

Minutes of 4th CEC Meeting held on 04-02-2018 at 12:30hrs in the O/o the Air Traffic Controllers' Guild (I), T-1/7, Pocket-B, INA Colony, New Delhi-110013

The following Office bearers of CEC were present

<u>Sl. No</u>	<u>Name S/Shri</u>	<u>Office Bearer Status</u>	<u>Present on 04-02-2018</u>
1	K.Murali	President	Yes
2	Alok Yadhav	Vice President	Yes
3	D.K.behera	General Secretary	Yes
4	Sunil Yadhav	Assistant General Secretary	Yes
5	Omprakash pandey	Treasurer	Yes
6	Joy Bhattacharya	Member Secretary	Yes
7	Tarunkumar	Member Secretary	No
8	Paramveer Singh	Member Secretary	No
9	Bhupender Singh	Member Secretary	Transferred hence not available.

The meeting started with welcome address by President. He stated that the meeting is being advanced by a day in order to analyze the feedback received from the Regional Secretaries of all the four metros with respect to the difficulties and issues being faced subsequent to the implementation of Two Stream ATC Rating and associated currency and validity requirements.

The following Agenda Points have been considered and taken up for discussion by the CEC members.

1. Ratification of 3rd CEC meeting minutes and action points thereon:

The minutes of the 3rd CEC meeting has been unanimously adopted and ratified by the Central Executive Council. President requested General Secretary and other CEC members who have been assigned with specific tasks in the 3rd CEC meeting to start acting as per the adoption of the resolutions and render appropriate feedback to both the Central Executive Council and members time to time.

2. Agenda points for scheduled CC meeting.

The Agenda proposed for the forthcoming Central Council meeting to be held on 24th & 25th February at Delhi has been broadly classified under the following categories:

(i) **Constitutional:**

Proposed Amendment to the Constitution of ATC Guild (I):

General Secretary has stated that he will communicate the proposal in consideration to all major Branch Councils for their considered suggestions based on the resolution adopted by their respective council bodies. The members of the Central Council are expected to come with definite mandate while attending the Central Council meeting to say only either "Yes or No" on each and every amendment proposed. In the event of 'No', alternative suggestion shall be put forth well in advance to CEC. CEC

will compile such suggestions and will place the same for voting during the Central Council meeting only when it is considered prudent and worthy suggestion.

(ii) **Organisational:**

Proposed ATM-HRD Policies:

General Secretary will communicate the proposal under consideration to all major Branch Councils for their considered suggestions based on the resolution adopted by their respective council bodies. The members of the Central Council are expected to come well prepared with definite alternative suggestions if any for the amendment proposed. Such alternative suggestion shall be put forth well in advance to CEC. CEC will compile such suggestions and will place the same during the Central Council only if it is considered prudent and worthy suggestion.

(iii) **Operational:** The operational issues that is expected to be addressed in Central Council meeting shall be resolved by respective councils. If the same to be proposed for consideration in the Central Council meeting, shall be communicated to CEC well in advance. CEC will compile such suggestions and will place the same during the Central Council only if it is considered prudent and worthy for consideration at Central or Headquarters level.

(iv) **Welfare Issues:** The issues that are concerned with welfare measures for majority of members and expected to be addressed in Central Council meeting shall be resolved by respective councils. If the same to be proposed for consideration in the Central Council meeting, shall be communicated to CEC well in advance along with relevant documentary support. CEC will compile such suggestions and will place the same during the Central Council only if it is considered prudent and worthy for consideration at Central level.

3. **CEC stand to be adopted during the review meeting on 06-02-2018 with ATM Management on Two Stream Rating Implementation:**

General Secretary has stated that a communication has since been served to ATM Management demanding for inviting ATC Guild (I) also for taking part in the review meeting and place its viewpoints.

Accordingly, it has been decided that General Secretary and President, ATC Guild (I) are likely to attend the meeting along with one more CEC member subject to his availability. The inputs received from various Regional Secretaries have been carefully considered and some broad suggestions for consideration has been decided as follows:

(i) **Road Blocks in meeting currency and stress requirements:** Members are facing hardship in maintaining currency and recency of their ratings in each and every sector for which they are rated. It has been resolved to demand for unit wise currency and recency instead of individual sector wise requirement as his rating assessment

consideration is being made at present. For instance, Tower, SMC & ASMGCS which are being assessed for rating at one time should be considered for currency and recency requirement as one single unit.

(ii) **Financial Loss on implementation:**

It has been decided that suggestion should be placed for consideration of allotting units in alternative stream for the controllers who have been faced with loss of rating allowance owing to the implementation of two stream rating system. This is in line with the assurance that has been provided while implementing the scheme that there shall not be any financial loss to the controllers.

