



FILAMENT

Newsletter of Association of Radio & Television Engineering Employees (ARTEE)
Post Box No-422, New Delhi - 110 001
For Limited Circulation among Members

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Editor : Harilal V.N.

October 2018

CWC Meeting and Open Session in Jamshedpur, Jharkhand on 21/12/2018

Friends,

After a long gap FILAMENT is with you at a most demanding situation. We will be coming to you soon with changes as desired by you keeping in line with the time. We expect the same love and support which made ARTEE a great association.
Team ARTEE.

Central Council Meeting : 10:00 Hrs.
CWC Meeting : 11:00 Hrs.
Lunch : 14:00 to 14:30 hrs.
Open Session : 14:30 – 16:30 hrs.
Tea : 16:30 -17:00 hrs.
CWC Meeting : 17:00– till Agenda finished.

Venue

Yatri Niwas, Bara Road,
Near Surya Mandir & Birsa Nagar Town Hall,
Sidhgora, Jamshedpur – 831009, Jharkhand.

**We invite All EZ Members for Open session 21/12/18 (AN).
Participate and find answers to your questions.**

From the Presiden" s Desk

Dear ARTEEians,

I am happy to announce that CWC meeting of ARTEE will be held at Jamshedpur on 21/12/2018. This committee solved many issues which were lingering for a lifetime and with this we are fulfilling another promise, **Let us welcome FILAMENT when negative forces are crushing the employee's voice!!**

We all know that both the Association and the Department are passing through very crucial transition phase. Department is determined to implement its own Agenda of anti –employee activities like LPT Closure, removing the security at stations etc. We are facing an uphill task to save ourselves and to the Organization. when the need of the hour is a strong unified struggle, the employees are thrown at the sharp talons of the anti employee department due to the personal greed and selfishness of some individual leaders who thought themselves above organization and caused division in ARTEE. Their selfish motive to curb the voice of employee through de recognition gave management the opportunity to implement their sinister plans. They worked hand in glove with the management just to finish off ARTEE but they failed to understand the strength of ARTEE. But in the process they did irreparable damage to the employee unity. Surprisingly the elements who paved the way of de recognition are now sailing in tough waters and their own existence is in danger.

In spite of the extreme negative politics of these elements, ARTEE achieved a lot for its members in last 4 years many works like EA(5K), Tech(4K), Tech –LA parity, AE 5400 , 7th CPC etc. But now we are facing the biggest threat of saving our jobs and services. I have no doubt whatsoever that we will succeed in coming out of this phase by our determination and by our power of Unity. I hope this CWC and open Session would impart us with better insight and stronger will to face the challenges ahead.

Once again I welcome you to Jamshedpur to get answers to your questions.

Umesh Chandra,
President, 9871765714

Minutes of Central Executive in which the decision to convert CWC into Central Committee Meeting was adopted as per Clause 36 (vii) of Approved Constitution of ARTEE

**RESOLUTION ADOPTED IN Central Executive Meeting
on 29/10/2018.**

An urgent meeting of Central Executive was convened at Room No. 134, DDK Delhi on 29/10/18 to discuss various issues in the changed scenario. Following Office bearers were present:

Sr.No.	Name	Post
[1].	Sh. Umesh Chandra	President,
[2].	Sh. Yogesh Kumar	VP(TV),
[3].	Sh. Manoj Kumar Gupta	Gen.Secy.
[4].	Sh. Dinesh Chand	Addl. Gen.Secy.
[5].	Sh. Anil Kr. Singhal	Secy. (AE)
[6].	Sh. Surendra Mohan Sharm	Asstt. Treasurer.

Following discussion took place :

[1]. CWC & National Convention in Jamshedpur :

House discussed the issue in details as the situation is completely changed after the unilateral decision of Prasar Bharati to close down LPTs & VLPTs. The House after exhaustive deliberations reached a conclusion that the atmosphere is not conducive to conduct the National Convention when members are facing large scale displacement due to closure.

On the other hand CWC and BI-Annual Central Committee meeting has to be convert as per our BYE-LAW and to fulfill the RSA guidelines.

