

Minutes of General Council Meeting Held at Kolkata on 14th & 15th July'2018.

The meeting commenced at 11:20a.m with welcome address by President, ATC Guild (I), who greeted all the member delegates who have come for the meeting from various parts of the country.

He also placed it on record his appreciation of the efforts of REC, ER in making the arrangements for successful conduct of seminar in conjunction with the General Council Meeting held on 13-07-2018 wherein two of the Board Members graced the occasion.

As part of the first Agenda Item, he requested the General Secretary to present his report.

General Secretary presenting his report on activities of Guild starting with appreciating the cooperation and support being extended by all members and office bearers in particular for their contribution. He then read out his report starting from the previous GCM meeting held at Guwahati in 2014.

1. **Recognition of ATC Guild (I) by AAI Management:** After making initial disinclination, subsequently demanding few documents and commitments, finally AAI Management has granted recognition for ATC Guild (I) till Nov'2019 because of the sustained and stubborn efforts from Guild convincing the management that the existence of ATC Guild (I) dates back from the time of Civil Aviation Department and it has its own constitution, compliance requirement in accordance with the Societies Act and its accounts are being regularly Audited.
2. **Payment of PRP:** The Payment of PRP to ANS Personnel was also dragged on by AAI Management and due to the efforts of ATC Guild (I) that PRP could be ensured to all members which otherwise would not have been possible. AAI Management was of the view that since ANS executives are drawing Rating / Proficiency allowances they need not be paid with PRP. However, due to sustained efforts of Guild, payment of PRP to all executives of AAI could be made possible and Guild is hopeful that such efforts for the common cause will continue in its every endeavours.
3. **Withdrawal of Two - Extra Normal Duties:** The two-extra normal duties that was treacherously thrust upon to ATCOs by the then insipid ATM Management post USOAP has been made to reconsider and withdrawn because of Guild efforts. It is hoped that withdrawal of arduous two-extra normal duties would gain good relief to our member controllers.
4. **Rating Allowances Beyond the Cafeteria Limitation:** Drawl of Rating Allowance, Proficiency Allowance by CNS & Flying Allowance by Pilots are exceeding beyond the DPE stipulated 50% & 35% ceiling in its recommendation of new pay scales in 2007 & 2017 respectively warrants approval from Cabinet. AAI Management has failed to present the issue in a convincing manner before the ministry nor even attempted to place it before the DPE for consideration while the new scale was determined by the committee. However, after constant persuasion of the issue, AAI Management has placed the file for processing by Ministry and onward submission to DPE for consideration. Ministry has raised few queries about why the Rating Allowance issue has not been taken up since 2007 etc and reply is expected to be sent by AAI Management soon. Guild is hopeful that soon the issue will be settled. This is primarily an issue that causes difficulty in acting upon over other major long pending issues such as revision of Rating Allowances, Instructor Allowances etc.
5. **Account and Maintenance of membership register:** Guild appraised the requirement of maintenance of accounts in accordance with the constitutional provisions. In view of the latest developments taking place in Income Tax Laws on tax compliance, ideally all Guild account shall be maintained at CEC. If it is not feasible,

then the details of all those accounts held in the name of ATC Guild (I) shall be communicated in time for completing the auditing activities and complying to the tax Laws.

