

Glimpses of Ups and Downs as well as Sweet and Sour Experiences of my 10 years as President of ARTEE.

My Dearest ARTEE Members,

At the very outset, I express my deep gratitude to all office bearers and members for cooperating with me in my 10 years of serving the Association as President from 2009 to 2019 and 24 years of serving as office bearer of ARTEE at various posts.

Dear friends, I joined ARTEE in 1994. My career as Office bearer started from 1996 as Unit Secretary of one of the most important Unit of that time i.e. AIR HPT Kingsway, Delhi. At that time stalwarts like Sh. P.N.Kohli, Sh. Madhur Malviye, Sh. R.P.Bhardwaj were working in Kingsway. I started learning from them. In 1998 I was elected as Vice President North Zone and in this capacity, served from 1998-2000 and 2000-2003 (two terms) with Sh. Baichu Singh Meena as President and Sh. Anil Kumar S. as Gen.Secy. In 2003 I was elected Addl.Gen.Secy. in Central Office with Late Sh. Robin Dasgupta as President and Sh. Anil Kumar S. as Gen.Secy. I performed duties of Gen.Secy. whenever he was not Present. In 2006, I was elected as Gen.Secy. with Sh. Anilkumar S as President. This was a very difficult time but we both worked shoulder to shoulder and proved that we both can handle the Association. The Registration of ARTEE which was expired since it was not renewed from 13 years, we got it renewed. I served as General Secretary from 2006 to 2009 for two terms. In 2009, I became President and Sh. Anilkumar S. became General Secretary.

When I took over as President, some biased minds who had thinking that they are the only legitimate leaders of ARTEE, started non-cooperation with me just after few months. When I launched Agitation from the Platform of Sanyukta Sangharsh Samiti (SSS) for our own demands like ACP Patna, One Cadre One Pay, Tech vs LA etc, simultaneously an agitation from the platform of NFADE was launched to defeat the SSS Agitation which was for our long pending cadre issues. Anyway after this all the Associations were de recognized due to misdeeds of NFADE. All important leaders were transferred out of Delhi. I was transferred to Kargil. Even during that period we tried our best to keep Association alive by meeting Authorities unofficially. In fact it was during that period that we worked to stop the merger of EA/SEAs in 4200 G.P. After meeting with the then Member (P), Brig.(Retd) V.A.M.Hussain. We got Recognition again in 2013 and Elections were conducted. After 2013 Elections, when the Election Results were not as per their wishes as particular segment started total non cooperation.

I have tried my best to adjust for the cause of welfare but the other side was not interested in making peace. Some of their favorites have started a well thought campaign to malign ARTEE and my image. After the elections, in a planned move some complaints were filed in Prasar Bharati about election. As a clever management Prasar Bharati immediately constituted an inquiry. And this Inquiry Committee submitted report against us without hearing us properly. We objected this and the matter were referred to DoPT which gave a reply that Prasar Bharati cannot Interfere in election Process of the Association. After this CWC Meeting was called in Lucknow on 30.01.2014. In this meeting, then Gen.Secy. placed a proposal before the CWC to conduct re-elections on the basis of that inquiry report. But he couldn't get the favor of even a single office bearer present in CWC for his proposed thought of re election. After this, General Secretary submitted his Resignation on 6th Feb 2014.

Later he backed the two civil suits in Hon'ble High Court Delhi against ARTEE but remained empty handed. In my opinion this Resignation was betrayal of trust of Members who voted for him and through his resignation he placed a challenge before us. Anyway we accepted the challenge and started working on issues.

MAJOR SUCCESSES

(01). EA (5K) Issue for Grant of 6500-10500 Pay Scale Solved :

EAs joined after 25/02/1999 were placed in 5000-8000 scale. I am very happy that this issue, which was lingering since 25/02/1999 has been solved during my period as President. 434+ EAs got 6500-10500 Pay Scales through ARTEE OA 4012/2014 with arrears to the tune of 8 to 10 lakhs individually. As per financial implication calculated around 36 Crores of Arrears were disbursed among 434 EAs working in the pre revised scale of 5000-8000 and joined between 25/02/1999 and 05/10/2007. As per a rough estimate Arrears of around 40 Crores were paid to around 550 EAs with a monthly salary hike of 8000 to 10000.