Therefore, the following resolutions were adopted.

[A]. It is decided to defer the holding the full fledged National convention on 22nd Dec 2018 in Jamshedpur.

[B]. It is decided to convert CWC Meeting into bi-Annual Conference (Central Committee/General Body Meeting) after following the procedure as defined which is re produced below :

36. Central Committee:

(viii.) If on any particular occasion Central Council resolves that it is not possible to convene the bi-Annual Conference (National Convention), it shall proceed to convene Central Working Committee Meeting by giving one month's clear notice directly to all Central Working Committee members of the Association. Within 14 days of holding the bi-Annual Conference or the Central Working Committee Meeting, as the case may be, a list of proceedings as required in clause 4 of the Societies Registration Act, of 1860 shall be filed with Registrar.

Henceforth it is decided to first convene the Meeting of Central Council on one Agenda Point :

(i). To convert CWC Meeting into National Convention / Central Committee / General Body Meeting.

(ii). Afterwards the meeting of CWC will be convened on 21st Dec 2018 and Asstt. Registrar of Societies will be informed as per clause 4 of the Society Act 1860.

(iii). House also resolved that in the After Noon of 21stDec 2018, One Open Session will be conducted for the Members of East Zone.

[2]. LPT Closure and possibility of Mass scale displacement of Staff :

House also resolved to make all out efforts to protect Members from large scale displacement and to ensure smooth deployment. For this purpose Agitation measure are to be adopted and steps will be decided in negotiation with sister Association.

A meeting will shortly be convened with them and Agitation will be launched with full preparation. Meeting ended with vote of thanks to the Chair.

Manoj Kr. Gupta,
General Secretary.

Notice to All CWC Members as per Clause 36(viii) for converting CWC into National Convention/Central Committee/General Body Meeting

Dear CWC Member,

You are hereby informed that due to prevailing circumstances, Central Executive resolved that it is not possible to convene the Meeting of Central Committee/National Convention/General Body. Henceforth it is decided that CWC Meeting which is being convened in Jamshedpur (Jharkhand) on 21/12/2018 will be treated as the Meeting of Central Committee/National Convention/General Body.

This Notice is given as per Clause 36(viii) of byelaws.
Central body also requests all to cooperate with the Organizers.

(1). All CWC Members, Nominated and Elected are requested to reach Jamshedpur by 20/12/18 night or 21/12/18 Morning.

(2). Accommodation for CWC Members will be available from 20/12/18 to 22/12/18.

For any query following persons may please be contacted:

[1]. Sh. Malor Kr Das	VP(AIR)	Chairman (Org. Committee)	9433079720
[2]. Sh. Ranjit Maitro	VP(EZ)	Convener	9875698767
[3]. Sh. C.B.Shukla,	S.S. Jharkhand	Jt. Convener	9431583859
[4]. Sh. U.K.Shukla	AGS(TV), EZ	Jt. Convener	7903882619

Manoj Kr. Gupta,
General Secretary,
9868344894

Agenda as per Clause 36 (viii)

**Agenda for Central Committee /General Body Meeting/National Convention on 21nd DEC 2018
Jamshedpur, (Jharkhand)**

- [1]. Homage to departed Members/Office bearers and their Family Members of ARTEE.
- [2]. Welcome address by President.
- [3]. General Secretary's address.
- [4]. Financial Status by Treasurer.
- [5]. Addresses by Zonal Vice Presidents in Alphabetical Order.
- [6]. **Organizational Matters:**
 - (a). Re verification for Recognition and Related issues.
- [7]. LPT/Terrestrial Closure, Staff Re Deployment & LPT Security issue.
- [8]. **Cadre Based Issues:**
 - [a]. Review of Implementation of Tech(4K), Tech vs LA and AE 5400 issues.
 - [b]. Issues related to MACP and 25/2/1999 Upgradation & Concerned Court Case.
 - [c]. Current Scenario for Generalization of DEEWA verdict for all for which a Case is filed.
 - [d]. EA/SEA, Tech/ Sr. Tech Merger and Related Court Cases.
 - [e]. ACP to Helpers and Helper to Tech Exam/Sr. Cum fitness Quota.
 - [f]. AE to ADE Promotions and SEA to AE Promotions.
 - [g]. Transfer related grievances and limitations.
 - [h]. Cadre Review, Man Power Audit and Multi tasking.
 - [i]. Issues of Diesel staff and Mast Techs.
 - [j]. Delay in clearing Retirement benefits.
 - [k]. Compassionate ground Appointment.
- [9]. Review of Funding and Salary Related issues.
- [10]. Any Other point with the permission of Chair.