6. **Recruitment of ATCs:** The process of recruiting new ATCOs in to the organisation is a continuous one and over 1200 new ATCs have taken place during the past two years. Guild is concerned about ensuring career progression for these bulk recruiters. Broad and enduring career progression scheme through appropriate HRD proposal should be suggested at the earliest as AAI management is embarking on the task of designing one such proposal. The present AAI management has recognised the need for framing a separate HRD policy for ATC cadre and one should capitalise the conducive environment and accordingly proposal should be submitted at the earliest.
7. **Creation of DGM Posts:** The appropriation of posts at different levels thus creation of career progression for those members who daunt the stagnation inevitability otherwise is through sustained joint efforts thus the promotion for DGM cadre has been released to the extent of nearly 190 during this current year.
8. **Two-Stream rating:** The Two-Stream Rating a revolutionary step has been implemented in line with international practice. There are few implementation glitches observed and these have been taken up already. One structured meeting has taken place with Management wherein all GMs & Jt.G.Ms Training have been invited who impressed upon the ATM Management of the difficulties in managing the operations and motivating the workforce and it is hoped that soon some decision to the interest of members would be taken and conveyed.
9. **Additional Increments to AAI Officers:** The one/ two additional increments granted to erstwhile NAD officers when merger of two divisions NAD & IAD took place is causing major issue to AAI with Ministry as Ministry of Civil Aviation is not approving the grant of two increments even nearly two decades after implementation of the same through appropriate board decision. Though none of the present board members were party to such decision the extra-ordinary decision taken then to accomplish the merger of two different strata organisation one with increments and the other with elevation of one cadre, present AAI management is facing the wrath from Ministry for recovery of the same. Except few in CNS & many in ATM cadre none in other cadre would face recovery as they all have been benefitted through absorption of the additional increment through constant and periodical promotions over the period of time. Due to stagnation in ATM cadre, the issue of recovery is looming large at ATM cadre and Guild is taking up the issue appropriately. If required may even take legal course to the extent of demanding criminal charges against those board of then AAI management who took such purported wrong decision thus caused huge loss to the exchequer to the Authority.
10. **AAI Pension Scheme:** The scheme is implemented with retrospective effect from 01-01-2007. However, the interest component accrued on account of parking of the fund against members' account is being deprived to the members because of late decision. The house is impressed upon to empower CEC to take decision with regard to resorting to legal course of action if warranted for getting the issue resolved in the interest of benefit to the members.
11. **Revision of Lease amount:** While provision of residential accommodation is the correct course of action for the management to encourage people getting posted at places like Mumbai, Bengaluru etc and construction of quarters has already been initiated at several stations with orders from Chairman, AAI, the lease amount has been enhanced as interim solution and it is hoped that this will provide temporary

respite to members to some extent. However, it is assured that efforts will continue for ensuring provision of adequate residential accommodation at those places where leasing is beyond reach for junior level member officers. The revision of lease amount in accordance with the new pay scale too is being pursued by Guild with AAI Management.

12. **Release of 449 Posts through establishment order:** ATC Guild (I) has constrained to file a case claiming for release of establishment order for the posts that has been approved by the board. The court has directed AAI management share the proposal for auctioning with regard to the earlier board decision in twelve-week time and that time completes in the first fortnight of this month. It is expected that AAI management will communicate of its stand in this regard soon failing which Guild will be constrained to file a contempt case.
13. **DR Recruitment at E-3 Level:** In 2010 Guild has exerted enough pressure to stop the then planned recruitment at E-3 level. As it is observed that now AAI Management is circumventing the DR recruitment process with recruiting departmental candidates, all efforts are being made for annulling such efforts which will be detrimental to the interest of majority of junior members. Already Member (ANS) & ED (ATM) have been appraised of the likely unrest and problems if recruitment takes place with people till the age of 50 years both in terms of maintaining conducive and cordial working atmosphere apart from imparting training and ensuring the requisite level of pass percentage amongst those being recruited. Guild will continue its efforts to thwart such divisive move by AAI Management if it is found going ahead with the recruitment process.
14. **Encashment of Half Pay Leave:** Ever since the order for reduction in number of days eligible for encashing Half Pay Leave at the time of superannuation has come, many member controllers who have accumulated more number of HPL in credit could not avail it owing to the operational constraints in getting leave. They tend to feel that they have been taken for a royal ride by AAI management by making them to work without allowing them to avail during their service and now at the time of superannuation have unilaterally reduced the encashment limit. However, Guild has taken up the matter with right earnest and it is hoped that revised order for encashment of HPL is likely to be released soon.
15. **RCS Airports:** A detailed establishment policy on posting of ATC Officers in RCS Airports has already been demanded. Guild will prevail upon ATM Management to ensure that adequate manpower & infrastructure is in place for smooth operation and congenial working atmosphere for its members getting posted in RCS airports.
16. **Transport facility at VOBL & VOHS:** The order for facilitating transport facility at Bengaluru & Shamshabad Airports has not yet been issued though Guild has already taken up the issue and prevail upon AAI, HR Directorate about the necessity of extending such provision in view of non-availability of adequate infrastructure including public transport facilities in and around these airports. Office note in this direction has already been initiated. It is hoped that order is expected in any time.
17. **Non-involvement of members in Guild activities:** It is being observed that there is serious missing link between the senior members and junior members. CEC demands that Junior members should be impressed upon about the legacy of the organisation and the onus of knowing the same primarily liaise with Junior members who shall come forward and take part in the activities of organisational matters of Guild. Also, those members who are not desirous of joining in to the fold of Gold should be

