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FILAMENT

Newsletter of Association of Radio & Television Engineering Employees (ARTEE)

Post Box No-422, New Delhi - 110 001

For Limited Circulation among Members

Affiliated to Bhartiye Mazdoor Sangh and Union Network International

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Editor : Malay Kumar Das

February 2021

This Filament is published in Compliance of Clause 36(viii) of byelaws of ARTEE to convert CWC Meeting dated 13 & 14 March 2021 into National Convention (General Body Meeting).

ARTEE CWC Meeting in Physical Mode will be Organized in Delhi as per following Details:

Date: 13th and 14th March 2021 (Saturday & Sunday)

Time: 10:00 AM to 19:00 hrs.

Venue: NABM Hostel, Kingsway, Delhi – 110009

**Accommodation will be arranged in NABM
(Further Details will be published on Website)**

From the desk of President

Dear ARTEE Members,

Hope that you and your loved ones are safe in this pandemic time. As you all know present CWC took charge on 1st Jan 2020 and immediately started functioning on all issues after identifying thrust Areas. We were optimistic that we will succeed in producing good results.

Then came the unprecedented situation of Covid 19 pandemic. Whole world came to a standstill. All offices were closed, Courts were closed. It was a testing time for all of us. Many of our Members who were away from their duty places were trapped. Despite the extremely difficult situation, Central body took up the issue and Management was asked to allow these people to join the nearest station available. Our efforts produced positive output and Members joined in nearest station. Many Members were rescued from facing hardship.

ARTEE gives prime importance to the issue of Recovery and Down- fixation of salary and with hectic persuasion by Central body through PB, an order not to do down-fixation and Recovery for all affected Staff was issued.

The queries raised in Merger of Tech.,Sr.Tech., D.Tech and M.Tech in 5000-8000 pre revised scale (GP 4200) were handled and now file is sent to Dept of Expenditure (DoEXP). I am hopeful that the file will be approved this time.

I also regret that due to my illness due to Covid-19 and pneumonia, I am not able to devote much time as it must be, but now things are improving and I assure that Central body will not leave any stone unturned in the work for the welfare of our Members.

Comradely Yours
M.P.Chaudhary, President

Agenda for CWC Meeting/National Convention/General Body Convention
NABM, Delhi -110009
13th and 14th March 2021

- [1]. Introduction of CWC Members,
- [2]. Condolence to Departed Member due to Covid-19 and other Reasons after the last CWC Meeting.
- [3]. President's Address
- [4]. Address by President in Charge,
- [5]. General Secretary's Report
- [6]. Financial Status by Treasurer
- [7]. Zonal VPs Reports (in Alphabetical Order)

- (i) East Zone
- (ii) North East Zone
- (iii) North Zone
- (iv) South Zone
- (v) West Zone

[8]. Organizational Issues:

- (i) Ratification of decision of 1st CE meeting dated 02-01-2020 of CWC 2020-22 regarding removal of star mark against the name of Sh.YogeshKumar,VP TV in the last Election Result Notification.
- (ii) Ratification of decision of 1st CE meeting dated 02-01-2020 of CWC 2020-22 regarding the nomination of National Advisor.
- (iii) Amendments in bye-laws Passed by Central Council submitted by "Bye-Laws Amendment Committee-2020".
- (ii). Review of RSA Recognition Process
- (iii). Discussions of Affiliations with BMS and UNI
- (iv). Efforts to strengthen Organization.

[9]. Cadre Based Issues:

- (i). Issues related to MACP and 25/2/1999 Upgradation. Downgradation and Recovery.
- (ii) Issues related to Helpers.
- (III) ACP to Helpers and Helper to Tech Exam/Sr.Cum fitness Quota/opening of other possible promotional channels.
- (iv). Tech/Sr.Tech Merger.
- (V). E.A./SEA Merger
- (vi). EA to SEA Promotions.
- (vii). Transfer Policy and transfer related grievances.

[10]. Departmental issues:

- (i). LPT/Terrestrial Closure, Relevance of Terrestrial Network and Staff Concerns.
- (ii). Closure of AIR Network.
- (iii). Implementation of Man Power Audit Report.

[12]. Any Other point with the permission of Chair.