Manoj Kumar Gupta,
General Secy.
9868344894

ARTEE's view point on Madam Shaymli Bishwas Case

At the outset we congratulate Madam Shaymali Bishwas, SEA(Retd) and Ex ARTEEian for her brave and relentless fight.

The WPC 2034/2017 and WPC 11639/2017 came up for hearing on 12/11/2018.

Few things we want make clear which are evident from the order of hearing of Hon'ble High Court.

(1). There was no discussion at all on the issues of 25/2/99 Upgradation and ignoring EA to SEA promotion for the grant of MACP. So both the issues will be decided. We wish that these are also decided in favor of Employees.

(2). Only the interim order in WPC 2024/2017 which stayed the implementation of verdict of learned tribunal in OA 1117/2015 by Shyamli Biswas is modified to the extent that her dues of Rs. 6,90,104/- to be paid with 9% interest to Madam Shaymli Biswas in two weeks as the issue is squarely covered by Rafiq Massiah Case. So this is decided and this is a welcome development.

(3). The benefit of this Case will be extended to Madam Shaymali only as she is the only Applicant. Case filed by ARTEE OA 2479/2015 is clubbed with this case and any verdict in this case will be implemented for all ARTEE Members. We shall soon file a Writ for generalize this for us after obtaining legal advise.

(4). A section of people trying to spread confusion that we have not supported Madam Shaymli Biswas ji. We want to make it clear that she filed the case in CAT even without our knowledge and rather we ourselves offered all kind of support to her before last hearing including fielding Sr. Advocate for the case. We are always ready for any support if she asks.

We once again congratulate Madam Shaymali Biswas as the good work should always be appreciated. We also wish her good health and fortune.

Works done by ARTEE in Last 4 years since 2014

ARTEE has celebrated its Golden Jubilee. While looking back it was a story of struggles and more struggles. ARTEE never hesitated to question anyone when employee's rights were denied. But at the same time it never forgot its commitment towards the nation as all of its members are working hard to keep AIR&DD in its best form. We salute our proud members for keeping ARTEE the largest employee association in AIR&DD. It was a success story in last four years as we were able to solve many of the issues. Let us have a glance through this journey though we did not enumerate all the issues we solved. We were working in the most hostile and difficult period as anti employee forces joined together to kill the larger unity of employees. Some self immersed narcissists tried to put all hassles and obstructions in the path of ARTEE. We faced a split by which those who engineered the split dreamed ARTEE would die without them. Failed in their mission, they made all sorts of false campaigns against our beloved association and went on to harass its representatives even resorting to character assassination. Their negative actions lead to de recognition of all associations which gave the authorities ample time to pile anti employee actions like LPT CLOSURE, WITHDRAW OF MACP treating 25-2-99 as upgradation, etc. Each station compete each other in distorting rules. If anyone wonders whether the negative tactics of some people against other associations were to help the authorities, then we cannot fault him! Still we are satisfied that we could solve many issues that were unresolved for years.

Once again this would not have been a success without the trust and support of our members and this gives us more responsibility and the energy to serve you better.

This was a well planned and well thought out move aimed at finishing all of our demands like EA (5K), Tech vs LA, ACP Patna, etc. It would have ruined the future of all subordinate Engg Cadres from Helper to AEs. We registered strong protest and by the strong pressure of ARTEE, Management was compelled to withdraw it on the same day.

