



Minutes of the CEC meeting held on 24.09.2019

Central Executive Council (CEC) Meeting held on 24.09.2019 at ATC Guild (India) office at INA Colony and the following members attended the meeting:

1. Shri Alok Yadav, Vice President
2. Shri D.K. Behera, General Secretary,
3. Shri Om Prakash Pandey, Treasure
4. Shri Joy Bhattacharya, Member Secretary
5. Shri Tarun Kumar, Member Secretary
6. Shri Paramveer Singh, Member Secretary

At the outset, Vice President welcomed all the members and started the proceedings. The agenda items circulated by the General Secretary through notice for CEC meeting was adopted and some additional agenda items were also discussed. The following issues were discussed and resolved:

i. Activity report of General Secretary:

- a. **Review of Two Stream Ratings:** CEC has taken up the deficiencies in the implementation of Two Stream Rating with Member (ANS) in presence of senior executives from ATM, CAP and HR Directorate. It has been made clear to management that there are lot of anomalies in the policy and the implementation varies from station to station, creating resentment among ATCOs at stations. It was impressed upon that the inequalities in allowances, selection of officers in the stream, inclusion of various ATC positions for the purpose stress allowance, selection of SQMS in-charges for both streams, formulation of transfer policy in line with concept of two stream etc. need to be reviewed on priority. Since, the transition from single stream to two stream is envisaged before October 2020, unless CHRM 30/2017 and ATMC on the subject is revised, it will be extremely difficult to extend two stream ratings to other stations.
 - i. It was also apprised that in view of licensing of ATCO by the regulators and promulgation of CAR, there is a need to take up the issue again through AAI Board and seek remedy on above issues through amendment to CHRM and ATMC. Member (ANS) directed ED(ATM) and ED(CAP) to suitably amend the ATMC and clear the confusion prevailing in managing men in line with two stream rating system and uniform application of the rules at all stations.

- b. **Deduction of Rating Allowance on availing HPL:** It was observed that the Rating Allowance has been deducting on pro rata basis on availing HPL by ATCOs. This issue was taken up by CEC and clarification has been issued by the HR Directorate that full Rating Allowance will be paid till 120 days of leave which includes EL and HPL.
- c. **Exclusive Transfer Policy for ATCOs:** AAI Management has published a transfer policy exclusive for ATCOs. CEC was invited to discuss the draft Transfer Policy and many changes were suggested by ATC Guild. However, it is observed that lot of impracticable and irrational concepts have been included in the transfer policy. Suitable suggestions will be submitted by the CEC to review transfer policy at the earliest.
- d. **ATM Staffing Plan:** ATM Directorate has submitted a staffing plan to AAI Management for additional manpower in view of the increased activities in ATM Directorate, that includes opening of new airports, sectorization of airspace, procurement of new equipment/simulator, RCS operations, licensing of ATCOs etc. It is learnt that after several rounds of discussions between ATM, Finance and HR, the issue is pending with higher authorities and is likely to be placed in the ensuing AAI Board meeting. It is worth to mention that the Chairman, AAI had opined to approve Transfer Policy and ATM Staffing Plan together because Transfer policy will not be operated without additional manpower. AT the same time, it was also apprised to management that high valued equipment like Radar Simulators and Aerodrome Visual Simulator at CATC and HTC, Hyderabad cannot run without additional manpower. Many stations are facing acute shortage of manpower due to the slow pace in recruitment and ATM Directorate is not able to convince HR Directorate for expeditious staffing and training. CEC will continue to pursue this issue on priority to its logical completion.
- e. **Delayed promotion of ATCOs:** ATC Guild has conveyed its displeasure over the threat that the inaction and poor performance of HR Directorate is affecting the career progression of ATCOs. For instance, DPC could not be conducted for the Junior Executives recruited in 2015 because of credential verification of such officers could not be done. It is a matter of pity that in four years, this task could not be completed and the promotions have been given effective from the date of charge taking over i.e. after 01st July 2019 and promotions are also on adhoc basis. This is a glaring example of non-performance of HR Directorate for which Guild has demanded not only remedial action to effect promotions from 01.01.2019 but also exemplary punishment against the individuals responsible for these lapses. CEC decides to take up this issues with higher officers in ministry, if satisfactory solution does not come from AAI Management.

- f. **Revision of Rating Allowances:** As all are aware, the revision of allowance being paid to ATCOs is due from 2013. However, regularization of Rating Allowances by the Cabinet in accordance with the DPE guidelines was the main stumbling block for this exercise. HR Directorate always took shelter of this statutory requirement and delayed in initiating action for revision of allowances.

Now, the regularization has taken place which is a big morale victory for ATCOs in India. ATC Guild has demanded revision of Rating Allowances and a strategic plan has also been prepared by the CEC to accomplish this task within a limited time frame.