Here I would like to mention few things about the issue. So many of you would be surprised to know that when the issue was under active consideration, DG(AIR) tried to issue a Speaking Order but by the time we had a meeting with Prasar Bharati CEO on 22/4/2014 and he committed to implement Court Order So Prasar Bharati refused to approve the speaking order.

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

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

(03). Issue of Pay Parity of Technician with Lighting Assistants in 5000-8000 scale issue is solved

The disparity developed by grant of Rs. 5000-8000 scale to Lighting Assistants is removed and issue of grant of Rs. 5000-8000 to 1800+ eligible Technicians w.e.f. 01/01/1996 implemented through DG(AIR) order dated 12/05/2017.

A substantial Amount of Arrears around 1.5 to 2.0 lakhs were paid to 1800+ Technicians with a Salary hike of good Amount.

(04). Issue of grant of 4500-7000 scale to Tech (4000-6000) Solved :

This issue was 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, 662 Technicians 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.

This issue was implemented with lot of hick ups as some cases Utpal Karfa and others were already implemented with notionally without Arrears. In three Cases verdict was for Notional and four cases verdict was to grant the scale with Arreas. First department was thinking to implement it Notionally, We objected and then they agreed to grant to some applicants as per the verdict in their cases. Again we objected and then with lot of persuasion they agreed to grant it with Arrears for all. As per a rough estimate Arrears of around 38 Crores were paid to around 700 Technicians working in 4000-6000 scale with a monthly salary hike of 6000 to 8000.

(05). 5400 GP to AE on completion of 4 years of 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.

(06). 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 in downward hierarchy. Efforts are on to get justice to the diploma AEs.

(07). 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 to AE.

(08). The Sinister derogatory move of EA/SEA Merger in 4200 Stopped:

The first challenge placed before us was the sinister order to merger EA and SEA in 4200. This was a sinister move of Management. DG (AIR) issued order on 08/07/14 for the Merger of EA/SEA in Grade Pay 4200 with the Designation Jr. Broadcast Engineer. 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. Below is a glimpse of works done under my tenure as president

(09). Funding issue of after 31/03/17 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 only upto 31/03/2017. Everyone was scared that how we would get Salary after 31/03/2017. This biggest issue of funding after 31/03/2017 solved effectively by taking it up with PMO. Smooth funding assured in the financial budget of 2017-18.

(10). Implementation of Discriminatory Transfer Policy Stopped:

PB issued a discriminatory Transfer Policy with clauses like not giving choice posting after serving difficult stations and many other derogatory provisions. By the pressure of ARTEE the implementation of this transfer policy was stopped.

(11). 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.

[12]. 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.

[13]. 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.

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

Transfer Procedure was shifted from Zones to Centre by PrasarBharati 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

(15). The Sinister derogatory move of EA/SEA Merger in 4200 Stopped :

This was the sinister move of Management. DG (AIR) issued order on 08/7/14 for the Merger of EA/SEA in Grade Pay 4200 with the Designation Jr. Broadcast Engineer 08/7/14. This was a well planned and well thought move which could finish all of our demands like EA(5K), Tech vs LA, ACP Patna and it would have ruined the future of all subordinate Engg. Cadres from Helper to AEs.

We register the strong protest and by the strong pressure built by ARTEE, Management was compelled to withdraw it on the same day.

(16). EA/SEA Merger in 4600 GP and Tech with Sr.Tech Merger in GP.4200 :

Both the mergers are in process. In EA/SEA Merger Department tried many times and we successfully stopped it. Our tactics was to get scale of Rs. 6500-10500 first so that when there will be EA in 4200 and SEA is already in 4600, the Merger cannot be done in GP.4200. We succeeded it this and now it is being done on 4600 G.P.

Tech and Sr.Tech merger in 4200 is also being pursued since both the scale 5000-8000 and 5500-9000 are merged in GP 4200 in 6th CPC so Merger is the solution of many problems. We are trying that this merger takes place as early as possible.

(17). 25/2/99 Upgradation Issue:

This issue which is a gift of previous regimes has become a curse for us. Nobody bothered to take it up since last 15 yrs. When there was a threat of Recovery, ARTEE immediately challenged it through OA 2479/2015 and stay on Recoveries was obtained otherwise Recoveries would have started for all of us. We also pursued the favorable Advise from Department of Legal Affairs (DoLA). This issue is on top priority. At present this issue is sent to DoEXP with favorable Note.