(02). Implementation of 7th CPC at par with all Govt. Employees :

The negative elements spread the rumor that we are not going to get 7th CPC since there is no mention in the CPC Report about us. By the timely efforts of present body 7th CPC was implemented along with all Central Govt. Employees. Negativity never wins a battle!

(03). Funding after 31/3/17 issue solved :

We all know that as per decision of Hon'ble GOM the Salary portion of Govt. Employees working in PB has to be funded by Govt. through Grant in Aid upto 31/3/2017. Everyone was scared that how we will get Salary after 31/3/2017. This biggest issue of funding after 31/3/2017 solved by effectively taking it up with PMO. Smooth funding assured in Financial budget of 2017-18.

(04). EA(5K) issue for grant of 6500-10500 Pay Scale solved :

EAs joined after 25/2/1999 was placed in 5000-8000 scale. We are happy that this issue which was lingering since 25/2/1999 is solved by the present committee of ARTEE. 434+ EAs got 6500-10500 through ARTEE OA 4012/2014 with Arrears to the tune of 8 to 10 lakhs.

(05). Issue of grant of 4500-7000 scale to Tech(4000-6000) solved :

This issue is similar with EA (5K). But the issue of grant of scale of Rs. 4500-7000 to Technicians joined after 25/2/1999 was never taken up. We took up this issue through OA 1575/2015. After hectic persuasion scale to 662 Tech were granted 4500-7000 with Arrears to the tune of 6 to 7 lakhs. In this we succeeded in getting Arrears even in cases which were earlier implemented Notionally.

(06). ACP Case for Helpers :

There is no doubt that Helpers are the most neglected cadre. ARTEE for the first time filed a case OA 3607/2014 for Helpers ACP along with ADTEA in CAT Delhi to extend benefit of ACP as extended to Rishi Raj and Ors in OA 1949/2012 to all Members of ARTEE and ADTEA. Though we won the case the Govt. filed Writ Petition in Delhi High Court and we are fighting it there with best Legal available options. We are proud to say that present one is the only committee which actually fought for Helpers and we will continue our fight till the justice delivered.

(07). Implementation of Discriminatory Transfer Policy Stopped :

PB issued a discriminatory dreaded Transfer Policy by PB with clauses like not giving choice posting after difficult stations and many other derogatory provisions. By the pressure of ARTEE the implementation of this transfer policy was stopped and it is sent in cold bag.

(08). Accounting Procedure is Restored :

Prasar Bharati introduced a new channel of Accounting and made it mandatory to send the service book of Retiring people to Inspection Unit. This was causing an unnecessary delay in settling the terminal benefits. On vigorous persuasion of ARTEE this original Accounting Procedure was Restored and staff is saved from this problem.

[09]. Issue of One Increment on fixation on 01/01/1996 is settled:

The negative people has brought a new issue that One increment granted on fixation of salary on getting 4th CPC as on 01/01/1986 was wrong. Only ARTEE pursued this issue which could have caused huge recovery and settled silently before it got highlighted.

[10]. Issue of FR-22 on EA to SEA Promotion is settled :

In 1996 when Rajashekhran Case was implemented, basic of all SEAs was fixed by granting the benefit of FR-22 in same scale of Rs. 2000-3200. Once again the efforts of negative people were thwarted by silently settling this issue which could have again caused huge Recoveries to Staff who were promoted as SEA at that time. Many of them are now AE/ADE and even DDE.

(11). Transfer Procedure Changed by Prasar Bharati is Normalized:

Transfer Procedure was shifted from Zones to Centre by Prasar Bharati in 2015. ARTEE put sustained pressure which forced authorities to restore the original one. It would have created hell of problems as all transfers from Helper to SEA had to be handled by Directorates and PB. The order was reverted and existing system was restored due to Association pressure

(12). Tech vs LA 5000-8000 scale issue is solved :

The disparity developed by grant of Rs. 5000-8000 scale is removed and issue of grant of Rs. 5000-7000 to 1800+ eligible Technicians w.e.f. 01/01/1996 implemented.