convinced for joining to gain collective voice. At the same instant wilful non-members should be treated appropriately so as to ensure that the interest of members are served at all times at all level.

Once secretary concluded his report, discussion of the issues that has been highlighted in the report took place and ***the following has been resolved:***

1. ATC Guild (I) will immediately demand for publication of sanctioned strength and available strength of ATCOs in respect of all cadre in every airport.
2. Details of the sanctioned post for RCS stations in respect of ATC cadre will be demanded before ATC staff being posted at these stations.
3. Guild will demand for appropriate policy and procedure in allocation of a controller under two stream rating scheme including their further training prospects, seniority to be adopted etc.
4. The financial loss incurred by members (especially those who are yet to acquire surveillance rating) upon allotment of respective streams under two stream rating scheme be appraised to ATM Management so as to ensure that the loss is offset through appropriate means of cross allocation of units.

Then Treasurer, CEC, ATC Guild (I) presented statement of accounts followed with budget proposal. The statement of accounts for the expenditure incurred for the Financial years 2014-15, 2015-16, 2016-17 & 2017-18 has been readout by the Treasurer along with the observations made in the Internal Audit conducted by the members of Guild nominated for the purpose in the previous central council meeting. However, the said statement of accounts has not been placed before the CEC nor been audited by the external audit.

The following observations been made during the Internal Audit conducted in the month of June'2018 and the ***GCM has unanimously adopted the resolutions against the same as follows:***

1. The increase in pay for the Office Manager be ratified in the GCM to be held during 2018-19.

Resolution: GCM has unanimously adopted 10% annual hike of emoluments in respect of the office manager.

2. CEC should explore the possibility of collecting subscription centrally and distribute the Regional/ Branch share appropriately.

Resolution: As many Branches / Regions have expressed apprehensions over the efficacy of CEC in implementing the proposal, it has been resolved that the status quo of collection at field level be maintained and all Branches/ Regions shall furnish their details of collection including appropriate Regional/ Central share ending every quarter by 10th of the end of quarter by all branches and consolidating the details from branches by 15th of the end of quarter by the Regions. If for any reason any laxity is observed by any Branch/ Region in this regard at any time in future, CEC is empowered to decide of resorting to central subscription and that decision shall be binding on all.

3. To avoid payment of penalties, CEC may resort to paying advance tax on the tax liability in its S.B/ F.D accounts.

Resolution: CEC has already discussed the matter with its auditor and such possibility does not exist for accounts of these nature and if the account details of all Guild accounts held at various Region/ Branches linked with CEC PAN Number is

received and audited in time, payment of penalties can be avoided. Therefore, all accounts at Branches/ Regions linked with CEC PAN Number shall furnish details of interest earned immediately to CEC with details of deposit for appropriate audit action and computation of tax liability as appropriate.