Yogesh Kumar
President In-Charge & VP TV,

Manoj Kumar Gupta
General Secretary

Update on Court Cases Hearing

We regret to inform Members that due to unprecedented situation of Covid 19 Pandemic All Courts are closed and no hearing is taking place after March 2020.

At present Hon'ble Courts whether it is Learned CAT, Hon'ble High Court or Hon'ble Supreme Court are hearing only urgent matters and many of those hearings are done in virtual modes.

In May cases the date given is 10th May 2021. On this date we may come to next dates of various Court Cases. We shall further update on this issue.

For the betterment of Organization, a Byelaws Amendment Committee was formed by President with the Approval of Central Council in its Meeting held on 20/9/2020. Minutes of the CC Meeting are reproduced below:

MINUTES OF THE 3rd CENTRAL COUNCIL MEETING OF ARTEE (ONLINE MODE) HELD ON 20-09-2020

Participants

S/S Name	Post
1. M.P.Chaudhary,	President
2. Yogesh Kumar,	VP (TV)
3. Joseph Martin CJ,	VP(AIR)
4. Manoj Kumar Gupta,	General Secretary
5. Umesh Chandra,	National Advisor
6. R.B Dwivedi,	Additional General Secretary
7. Subhranshu Ghosh,	VP (East Zone)
8. Nandkumar P. Wankhede,	VP(West Zone)
9. R.Ramasubramanian,	VP(South Zone)
10. Prodip Goswami,	VP (NE Zone)
11. Ved Prakash,	VP(North Zone) Jt.Charge
12. Basant Lal Meena,	VP (Noth Zone) Jt.Charge

Agenda point for the Online Central Council Meeting scheduled on 20-09-2020 at 15.00 hrs:-

1. To discuss the issue of formation of "BYE-LAWS AMENDMENT COMMITTEE"
2. To discuss the importance of formation of few more committees in the interest of the association.
3. Any other point to be raised with the permission of the chair.

[1]. Welcome address by President : President welcomed all the Participants of the CC meeting. President elaborated the efforts related to recovery ,recognition and other important welfare issues by this body .

[2]. General Secretary's Address : General Secretary narrated the efforts of this committee for ACP to helpers, Designation name change of Helpers, Technician and EA merger issue, EA to SEA promotion at par with North Zone, DPC for due MACP for all eligible employees, , logistical support issues in view of COVID 19 outbreak etc.

[3]. Financial Status by TREASURER : Treasurer placed the financial status of the association..

[4] Discussion on Agenda.

Agenda Point No.1

With reference to Agenda point no.4 (i) of 2nd Central Council Meeting dated 17.07.2020, Central Council discussed the views of many CWC members who raised their concerns time to time about some amendments required in our Constitution regarding ELECTION Process & other issues related to our organizational structure. Central Council finally constituted a “BYE-LAWS AMENDMENT COMMITTEE 2020” unanimously. Suggestions would be sought by this committee from the ARTEE members as well as CWC members to amend the Bylaws. Committee will work on the inputs & suggestions and finally the Chairman of the committee will submit their recommendations to the President, ARTEE within one month. After it, the finalized amendments by CE /CC would be placed before the Department for prior permission or intimation and then the Bye-laws Amendments will be placed before the CWC for final approval. The BYLAWS AMENDMENT COMMITTEE as per the unanimous decision of the Central Council is as follows:-

BYLAWS AMENDMENT COMMITTEE			
1.	Sh.YeshwantS.Tahashildar, SEA	VBS AIR-Mumbai	CHAIRMAN
2.	Sh.Manas Datta, AE	DDK-Kolkata	VICE-CHAIRMAN
3.	Sh.C.S.AZAD, SEA	DDK-Lucknow	SECRETARY
4.	Sh.Joseph Martin C.J, E.A	AIR-Kozhikode	Member
5.	Sh.M.Seshagiri, EA	DDK-Hyderabad	Member
6.	Sh.S.Krishnakumar, EA	DDK Thiruvananthapuram	Member
7.	Sh.Zubair.K, EA	AIR-Kozhikode	Member

Agenda point No.2

Central Council also discussed the importance & feasibility of formation of few constitutive committees and reached to the opinion of creation of three committees named as “National Advisory Committee”, “National Cadre Committee” & “National Legal Committee” unanimously. Recommendations of the names of eligible members are sought from all Zonal Vice-Presidents and from all other cc members for the proposed committees. These committees will be notified by the President after consulting to CC members. .