(13). 5400 GP to AE on 4 yrs Service :

This is a 6th CPC recommendation which was never taken by earlier committees. Hon'ble MIB has already issued the order with the Approval of DoEXP. DG(AIR) asked us to submit the list. We wanted that it should be implemented for all eligible AEs. Since DG(AIR) has asked to submit the list, we had submitted the list without any delay. The Order is issued in July and we have solved another issue which will save our AE brothers from Recovery.

(14). AE to ADE promotions :

Almost all of our staff is toiling in same Cadre for long due to lack of promotions. Promotions were denied to our AE brothers for no reasons. But ARTEE failed to take up this issue earlier. The present committee of ARTEE worked hard and through our efforts, 323 AEs got promotions which will have cascading effect. Efforts are on to get justice to the diploma AEs.

(15). SEA to AE promotions :

These promotions have not taken place since 2009 and around 600 vacancies are lying vacant. We pursued this and despite stiff Resistance 452 SEA got promotions.

All the above works are done in just 3 years after resignation of erstwhile General Secretary and under extreme leg pulling by our own people. We never saw such type of Activities in ARTEE since 1998.

ARTEE is vigorously working on all pending issues including the 25/2/1999 upgradation etc. and we are committed to make maximum efforts with output.

COURT CASES UPDATE

As all of you know, earlier all cases filed by Association used to be in courts for years without any decisive action. But after 2013, there was a marked improvement in this and we could get many issues solved through better and sustained monitoring of cases. Best advocates were employed and the central committee ensured there are no lapses or lacunae by providing all documents and effectively monitoring the proceedings. Also sustained and effective organisational works ensured all favourable judgements are implemented. Whenever department deterred we filed Contempt petitions to put pressure. Results are evident as most of our issues are solved or under different stages of implementation.

OA 2575/2018 Upgradation issue :

This case came up for hearing on 16-11-2018. Government Advocate sought time for filing reply. Case is adjourned to 7 February 2019.

CP 371/2018 in OA 2479/2015 Down-gradation /recovery / re fixation:

As you are aware, the principle Bench CAT Delhi through the interim order in CP 371/2018 in OA 2479/2015 filed by ARTEE, has restricted all four respondents i.e. Secy., (I&B), CEO, Prasar Bharati, DG (AIR) from taking any coercive step on Order dated 26.06.18 issued by DG (AIR) about down gradation, re-fixation and Recovery. In the hearing held on 29.06.18, Contempt notices were served to all Respondents and Court had ordered that the show cause notice be issued to the respondents for 02.08.18, why action under Contempt Court Act 1971 would not be taken against the respondents.

On 02.08.18 the Contempt Petition CP. No.371/18 in OA 2479/15 by ARTEE which is saving all engineering employees from Down gradation/Re Fixation and Recovery, came up for hearing in CAT Delhi. No reply was filed by the Respondents on the Show cause Notice issued on 29.06.18 and Government Counsel sought more time to file reply. Next date of hearing is on 24.09.18. Since the respondents have not filed any reply, **the Interim relief ordered by the Court (in CP. No. 371/2018 in OA 2479/2015 filed by ARTEE) preventing the respondents from taking any coercive action on the Order dated 26.06.18 issued by DG (AIR) about down gradation and re-fixation will continue.**

OA 3035/2015 Third MACP of Sr Tech.

As you are aware, on 20.07.2015 O/o ADG (NZ) had issued order for Recovery and Re Fixation of 3rd MACP granted to around 270 Sr.Techs of North Zone on the basis of DG (AIR) Letter No. 14/07/2015-SIV(A) dated 18.03.2015. The order issued by North Zone may be followed by Other Zones and Sr.Techs from throughout the country was worried in this matter. This order for Recovery and Re Fixation of 3rd MACP was based on Clarification issued by DOPT reverting the decision of Railway Board for Residency Period for 3rd MACP. ARTEE had filed the OA 3035/2015 to challenge the above mentioned order issued by O/o ADG (E).

In the hearing held on 14.08.2015, Hon'ble CAT Delhi had asked Government to file reply and stayed the Recovery till the disposal of this OA. Due to the stay granted in the case filed by ARTEE, all senior technicians were saved from recovery and re fixation of 3rd MACP.