- ii. **Status of membership list:** In spite of several requests/reminders except Regional Secretary, ER, others have not submitted complete list for all stations in their region. Once again, it is requested to complete this issue on priority. All CEC members have been advised to talk to office bearers at various regions/stations and get the membership list and CEC share for further necessary action. In the absence of membership list from the Regional Secretaries, the present CEC will continue to function with all powers vested in it by ATC Guild (India) constitution till the new CEC is formed.
- iii. **Contempt proceedings against management for non-compliance to the order regarding creation of posts:** General Secretary briefed all members regarding the development in the court and preparation for the ensuing date on 16.10.2019. Vice President is entrusted to coordinate with the advocate regarding all court cases and apprise the GS periodically. In the instant case, CEC resolved to hire the services of an advocate of repute as the outcome of the case has direct bearing on the career progression of many petitioners.
- iv. **Discussion on superannuation benefit scheme with reference to the court orders regarding two increments:** General Secretary briefed members on this issue. Only ATC Guild had taken up the issue of payment of interest to all employees retrospectively. With our persistent efforts, now management has decided to transfer the interest accrued for the SBS amount i.e. 10% of basic pay from 01.01.2007 to individual employees. As a matter of fact, initially, 824 crores was transferred to SBS trust and now another amount of Rs. 540 crores are likely to be transferred. This is a significant gain by employees and ATC Guild was pursuing this issue from the beginning.
- v. Shri Paramveer Singh, Member Secretary is coopted as Asstt. General Secretary for a period of 03 months or till new AGS charge take over, whichever is earlier. As per the

constitution of ATC Guild (India), AGS will update and publish membership register at the earliest.

vi. **Formation of committee to prepare a report on revision of Rating Allowance:**

General Secretary emphasised that besides demanding AAI management to constitute a committee and revise Rating Allowance, an internal committee needs to be constituted. Accordingly, the following executives will be requested to prepare a report and recommend CEC on revision on Rating Allowance and related remuneration exclusively to ATCOs within 20 days:

- a. Shri Sajeeth Kumar, Jt. GM(ATM), Bengaluru
- b. Shri Sanjiv Gupta, Jt. GM(ATM), IGIA
- c. Shri Prasanna Pradhan, Jt. GM (ATM), IGIA
- d. Shri Sandeep Singh, Manager (ATM), CHQ
- e. Shri Manish Jha, AM(ATM), IGIA

A communication to above officers will be sent by the General Secretary.

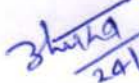
vii. **World ATC Day celebration on 20th October, 2019:** CEC resolved that ATC Guild will organize a function on 20th October, 2019 on the occasion of International Day of Air Traffic Controllers. The function will be held between 4PM to 10PM at AAI Officers Institute, which will include a pilot controller introduction programme and other activities. CEC sanctions an amount of Rs.20 lacs for this function. An organizing committee comprising of the following members is constituted:

- a. Shri Alok Yadav
- b. Shri Prasanna Pradhan
- c. Shri Tarun Kumar
- d. Shri Paramveer Singh
- e. Shri K.P. Singh
- f. Shri Deepak Kandpal
- g. Shri Swapnil Raju
- h. Shri Ankur Yadav
- i. Shri Ankur Balian

The Committee will finalize the activities, make all arrangements at AAI OI and periodically submit the progress to the CEC.

viii. **A Central Council Meeting will be held on 21st October, 2019 at New Delhi.** The notice will be issued by the General Secretary.

- ix. Participation need APRM, 2019 at Kathmandu. CEC decides to nominate two persons to participate in APRM, 2019 at Kathmandu. All expenses for these two delegates will be borne by CEC. In addition, General Secretary will give a circular regarding this event. Upon receipt of willingness, the names will be forwarded to the organizing committee. The number will be limited to 10 and 30% of the total expenditure will be borne by CEC for 10 participants.
- x. CEC resolved to reimburse the expenditure incurred by two CEC members namely Shri Alok Yadav, Vice President and Shri Tarun Kumar, Member Secretary to participate in the Thanks Giving ceremony organized by Eastern Region.
- xi. It is resolved that in case of purchase of electronics items in Guild office or by office bearers from Guild funds the depreciated value will be calculated @25% per year.
- xii. Branch Secretary, CATC, Allahabad had requested for extension of Mali Services for plantation drive taken up by the branch. An amount of Rs.18,000/- (Rs.3,000/- per month for six months) to Branch Council, CATC, Allahabad is approved.
- xiii. A release certificate for the witnesses in the SUSCA case at Mumbai for the witnesses was to be issued by the court. Shri Sudhanshu Gupta, Jt. GM(ATM), Mumbai has spent Rs.10,000/- for this purpose and a hand written receipt has been submitted. CEC approves Rs.10,000/- to Shri Sudhanshu Gupta.
- xiv. Hyderabad Branch Council had conducted a pilot ATCO interaction plan on 18.01.2019. A request was made to CEC for part financing this event. RED, SR had sanctioned Rs.1,00,000/- for organizing this event. Branch Secretary, Hyderabad has requested CEC to grant Rs. 50,000/- to cover up the deficit. CEC approves the same and Branch Secretary, Hyderabad will submit an expenditure statement to CEC for record.
- xv. Shri Joy Bhattacharya, Member Secretary participated in APRM, 2018 at Kualalumpur, Malaysia in October, 2018. He has submitted the expenditure details of Rs. 1,57,341.94. As per provision of the Guild, the post facto sanction of 30% of the expenditure i.e. Rs. 47,202/- is approved.


24/10/19
(Alok Yadav)
Vice President