(18). Issues of DED/D.Tech/M.Tech :

We are pursuing the problems of DED/D.Tech/M.Tech cadres also. We want that there should be a single scale for a post and these posts should be merged in main stream posts.

(19). Opposing Closure of LPTs and Protection to staff on Closure of LPTs was not allowed:

With powerful resentment till now baring a few LPTs, Terrestrial network is saved and we will continue to protest against this.

Apart from above mentioned issues many smaller issues like change in designation of helpers, local problems were solved. It is not possible to mention all of them. I think I am the president who travelled entire country and attended almost all the conventions, workshops to strengthen Organization.

My regrets of not able to produce desired outputs on following Issues:

[1]. **Helpers Issue:** This issue is my biggest regret that I could not produce results on this front. However there were lot of efforts but still output has been elusive. I urge newly elected office bearers to give special Attention to this issue.

[2]. ACP Patna : Although desired output could not be achieved but I tried my best that we could succeed in implementing ACP Patna. Govt was delaying on the excuse of pendency of Review Petition in Hon'ble High Court Patna. Applicants were not also willing and we had no stake in the case. When in our case, Govt. issued a speaking order that our claim will be considered as per the outcome of Review Petition pending in HC. When I took charge as President, me and Yogesh ji, VP (TV) went to Patna and filed an Interlocutory Application to allow us to intervene in the litigation. It was in the hearing of this IA that the Govt. Review petition was dismissed and things moved but later in connivance with our Engineering Officers, ACP was demolished but I tried by best for this cause also.

All the above works are done in just 4 years from 2014-18 under extreme leg pulling by our own people. It is very unfortunate that the opposite group tried to harm me personally also and 4 inquiries were started against me on my Kargil stay etc but they could not harm me since truth was on my side.

We never saw such type success in ARTEE since 1998. I am happy that under my regime Members got Arrears of around 100 Crores in EA (5K), Tech(4K), Tech vs LA, AE 5400 and 7th CPC issues and substantial salary hikes.

Fiasco with ex GS, My efforts of maintaining Unity and stopping the exodus

Many people asked me that me and Anil both were good friends and worked together for so many years, how our relation deteriorated later. I think till he was President and I was Gen.Secy. the whole thing was good, but when the our posts were changed, problem of Ego started. Daily abuse, leg pulling and insults to me were common things, but still I tried my best to make peace but the advisors played a dubious role. I always tried that a strong Association like ARTEE should not split but I failed. Whatever happened was not good for employee welfare. The strong Association of 7000 Members is split and Management is taking full advantage of this. When the Challenge was putup before us, I had meetings all over the country and had visited 10 states. As a result the impact and quantum of exodus was reduced and ARTEE is still Number one. Still I think Unity must be given priority and if at all there is some possibility of unity we must explore it .

I convey my sincere gratitude to Sh. Rajesh Kumar, Returning Officer to conduct election under tremendous pressure in most transparent manner. All are satisfied by the outcome which has many apprehensions wrong. I am also thankful to him that he agreed to take back his Resignation back and come back to complete the Election Process for the sake of betterment of ARTEE. Complete Election team AROs, S.K.Sharma, Rajveer Sharma, ZAROs P.M.Karadkar (WZ), G.Ravindra, (SZ) and Shashi Kant Nim (NZ) deserve big applaud.

My very special thanks to Mr. Joseph Martin C.J, who maintained our ARTEE website for the last seven long years. He came forward when a particular section was doing total non cooperation and when I was finding it very difficult to maintain the website which is like our mouthpiece.

Dear Comrades, Association work is a service and not an Advantage. It is a continuous process. A lot has been done but a lot has to be done. I am thankful that I got an opportunity chance to serve ARTEE Members for 24 years as Office bearer. I had sleepless nights when very existence of my beloved ARTEE was in danger. During my long stint I had long discussions and arguments on different issues. If my language and stand hurt anyone, I sincerely regret for that.

I assure my best support to newly elected body. I will praise when they do something good but at the same time I reserve the right to criticize them in appropriate forums, if I find any wrongdoing. I am also sure that ARTEE will always flourish and with come victorious with flying colors when ever will be up to any challenge.

My best wishes.
Yours own,

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