

**The Chairman,
Airports Authority of India,
Rajiv Gandhi Bhawan, SAP,
New Delhi – 110 003.**


24/4/17

Formation of a policy on recognition of Officers' Associations in AAI.

Sir,

We have jointly responded, vide our letter dated 27.01.2017, to the letter circulated by the Management on the above subject. In the said letter, we have expressed our apprehensions and expressed our resentment about the newly drafted policy on recognition of Officers Associations and had requested for a dialogue on this vital policy before finalizing the same.

We were surprised, when we learnt that the said draft policy received your approval and that too without considering our views and even without deliberating the issue with us, an exercise the Management had been doing in the past. We have been observing for quite some time that the Management has not been treating the Associations with a positive approach and have been ignoring the views of Associations expressed either in one to one dialogue or through our various individual as well as joint representations. This does not augur well for an Organisation which had been boasting of healthy industrial relations and meaningful interaction with the Associations earlier. Needless to say, this kind of unilateral imposition of policies concerning Officers, sets in a very dangerous phenomenon and consequently develops frustration in the workforce, which in turn can lead to industrial unrest and affect smooth functioning of Airports Authority of India. Therefore, there is an urgent need to put a stop on this tendency and Officers in the Management, responsible for such actions, need to be properly counseled in this regard.

The policy approved by your good-self has not been properly drafted and directly affects right to form Association, as provided in the Constitution of India. No Organisation, howsoever strong it may be, can take away the Constitutional right to form Association and/or put embargo on effective management of such Associations by its members.

The policy approved in AAI puts fetters and virtually prevents formation of Associations. It makes Office Bearers and Members answerable to the Management of AAI, which is totally contrary to the spirit enshrined in the Constitution of India. The Associations are only answerable to the Registrar of Societies for complying with the provisions of Memorandum of Association and Rules and Regulations framed thereunder. No other Authority can super impose any other condition on the functioning of Association which is in variation to the approved MOA and R and R.

Without going into elaborate details of the policy which is devoid of any rationale, justification and accepted norms, we would like to point out few anomalies



which will expose the exaggerated actions of HR Deptt. The policy lays down the moral code of conduct which is uncalled for as these norms are already on record and all the officers are governed by it. Moreover, AAI have CDA Regulations in place to see that all administrative ethics are followed by all Officers, including the authors of this policy. The Management cannot treat Associations like any other discipline in the AAI and feel that the Associations also need to be governed with iron hands. The policy takes away the rights of the members of the Associations and dictates about the term of office bearers, and the privilege of exemption from transfer. By reviewing/renewing the recognition periodically for very short durations, it tries to impose its diktat over these autonomous bodies keeping them on tenterhook. This is also an attempt of a backdoor remote control of the Associations.

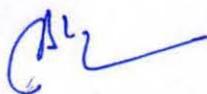
It may please be remembered that Associations cannot be made to feel like lambs by the Management and they have equally important role in maintaining the industrial peace and also contribute professionally to the growth and efficiency of the organization. A contrary view of the management on the above stated norms will surely lead to industrial unrest one day or the other.

We have already stated some of our views in our letter, addressed to you earlier and at this stage, we are bound to disagree with this policy framed by the management as the same is not as per spirit of Constitution. Any policy which is devoid of constitutional provisions cannot be accepted by us and requires being seriously re-addressed.

We are aware of the compulsion on account of the Hon'ble High Court directive to submit a policy on the subject, but before submission of such a policy it ought to have been discussed threadbare with the main stakeholders, namely, the current recognized Associations and it should have been done with a positive frame of mind and not in an intransigent manner, as has been done in this exercise. Wisdom cannot be a matter of propriety and Associations do possess positive minds with constructive approach and this fact should be understood by the creators of this policy which is devoid of fundamental principles of the Constitution. Even at this stage if the Management desires to consult Associations, respect their views and open a meaningful dialogue, we are prepared to participate in any such deliberations, whenever called upon.

We all hope that the views of all the recognized Associations will be taken seriously and necessary measures will be taken to open a dialogue on this and other subjects to maintain peace and harmony in AAI and till then the approved Policy on recognition of Associations be put on hold

With warm regards,



(D.K. Behera)
President
ATCG(I)



(R.K. Grover)
Jt. Gen. Secy.
AAIEG



(Alok Varshney)
General Secy.
ACOA (I)



(L.N. Prasad)
Finance Secy.
AAOA(I)