These committees will work to strengthen the association and in liaison with Central committee.

Agenda point no.3

Some Members suggested to create a social media team to give correct information and ARTEE efforts to Members. Formation of a social media team will be notified after consulting with all Zonal Vice-presidents and other CC members.

Meeting ended with vote of thanks by the GS.

Manoj Kr. Gupta.
General Secretary

ASSOCIATION OF RADIO & TELEVISION ENGINEERING EMPLOYEES



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Largest Employee Welfare Association of Electronic Media in India

Web Site : www.arteeindia.org



Regd. & Recognised by Govt. of India

Ref. No. ARTEE/P/02/2020/29

Date 21.09.2020

To,
The Chief Executive Officer
Prasar Bharati Secretariat
Prasar Bharati House, Copernicus Marg,
New Delhi - 110001

Subject : Intimation of Formation of ARTEE BYLAWS AMENDMENT COMMITTEE-2020 -Reg.

Respected Sir,

With regards it is to inform you that, as per the resolution passed by ARTEE Central Council meetings held on 17.07.20 & 20.09.2020, a "BYLAWS AMENDMENT COMMITTEE-2020" has been constituted. Suggestions are sought from the Artee members as well as CWC members to amend the Bylaws. Committee will work on the inputs & suggestions and finally the Chairman of the committee will submit their recommendations to the President, ARTEE within 30 days of issuing this letter. The structure of the BYLAWS AMENDMENT COMMITTEE will be as follows:-

ARTEE BYLAWS AMENDMENT COMMITTEE			
1.	Sh.Yeshwant S.Tahashildar, SEA	VBS AIR-Mumbai	CHAIRMAN
2.	Sh.Manas Datta, AE	DDK-Kolkata	VICE-CHAIRMAN
3.	SH.C.S.AZAD, SEA	DDK-Lucknow	SECRETARY
4.	Sh.Joseph Martin C.J, E.A	AIR-Kozhikode	
5.	Sh.M.Sheshagiri, EA	DDK-Hyderabad	
6.	Sh.S.Krishnakumar, EA	DDK-Trivendram	
7.	Sh.Zubair.K, EA	AIB-Kozhikode	

It is for your kind information please.
With highest regards.

Yours Faithfully

(M.P. CHAUDHARI)
President, ARTEE

CC for Information :-

1. The Chairman, ARTEE BYLAWS AMENDMENT COMMITTEE-2020
2. Office Copy .

The byelaws Amendment Committee did an excellent work and finished their work in stipulated time.

A Meeting of Central Council was called on 12/12/2020 to approve these Amendments Minutes of this Meeting are given below :

Minutes of Online ARTEE Central Council Meeting held on 12.12.2020.

An urgent Central Council meeting in the virtual mode under the chairmanship of the President (in charge) Sh. Yogesh Kumar was held on 12.12.2020 at 8.pm.

The following Central Council members attended the meeting.

- | | |
|-------------------------------|---------------------------|
| 1. Sh.Yogesh Kumar, | VP (TV) |
| 2. Sh.Joseph Martin CJ, | VP (AIR) |
| 3. Sh. Umesh Chandra, | National Advisor |
| 4. Sh. Anup Katiyar | Secretary (Tech-Sr.Tech) |
| 5. Sh.Subhranshu Ghosh, | VP (East Zone) |
| 6. Sh. Nandkumar P. Wankhede, | VP (West Zone) |
| 7. Sh.R.Ramasubramaniam, | VP (South Zone) |
| 8. Sh.Prodip Goswami, | VP (NE Zone) |
| 9. Sh.Ved Prakash, | VP (North Zone) Jt.Charge |

The members of the bylaws amendment committee were invited as special invitees. The following members of the bylaws amendment committee also attended the meeting.