(iii) **Stress Factor:**

The stress factor for the consideration of stress allowance purpose should be based on all channels that a controller is made to perform with. For this purpose, all channels including "A", ARO etc shall also be taken into consideration.

4. Status of membership:

Treasurer, CEC Presented the Income and Expenditure statement of ATC Guild (I) which does not convey any detail such as source of income/ expenditure except the amount received/ expended. Hence he has been advised to submit a revised statement with complete detail including the details of necessary approval or authority of expenditure etc within seven days' time.

He also stated that as on date the details of membership from the regional councils are as follows:

Eastern Region: Membership updated detail till 09/2017 received along with CEC share.

Southern Region: Membership updated detail till 05/2017 received and REC, SR assured in 15 days further updated list would be submitted along with CEC share.

Western Region: Membership list updated till 09/2017 except Nagpur has been received along with CEC share.

Northern Region: Membership list has not been updated since 09/2016. CEC share has also been received in lump sum during the past couple of occasions.

CATC: Membership list updated till 09/2017 has been received and the election for the council is slated on 07-02-2018.

All RECs/ Branch Councils are once again reminded of fulfilling their constitutional responsibilities of quarterly submission of membership list through their respective RECs along with necessary REC & CEC share. General Secretary has been advised to communicate to all councils for compliance in view of the ongoing compulsion being exerted by AAI Management towards consideration of Recognition of Unions/ Associations. It has also been decided that ATC Guild (I) would consider sharing with AAI Management the documents that are being sought after like details of membership, individual letter of concurrence from every member stating that

he is member of the Guild and not member in any other association or union and statement of Income and Expenditure audited in hose in respect of ATC Guild (I). This statement of Income and Expenditure will be exclusively for the purpose of submission to AAI Management, regular audit of Guild account will be carried out in usual manner.

5. Overdue elections for various councils including REC, NR plan of actions:

The election for some of the councils are not taking place in time in accordance with the time stipulated in ATC Guild (I) constitution. This may lead in to various complications in view of the active and constant monitoring by AAI Management. All such councils are once again hereby advised to undertake the election process whenever they are due adhering to the timeline. General Secretary is advised to address this issue and appraise all the councils where elections are overdue.

With regard to overdue election in respect of Northern Regional Council, it has been resolved that the Regional Council shall compile the updated membership list before 15-02-2018, and constitute election commission by convening a general Body meeting between 10th to 15th February and the entire election process shall be completed by 31st March'2018. Shri Alok Yadav, Vice President would coordinate with REC, NR to effect these functions and update the progress to CEC.

6. IFATCA Membership:

It has been decided that status quo of number of members (only 650 in numbers) submitted to IFATCA will be maintained and accordingly payment to IFATCA will be considered. The "Think Safety" workshop to address safety and development of just culture offered by IFATCA to ATC Guild (I) to host has been accepted in principle. The venue, participation fee of US \$50 per participant etc can be considered once formal confirmation has been received from IFATCA as to whether get any sponsor for such participation etc. General Secretary has been entrusted the coordination functions with IFATCA in this regard.

7. Transfer Issues:

The discussion on transfer was cropped up as corollary to the ATM HRD proposal wherein it has been agreed a comprehensive transfer and R & P Policy need to be developed exclusively for ATC which even Chairman, AAI has been insisting for enforcing upon. In the meanwhile, in order to meet out the impending transfer season, Guild shall address a communication to ATM Management to keep the transfer to the minimum and any consideration of exemptions to any station shall be limited only to the extent of certain percentage of total members due for transfer from that station. Such consideration shall be extended only to those members who are due for transfer and have not been availed with any exemptions thus far. The concern station that is being considered for exemption shall be fixed with time bound measures for mitigating from the situation so as to avoid recurrence of similar condition in future.

8. Health Insurance Renewal for Executive working in ATC Guild (I):

Renewal of Health Insurance for the executive and the members of his family can be considered under similar terms and conditions as has been done last year.

9. **Incident Investigation and post punitive actions:**

The issue of incident investigation and punitive steps being recommended towards corrective actions has been discussed at length and it has been decided that General Secretary will address a communication to AAI Management fervently opposing such punitive measures and demand for developing a just culture within the organisation in line with the best practices being adopted in many developed countries.

The meeting ended with vote of thanks from the chair and the date of next meeting an interim one proposed before the Central Council meeting will be communicated by Shri Alok Yadav, Vice President in coordination with other CEC Members.

(K.Murali)
President
ATC Guild (I)