4. Any inadvertent over and above the ceiling limit, the same may be ratified in subsequent CEC meetings and the same shall be recorded.

Resolution: Any expenditure incurred over and above the limit prescribed through any CEC/ CC/ GCM meetings will be placed with justification in the CEC meeting that will be held immediately after the said expenditure is incurred, for consideration of ratification according to the limit prescribed.

It has been resolved that CEC Expenditure be limited with ceiling up to Rupees 10 Lakhs and beyond Rupees 10 Lakhs up to Rupees 20 Lakhs with approval of Central Council and beyond Rupees 20 Lakhs, through GCM. All major decisions of CEC shall be taken collectively and the same shall be circulated amongst members of CC. Emergency expenditure can be considered out of contingency allocation in the fund.

5. Any liquidation of FD accounts being held with CEC PAN Number shall be done only with the prior approval from CEC and in case of any exigency situation that necessitated for doing so, the necessary post facto approval from appropriate council shall be obtained through the CEC meeting that will be held immediately after the said liquidation.

Resolution: GCM has unanimously agreed to the recommendation of the Internal Audit team.

6. CEC shall formulate a procedure to obtain prior sanction of the budget for any major expenditure to be incurred such as conduct of seminar etc.

Resolution: GCM has agreed with the recommendation and unanimously decided that in future all major expenses towards seminar, conduct of legal course of action etc be decided only through the Central Council.

7. The professional services such as CA, Lawyers etc be done through in more transparent manner to bring down the cost towards these expenses.

Resolution: CEC suggested that with regard to the Auditor, the charges though appears to be high, Guild has benefitted through his expertise in reclaiming almost equal sum in the form of refund of tax. However, GCM agreed for the recommendation and decided to explore various other options to ensure transparency in action.

8. The utility items such as Anti-Virus Software etc be procured collectively instead of in a piece meal manner to gain cost advantage.

Resolution: GCM agreed for the recommendation and CEC has been entrusted to look into the matter for appropriate action for reduction of cost towards these expenditures.

9. The ceiling limit towards communication items such as telephone, internet connection etc be reworked in view of prevailing market availability of plans with better value addition on such utilities.

Resolution: GCM agreed for the recommendation and CEC has been entrusted to look into the matter for appropriate action for reduction of cost towards these monthly expenditures.

Treasurer then presented Budget Estimate for the FY 2019-2020 along with Revised Estimate for the FY 2018-19.

GCM accepted the same and suggested Treasurer, CEC to adhere to the resolutions adopted in line with the Internal Audit Observations above. GCM also passed the accounts for the FY 2014-15, 2015-16 & 2016-17. As the account details for the FY 2017-18 to be audited and placed before CEC, the same shall be considered in subsequent GCM.

Then, the issues concerned with Programs and Policies of Guild have been taken up in accordance with the constitution. The issues and the resolution adopted are as follows:

It has been resolved that in future there should be some budget provision be envisaged for IFATCA meetings to enable deserving guild member to take part in such professional meetings representing Guild. The member so chosen on behalf of ATC Guild for such meeting shall present working paper that will be considered by CEC. The same be placed before CEC sufficiently in advance that will be considered by CEC if worth enough for presenting. Accordingly, the representation of such member in IFATC meeting will take place through CEC sponsorship of bearing half the cost of expenditure.

Ephemeral Fund Status: It has been unanimously agreed that Ephemeral fund is important for Regional Council/ Branch Council for their sustained activities and to finalise the status of availability of quantum in the CEC accounts as at FY 2010-11, a two-member committee has been nominated.

The two members are Mr. Prasanna Pradhan & Mr. Deepak Kandpal and they have been entrusted to go through the CEC book of accounts, advice CEC the quantum sum available for consideration as Ephemeral Fund as on FY 2010-11 when the fund has been merged with general account of CEC towards balance after the seminar. The committee has been granted time till 10th August 2018 and once the quantum of availability of ephemeral fund has been determined, CEC will place the details of the same for apportioning to various Branch/ Regional Councils before Central Council scheduled to be held soon for ratification of further actions.