In the hearing held on 08.08.2018, the OA No.3035/2015 filed by our Association is allowed by CAT Delhi as Full Bench of this Tribunal in OA No. 1288/2014 by judgment dated 25.03.2016 in Smt. Manju Vashistha & Ors. Vs. Union of India & Ors., considered the same issue of OA-3035/15 and held that the benefit of 3rd upgradation under MACP Scheme is to be given after completion of twenty years counted from the date of promotion of the employees

WPC 8712/2018 in OA 282/2018 EA/SEA Merger :

The WPC 8712/2018 in OA 282/2018 (Case filed by Vijay Haroor and Ors.) for the Merger of EA and SE in Rs.4600 GP came up for hearing in Hon'ble High Court Delhi on 12.11.2018.

As informed earlier through the update in website dated 20.08.2018, the Hon'ble High Court had asked the Government to file an affidavit by an officer not below the rank of Joint Secretary to explain the inaction for Seven years in the matter of notification of revised Recruitment Rules for the merged cadre of EA with SEA. In the hearing held on 22.10.2018, the Government filed the affidavit as demanded by the Hon'ble High Court Delhi. In its reply government submitted that Recruitment Rules of the merged cadre of EA and SEA cannot be finalized, which are statutory in nature till the finalization of Court Cases pending in the issue of 25.02.1999 Scales.

Background and details of Closure of LPTs

All engineering staff was shocked when Prasar Bharati has announced further closure of analogue LPTs & VLPTs.

As a welfare association of Engg staff our prime responsibility is the welfare of our members till retirement and beyond retirement. ARTEE assures each member that it will strive hard to ensure it. It is a fact that none can stay away from the changes in technology and the move from Analogue to Digital was expected. Nations around the world have been successfully migrating to the DTT. and India too started its journey to DTT.

ARTEE had campaigned for DTT once ATT is stopped and made many presentations and representations. We were given an impression that DD have a plan to install 630 Digital terrestrial transmitters that would cover the entire nation and 63 such transmitters were sanctioned under 11 and 12 plans. TRAI, even in its latest report, had recommended for DTT albeit with Private participation.

But I&B have changed priorities now. They have come to a conclusion that ATT is an extravagant white elephant and much money can be saved by simply switching off Analog Transmission even though TRAI had recommended Analogue switch Off by 2023 only. We all know that PB cannot survive without funding by Hon'ble Ministry who as reported has declined to give money to run these LPTs. They categorically denied and said that they will release fund for salary only. Ironically the divisive forces that fractured Employee Unity seemingly in collusion with the authorities did not do anything while they were omnipotent in ARTEE though TRAI had recommended Analog Switch Off by 2017 itself in its earlier reports. The result now lay bared at their door!!

I remember there was a meeting in DG DD when I was General Secretary. At that time orders for closure of two LPTs Kalna and Ranaghat in West Bengal were issued. We succeeded in stopping this closure and demanded that regional transmission may be given on these.

ARTEE could stop closure of Individual LPTs using our united force but somehow none devised a roadmap for migration towards DTT. As usual PB lacked planning and timely implementation thereby pushing us years back.

A lot of committees in the past have made recommendations against Terrestrial Transmission. In 2014 Sam Pitroda committee also recommended Terrestrial closure. This committee has made sweeping remarks against Terrestrial Transmission as there is no production or sale of Yagi Antenna in the country. When the spectrum is scarce, DD is holding wide spectrum in the name of Terrestrial Transmission. Everyone expected a total closure but through effective work we could delay the imminent closure. Land and building owners were competing to welcome DD once but now they serve us with evacuation notices and court cases. **Whatever be the serving medium, people will watch a channel only if gives quality in this era of satellite and internet broadcast.** Various modes of transmission over internet and over cell phones are changing the viewing habits of viewers. Therefore we must try to take the benefits of technology instead of turning our back against it.

