



CEC/Assoc/2017/02

December 5, 2017


The Member (HR)
Airports Authority of India
Rajiv Gandhi Bhawan
New Delhi

Sub: Policy on recognition of Officers' Associations - reg.


Sir,

Reference to the communication received Vide No: A.60011/69/Recog. to Officers'Assoc /2017-HR, dated 27-11-2017 wherein reply has been sought with regard to the subject cited. In this connection it is once again reiterated that our earlier communication vide No: CEC/Assoc./2017/01, dated 29-09-2017 has lucidly conveyed our stand in this regard that the proposed policy on recognition of officers' Association directly infringes on the rights and privileges of members and the rules and regulations envisaged under the Registration of Societies Act'1860.

Moreover, the tone and tenor of the communication indicates sort of wild threat as to resorting with further action if reply has not been furnished is not in good taste in favor of organization and, thus, least appreciated. It may be recollected that despite being present at CHQ, the minutes of the meeting dated on 11-09-2017 was circulated only on 20-09-2017 (after 9days!) though reply was sought on or before 25-09-2017. It may be borne in mind that the members of ATC Guild (I) is spread across Pan India, to collect, collate and compile the updated membership cannot be feasible within such short span of time.

ATC Guild (I) is not a mere group of executives of one directorate but a professional body that has been authorized to take part in various stake holders meeting with regulator such as Capacity enhancement, ROC meeting, Incident Investigation etc. hence the stake of ATC Guild (I) has well been recognized by Govt. of India that is beyond AAI.

Still, with all the time constraints, in good faith and to maintain cordial relationship with Management, we responded immediately, expressing reservations and yet furnishing the details of membership though we are not obliged to do so. Our communication cited is self-explanatory and copy enclosed.


Indeed action should be taken against the concerned personnel in HR who deliberately delayed communication. Unfortunately, the tone and tenor coupled with attitude of present HR directorate indicates that they are not interested in maintaining Cordial relationship and smooth resolution on HR issues.

It is therefore, reiterated that instead of consuming energy in these mundane issues, efforts may be made towards confidence building measures for inclusive and coordinated actions for the betterment of the organization and its employees.

Assuring you of our best cooperation,

With regards,

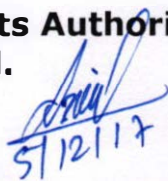


(D K Behera)
General Secretary

Encl: As stated

Copy to:

The Chairman, Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi for kind perusal.



5/12/17



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA
मानव संसाधन प्रबंधन निदेशालय (औद्योगिक संबंध अनुभाग)
Directorate of Human Resource Management
(Industrial Relations Section)

No. A.60011/69/Recog. to Officers' Assoc./2017-IR/

27 November 2017

The General Secretary
Air Traffic Controllers' Guild
T-1/7, Pocket-B, INA Colony
New Delhi-110 023

Sub : Grant of Recognition to Officers' Association

In continuation to circulation of policy for grant of recognition to Officers' Associations of AAI and letter of even No. dated 27.06.2017 and meeting dated 11.09.2017 with the representatives of all Officers' Associations of AAI, whereby on repeated requests, the last date for submission of the desired documents for grant of recognition was fixed for 25.09.2017, with your consent.

2. However, your association has failed to submit the desired documents upto the last date for the purpose.

3. In view of above, it is requested to submit your reply on or before 11th Dec 2017, as to why, the services / benefits being availed by your Association may not be withdrawn and why the name of your Association shall not be kept in non-recognized Officers Associations of AAI.

4. In case of non-receipt of any reply as requested above, it shall be presumed that your association does not want to say anything in this regard, accordingly, the management of AAI shall decide the matter as per AAI Policy for grant of recognition to Officers' Associations.

(Nivedita Dubey)
General Manager (HR)



CEC/Assoc./2017/01

September 29, 2017

The Member (HR)
Airports Authority of India
Rajiv Gandhi Bhawan
New Delhi

Policy on recognition of Officers' Associations.

Sir,

Reference may please be made to the meeting held on 11th September, 2017 with all Associations on the above subject.

2. As discussed, we are enclosing the membership list and the names of Central Executive Council members of ATC Guild (I) for necessary action and record.

3. ATC Guild (I) along with other Associations had expressed their strong objections to the draft policy on recognition of officers' associations operating in AAI because some contents of the policy directly infringes the rights and privileges of members and the rules and regulations for registration of Associations under Registration of Societies Act 1860. Therefore, we had requested several times to discuss the issue with Associations before formulating the policy. Now that unilaterally the policy had been adopted by the management, we have no other option but to say that a review be made to the policy decision after threadbare discussion with the Associations.

4. ATC Guild (I) is a professional body established in 1964 and is engaged with various agencies like DGCA and MoCA and other stakeholders to give their independent views in regards to the profession. The registered body has its own Constitution and Bye Laws which defines the role & responsibility of General Body {The supreme body of ATC Guild (India)}, elected office bearers of Central, Regional and Local bodies. There are certain compliances and requirements of the formulated policy in AAI for which the decision can only be taken in General Council Meeting of ATC Guild (India) which is scheduled to be held in 2018. Before that we are not in a position to furnish such information to AAI.

5. From the discussion, we understood that the beginning of the problem was a conflict within an Association. To resolve this issue creating a disturbance in the smooth functioning of other Associations is not in the greater interest of industrial relationship.

6. We request AAI management to discuss this issue with Associations and review this document rather than insisting for compliances by the Associations to the unilaterally formulated document.

With regards,

(D.K. Behera)
General Secretary