It has been resolved that in future any Branch/ Region that is intending to conduct any event such as seminar etc in the name of ATC Guild shall make a proposal through its respective Regional Council to CEC which in turn place the same before in its meeting for consideration and accordance of approval or otherwise. All such activities shall be recorded in the minutes of CEC and communicated only through the respective RECs to the Branches.

Issues concern with Female (Lady) member Controllers:

1. **Maternity leave (Amendment in rule MARC-PART-V-1st Edition 01-09-2017 (Point No: 2.2.2.23)** – The female member controllers attended the GCM, proposed for grant of exception from undergoing revalidation and re-acquisition of rating upon return from post maternity leave with simple criteria through familiarisation process.

It has been resolved that Guild will discuss the issue with ATM & CAP Directorate in line with the existing leave rules and explore the possibility of amending the rules in line with Annex I and other regulator stipulated requirements.

2. **Child Care Leave (CCL):** CEC appraised the members who raised the issue of grant of Child Care Leave that CCL has been rejected in MAB twice because of two of the regular Board of Directors opposed the same citing Operational exigencies.

It has been resolved that Guild will pursue the matter once again. However, it is apprehensive that Leave encashment facility available as per the prevalent criteria may be withdrawn for Female employees if CCL is insisted upon.

3. **Crèche Facility on Metro Stations:** The matter has already been taken up with ED (HR) during the structural meeting held on 03-07-2018. It has been assured that a comprehensive policy of formation of Crèche at all stations with details of basic amenities and requirement including medical, security etc will be released soon by HR Directorate.

4. **Paternal Leave for 15 days as per GOI:** CEC appraised the members who raised the issue for grant of Paternity Leave that PL has been rejected by MAB already.

It has been resolved that Guild will pursue the matter once again.

5. **Specific list of Medical tests for female controllers:** The Medical tests for female member ATCOs are being discriminatory in nature intruding to the right to live with dignity and privacy. It was strongly opposed by all female members present in GCM.

It has been resolved that within 8 to 10 days CEC will communicate vehemently that female member ATCOs would not be undergoing such treacherous tests/ examination and if still such tests are insisted upon, CEC may be constrained to categorically state that female employees may forego such humiliating tests rather than compromising their personal dignity and privacy.

It has been resolved that for SCAP course, station requirement should be considered only in extreme situation and all India seniority only shall be followed. CEC shall pursue with ATM management in this regard.

It has been unanimously resolved for initiating campaign for 100% membership amongst all ATCOs serving in AAI and the GCM urged all members/ councils and bodies should undertake campaign for bringing in all ATCOs in to the Guild in two-month time. If there are any ATCO left out in the list to be updated at the end third quarter of 2018 i.e Sept'2018, such members would be extended with limited Cooperation by the members of Guild in their training and other official operational functions.

Also, **it has been unanimously resolved** that Junior members shall be educated about the purpose and past activities of Guild in order to instil sense of pride and purpose on being member of ATC Guild (I) that has long legacy to be cherished with.

It has been considered for payment of fixed sum to the members of family in the event of any untimely demise of any guild member subject to obtaining opinion from the external auditor in favour of such distribution within the ambit of tax laws. Once such opinion from the auditor is in receipt, CEC will discuss the modalities of meeting out such contingency expenditures whether through enhanced monthly subscription or through one-time annual payment etc and place it before the Central Council meeting for further action on it.

The issues raised pertaining to station specific has been taken note off, however, the same has been advised to be escalated systematically from station level to Regional level and then at central level.

The meeting ended with vote of thanks from the chair appreciating the efforts of REC, ER in organising the GCM in such grandeur manner.

-S/d-
(K.Murali)
President
ATC Guild (I)
New Delhi