We believe that a matured association must have two pronged strategy during such challenging period where technology and lack of funding present a bleak picture ahead- (1) To delay the inevitable as long as we could and negotiating for a trouble free plan to accommodate the employees by finding more job opportunities within the organization (2) To present avenues for further use of the installed capacity so that the system is put to better usage.

When the news of closure started pouring in ARTEE made vigorous efforts and lot of MPs, MLAs and influential people were approached throughout the country. Several questions were asked in the Parliament, more than two Chief Ministers wrote letters to Hon.MIB and we got wide media coverage.

Immediately around 250+ people approached CEO and expressed their resentment. On our persuasion a task committee was constituted and it has issued guidelines for Zones to adjust the staff posted in these stations. As a result maximum people were adjusted and for few even the orders from DD Directorate got issued.

We from the platform of ARTEE successfully got the DO letter issued from Cabinet Ministers to HMIB who in turn replied that these LPTs are being closed for Digitization.

The present committee lobbied hard for converting LPTs into FMLPTs so that reach of AIR FM is increased with minimum investment. A lot of LPTs were converted. We have also demanded for more AIR FM Stations.

ARTEE made strong protest over the way and manner the LPT Closure is implemented without taking the associations into confidence. Human resource angle was not considered but due to ARTEE's multi pronged strategy, they had to take this aspect into consideration.

We have been pursuing the issue with both the political establishment and the officials. In such an endeavour, immediately after the release of recent order for closure, ARTEE met Sh. Dinesh Mehur ji, ADG (A), PB and demanded that before closure the Road Map for adjustment of staff should be decided. He agreed to our suggestion and all Zones are asked to submit their plans that how the staff will be adjusted.

Engineering employees are inferior to none in quality and in the resilience and in the ability to face challenges. A paradigm shift is needed in our vision and approach and ARTEE is already in this new path sensing the damage earlier. We are trying to explore possibilities to utilize the engg staff in Semi-technical areas like NLE, Graphics, etc. and for Social Media Broadcast. Broadcast over internet and the works like archiving, training, etc. has to be given more thrust. AIR is understaffed now and so more engineering staff has to be deployed.

Also many destined works of engineers in AIR Studios were taken away from us due to staff shortage. These works have to be given back to engineers. Our aim is to save our members from danger of losing job and importance.

In nutshell, we assure our members that ARTEE would ensure their job security by modifying ourselves in tune with changing scenario but it may be foolishness not to accept the reality.

Open House

Prasarbharati calls OPEN HOUSE for Engineering Employees for redress of grievances. PB had arranged an Open House for Programme Employees but was not ready for Engg Employees. ARTEE mounted pressure on Prasrbharati for an open house and wrote letters on 30/07/18 and 05/09/18 demanding Open House to discuss pressing matters. We congratulate ARTEE members for sending suggestions for the Open House. Efforts are on for Open House at the earliest. JAI ARTEE

ARTEE submits financial results for year ending 31-3-18 to PB in compliance of clause 6(e) of No.2/10/80-JCA, GoI, DoPT dated 9 November 1993.

Income & Expenditure Statement

Expenditure	AMOUNT(Rs.)	Income	AMOUNT (Rs.)
Bank Charges	920	Annual Membership Fees	100,960
Central Council Office Expenses	88,790	Bank Interest	29,619
National Convention Expenses	232,919	Interest on FDR	174,686
Legal & professional Expenses	252,500	Income Tax Refund Received	61,390
CWC Expenses	220,288	Excess of expenditure over Income	498,805
Audit Fees	11,000		
Income Tax Return Filing Charges	5,000		
Fee & Membership Subscription (BMS,UNI)	54,000		
Depreciation	43		
TOTAL	865,460	TOTAL	865,460

Receipts & Payments

Receipts	AMOUNT(Rs.)	Payments	AMOUNT (Rs.)
Opening Balance		Bank Charges	920
Cash In Hand	1,656	Central Council Office Expenses	88,790
Bank of India	46,328	National Convention Expenses	232,919
Punjab National Bank	528,036	Legal & Professional Expenses	268,500
State Bank of India	450,455	CWC Expenses	220,288
Corporation Bank	57,765	Fee & Membership Subscription (BMS,UNI)	54,000
Annual Membership Receipts (RSA)	100,960	Closing Balance	
Bank Interest	29,819	Cash In Hand	1,658
Interest on FDR	174,686	Bank of India	57,997
Other Income Tax	61,390	Punjab National Bank	357,368
		Corporation Bank	13,167
		State Bank of India	155,289
Total	1,450,895	Total	1,450,897

