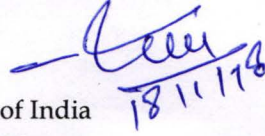


No: All Assn/ AAI/ Benev/2018/02

Dated: 17-01-2018

To

Member (HR)
Airports Authority of India
Rajiv Gandhi Bhawan
New Delhi- 110003


18/1/18

Subject: AAI Employees Benevolent Scheme- Request for reconsideration for removal of slab rates- Reg.

Reference to the CHRM Circular No: 38(a)/2017, Dated: 12-01-2017 regarding AAI Employees Benevolent Scheme. At the outset we all appreciate the move of AAI management to enhance the scheme that was pending for reconsideration for quite a number of years.

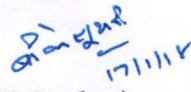
In the scheme, enhanced and equal contribution of Rs.250/- per month from all employees is being sought with effect from 01-01-2018 for the enhanced benefit. However, extension of benefit to the employees' post their separation has been differentiated with three different slab rates.

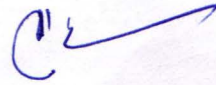
In this context it is stated that this sort of benevolent scheme are formulated to provide uniform benefit to all the employees. This issue was deliberated threadbare previously when the decision was taken to grant Rs. 1560/- to all superannuated/ separated employees irrespective of their length of contribution to the corpus.


We are in receipt of several representations/ requests from the executives to make the benefit uniform at the rate of Rs.12000/- per month. It may be considered for additional contribution (Pro-rata) from those employees who are likely to be rendering lesser period of service, hence lesser contribution to the corpus, if such need arises.

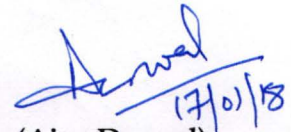
Further it is stated that since the enhancement in the employees benevolent fund scheme is adjusted within the bracket to 30% ceiling towards superannuation benefit scheme as per the DPE Guidelines, it would be appropriate to grant with effect from 01-01-2018 uniform amount of Rs.12000/- to all superannuating/ separating employees and adjust this amount in the 30% ceiling with or without additional contribution from the executive mentioned at para (b) (i) & (ii) in the above referred circular.

We request management to consider with humane view for provision of uniform benevolent payment to its employees who are superannuating or getting separated than provisioning them with different slab rates. This humane approach of uniform disbursement to the superannuated/ separated employees would be a god send for them as they would be in need of more financial assistance.


(B.K. Luthra)
General Secretary
AAOA (India)



(D.K. Behera)
General Secretary
ATC Guild (India)

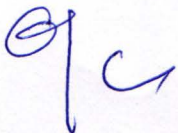

(S.D. Tiwari)
General Secretary
AAIE Guild

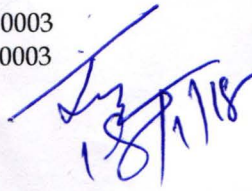

(Ajay Deswal)
President
IAAIOA

Copy to:

1. Executive Director (HR), Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-110003
2. Executive Director (Fin), Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-110003


18.01.18




18/1/18