- | | |
|------------------------------|-----------------|
| 1. Sh.Yeshwant S.Tahashildar | Chairman |
| 2. Sh.Manas Datta, | Vice - Chairman |
| 3. Sh.C.S.AZAD, | Secretary |
| 4. Sh.M.Seshagiri. | Member |
| 5. Sh.Zubair.K | Member |

In the beginning of the meeting the President (in charge) Sh. Yogesh Kumar informed the house about the mail send by GS to President Sh. M.P Choudhari on 11.12.20. President (in charge) informed the House that through the said e-mail GS have informed President that he will not be available for Association work till 30.01.2021 due to some family works and had also requested President to communicate this information to all Central Council and CWC members. As per of the PART - I Rules and Regulations, 25 (vi) of ARTEE constitution *“In the absence of General Secretary, the Additional General Secretary shall perform all the duties of General Secretary in addition to his/her own duties”*. The house discussed about it and decided to act as per 24 (vi) of the bylaws in this matter unanimously.

President (in charge) Sh. Yogesh Kumar informed the House that the following Central Council Members

- | | |
|-------------------------------|---------------------------|
| 1. Sh. M.P.Chaudhari , | President |
| 2. Sh.Yogesh Kumar, | Acting President /VP (TV) |
| 3. Sh.Joseph Martin CJ, | VP (AIR) |
| 4. Sh. Umesh Chandra, | National Advisor |
| 5. Sh. R.B Dwivedi, | AGS / Treasurer in charge |
| 6. Sh. Praveen Kumar Jain | Secretary (AE). |
| 7. Sh. Anup Katiyar | Secretary (Tech-Sr.Tech) |
| 8. Sh. Subhranshu Ghosh, | VP (East Zone) |
| 9. Sh. Nandkumar P. Wankhede, | VP (West Zone) |
| 10. Sh.R.Ramasubramaniam, | VP (South Zone) |
| 11. Sh.Prodip Goswami, | VP (NE Zone) |
| 12. Sh.Ved Prakash, | VP (North Zone) Jt.Charge |

have expressed their consent through e-mail regarding BYE LAWS AMENDMENT COMMITTEE Recommendations 2020, by which CC Members had expressed their approval to place the recommendations to the department/authorities without any further delay to expedite the process as per RSA rules & our existing Byelaws. The house whole heartedly thanked the members of the Bye-laws Amendment Committee under the chairmanship of our senior leader Sh. Yeshwant S Tahasildar, AGS TV WZ for their efforts for the finalization of the amendments in bye-laws .

The house discussed the following cadre issues :

1).Tech Cadre Merger Issue.

The President (in charge) Sh. Yogesh kumar informed the House that Technician cadres merger proposal file came back to Prasar Bharati through a letter by MIB dated 07.12.2020. As per the MIB letter Min of Finance (Department of Expenditure, DoEXP) is seeking information about five points. He informed the House that Team ARTEE shall do all the needful for sending a favorable reply again back to MIB to forward it to DoEXP.

2). 1999 Scales Issue.

VP AIR Sh. Joseph Martin informed the house that ARTEE have got the copy of the proposal / comments dated 19.10.2020 send by DG AIR to Ministry of I&B ,about the representation submitted by ARTEE and other association in the issue of 1999 scales.

President in-charge shared the information regarding a high level meeting held at Ministry of I & B in last week of October 2020 between a team of ADG HR , DDG HR,DDA (Engg.) of Prasar Bharati with Honorable Joint Secretray(Broadcasting). It is learnt that Joint Secretary(BA) had discussed the issue in detail with the high level team of Prasar Bharati very positively & assured to follow up the issue in DOPT also to reach an amicable solution.

The house directed VP AIR to prepare the update in the issue to publish in the website.

3). EA to SEA Promotion.

President in charge informed the development about EA to SEA Promotion of all Zones together. Central Team visited ADG HR & DDG HR many times in this issue .ADG HR Madam was unavailable due to COVID 19 Infection since last one & half month, She will join for duty soon and she had assured us to issue a strict order for the compliance on it in due time. Team ARTEE had informed her about the injustice faced by the EAs in Zones other than North Zone and have informed her about the negative impact if promotion list of other zones is not issued at the earliest.

Meeting ended with vote of thanks by the chairman of the meeting Sh.YogeshKumar,President In-charge & VP TV.

YOGESH KUMAR
President In-charge & VP TV

After the Approval of Central Council, Hon'ble MIB and Prasar Bharati was informed about these proposed Amendment which is reproduced below:

ARTEE/P/02/12/2020/39

01/01/2021

The Chief Executive Officer,
Prasar Bharati,
Copernucus Marg,
New Delhi – 110001

Subject :Submission of Amendment in byelaws of this Association in Compliance clause 50 of constitution of this Association and as per CCS(RSA) Rules 1994.