Balance sheet :

LIABILITIES	AMOUNT(Rs.)	ASSETS	AMOUNT(Rs.)
Corpus Fund		Fax Machine	287.00
Opening Balance	3,241,365.00	Less : Dep	43.00
Less : Excess of Expenditure over Income	498,805.00	Investments	
Current Liabilities		FDR - BOI	100,000.00
Expenses Payable	16,000	FDR - HDFC	450,000.00
		FDR - HDFC	600,000.00
		FDR - HDFC	100,000.00
		FDR - HDFC	762,837.00
		FDR - IDBI	100,000.00
		Mutual Fund SBI Magnum	40,000.00
		Loans & Advances	
		Loan to ADTEA	30,000
		Cash & Bank Balance	
		Cash in Hand	1,658
		Punjab National Bank	357,368
		Corporation Bank	13,167
		Bank Of India	57,997
		State Bank of India	155,289
TOTAL	2,758,560	TOTAL	2,758,560

Auditors' Report
Complied As Per Records Provided to Us
For RAVI S. SRIVASTAVA & CO.
CHARTERED ACCOUNTANTS

SHALENDRA GOYAL
(PARTNER)



For ASSOCIATION OF RADIO AND TELEVISION ENGINEERING EMPLOYEES

(Treasurer)

(General Secretary)

(President)

ARTEE Central Office Pay its humble tribute to All our Members and Office bearers who departed since the issuance of last FILAMENT. ARTEE is like a family and we are consider it a loss.

Recognition as per CCS (RSA) Rules 1993

Recognition is very important for any employee welfare organization. ARTEE and 9 other Associations were recognized in 2013 by the Hon'ble Ministry of I & B as per CCS (RSA) Rules. **RSA Recognition is normally done for 2 years but in the order issued by the Hon'ble Ministry no time limit was mentioned.** It was the duty of Deptt to start Re Verification of Membership but they failed in that.

The Recognition continued till April 2017 till some power greedy, anti- welfare and anti- employee, self-obsessed leaders informed the management that recognition is for TWO years only.

Any management always remain in search of such elements who want to cut their feet by their own sword. PB took action immediately and issued order for non- deduction of RSA subscription and DG (AIR) placed the Recognition in abeyance on 24th April 2017.

PB asked DG (AIR) to initiate Re Verification Procedure and DG (AIR) in turn asked Associations to submit their documents. All the Associations have submitted their documents to DG (AIR) but the process is taking long time. **ARTEE's documents were found correct and complete after the scrutiny.**

Meanwhile issue was discussed in recent meeting of Management Committee of Prasar Bharati in Oct'2018 and decided to monitor the Process on monthly basis. **In DG (AIR), it is known that, file is under process to start RSA deduction from Members and on the basis of this, the Membership will be decided.**

The people who gave this tool to management were overconfident about Recognition process and were thinking that they can get Recognition easily. But they are in big soup and all their hollow claims have fallen like nine pins. They must remember the fate of TRAITORS in the history!

ARTEE gives top priority to the Recognition process and we are determined to get the RSA Recognition completed. We are striving hard for getting back the lost glory of unionism which some selfish people have damaged leading to a lot of anti-employee activities.

We call all ARTEE Members to get ready to comply with the order issued by DG (AIR) for deduction of RSA Subscription.

GREAT QUOTES BY GREAT PEOPLE

Great minds discuss ideas, Average minds discuss events, small minds discuss people,
Eleanor Roosevelt.

Great spirits always encounter violent opposition by mediocre minds, Elbert Einstein

Some people want it to be happen, some wish it to be happened, others make it happen.
..... Michael Jordan

BOOK POST

(UNITY IS STRENGTH)

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