail.com>, "LNPRASAD Prasad" <prasadln@yahoo.com>

Cc: "Suman Trivedi" <rswrguild@gmail.com>, "Pawan Kumar" <pawanpawankr@gmail.com>, "Dilip Kumar Sinha" <sinha.dilip0009@gmail.com>, "Asimkumar Banerjee" <akbanerjee1234@gmail.com>

Dear all,

In connection with the penal rent recovery I would like to submit the following few lines for your consideration.

After we came to know about the Penal Rent recovery we had meeting with RED along with ATC Guild and CNS Guild on 01/03/17.

That day the following points were discussed

1. One quarters One HRA---As no clear guidelines are not available for Group accommodation we insisted one HRA for Group accommodation and others may be treated as occupying on sharing basis. But this proposal was not agreed upon by RED.

2. Penal Rent Recovery has been charged for all the occupants occupying the same quarters which was illogical. So we suggested that the penal rent is to be divided equally among the group accommodation occupants.

Or

HRA of each officer may be calculated and deducted.

IN this suggestion RED intervened that HRA of all the officers of group accommodation or penal rent divided among all the occupant whichever is higher will be considered

Then we opposed the higher type deduction but RED told that atleast some amount is going to be refunded and hence we should not make more issue out of that. Further we asked to record the meeting and issue minutes. RED told that we also

Muralidharan

suman trivedi <rswrguild@gmail.com>
To: DK Behera <behera.atc@gmail.com>, gs@atcguild.com

Thu, Mar 2, 2017 at 1:14 AM

Suman Trivedi
Regional Secretary,WR
ATC Guild (India)

----- Forwarded message -----

From: "muralidharan sai" <venkatsai_1998@yahoo.co.in>
Date: 28-Feb-2017 2:56 pm
Subject: Fw: Penal Rent Recovery by REDWR from JETs -Reg
To: "Suman Trivedi" <rswrguild@gmail.com>
Cc:

Dear Trivediji,
PI find the trailing mail from out JtGS sent to
Chairman/Member-ANS/Member HR yesterday itself

Muralidharan

On Monday, 27 February 2017 8:10 PM, Gautam Yogendra <gautamyp@gmail.com> wrote:

Sir

It has come to our notice that Penal Rent Recovery varying from 30000 to 100000 depending upon the Type of quarters to all the occupants has been recovered from JEs/AMs from CNS and ATC wing in Mumbai.

In June 2016 many of the officers from CNS/ATC have been allotted Juhu Hangar accomodation.As they have been staying in Group accomodation they were not ready to shift to Juhu Hangar.All of them have submitted representation for allowing them to continue in Group accomodation.

In the meantime lot of adverse reports have been published in Newspaper regarding the Juhu Hangar.

So RED WR was unhappy and waiting for the opportunity to victimise the officers who have not shifted from Group accomodation to Juhu Hangar.

The latest recovery appears to be planned way of victimising the officers from CNS and ATC.We (ATC Guild and ourselves)