Respected Sir,

With regards, this is to inform you that a committee was formed by this Association on 20/9/2020 to suggest Amendments in byelaws to bring betterment and to improve functioning of the Organization. After the submission of recommendations by the committee, these recommendations are approved by Central Council of this Association in the meeting held on 19/12/2020 (minutes of meeting enclosed as Annexure-I). We hereby submit these Amendments (Amendments enclosed as Annexure-II) for your kind approval in compliance of Clause 50 (i) of the Association and Clause 6(g) of CCS(RSA) Rules which are reproduced below :

50. Amendment & Interpretation of “Rules and Regulations”:

- i) With prior approval of Government as per RSA rule 1993, the alteration or amendment of the Rules and Regulations shall be made by majority of 2/3 votes at the bi-annual meeting of the Central Committee if so required by the members of the Central Committee present even without prior notice. For any amendment to the constitution beyond the session of the Central Committee the following procedure should be followed : (enclosed as Annexure – III)

Relevant Clause of CCS(RSA) Rules 1993 :

6 Conditions subject to which recognition is continued :

- (g) any amendment in the constitution / bye-laws of the Service Association , after its recognition under these Rules , shall be made only with the prior approval of the Government ; (enclosed as Annexure-IV).

We request your high office requested to grant approval of these Amendments.

Thanking you,

Yours faithfully,

Yogesh Kumar,
President in Charge, ARTEE

Enclosed as above
Yogesh Kumar

Hon'ble Secretary (I&B) was also informed about the Amendment in Compliance of Clause 6(g) of CCS(RSA) Rules.

President in Charge Sh. Yogesh Kumar has served a reminder ARTEE/P/02/2020/42 dated 21/01/2021 was also served.

A Central Council Meeting in the ONLIONE MODE was called on 07/2/2021 under the Chairmanship of Sh. Yogesh Kumar, President in Charge to take some decision about calling CWC Meeting / National Convention. Minutes of the meeting are given below:

Minutes of ARTEE Central Council Meeting held on 07.02.2021 Central Council meeting under the chairmanship of the President (in-charge) Sh. Yogesh Kumar held on 07.02.2021 at 2.00 pm.

The following Central Council members attended the meeting.

S.No. Name	Post
1. M.P Chaudhari,	President
2. Sh.Yogesh Kumar,	VP (TV)&President in-charge
3. Sh.Joseph Martin CJ,	VP (AIR)
4. Sh.Manojkumar Gupta,	Gen.Secretary
5. Sh.Umesh Chandra,	National Advisor
6. Sh.R.B.Dwivedi,	Treasurer
7. Sh.AnupKatiyar,Secretary	(Tech-Sr.Tech)
8. Sh.Subhranshu Ghosh,	VP (East Zone)
9. Sh.Nandkumar P. Wankhede,	VP (West Zone)
10. Sh.R.Ramasubramaniam,	VP (South Zone)
11. Sh.Ved Prakash, VP (North Zone)	Jt.Charge
12. Sh.Basant Lal Meena VP (North Zone)	Jt.Charge.

At the outset, the President (in-charge) Sh. Yogesh Kumar welcomed all attendees of the meeting. The President who had been absent due to health reasons in the previous meetings also addressed the House and informed that he had recovered from the side effects of Covid-19 and would assume the charge of President when he would be recovered completely and till that time Sh.Yogesh Kumar, VP (TV) will continue to work as President In-charge.

As per the decision of the Central Council meeting held on 17-07-2020 (please refer Agenda point no.4 of minutes of Central Council meeting).

i) It was decided to conduct next ARTEE election by electronic voting.

ii) It was also decided to conduct next CWC meeting through WebEx /Zoom/Google meet in the month of August/September 2020. It was also decided by the meeting of Central Council that our next CWC will be converted into "NATIONAL CONVENTION".

In the Central Council meeting held on 20. 09.2020, it was decided to constitute a "BYE-LAWS AMENDMENT COMMITTEE 2020 under the chairmanship of Sh.YeshwantS.Tahashildar . The committee submitted its report to the President on 21.10.2020.

In the Central Council meeting held on 19.12.2020, President (in charge) Sh. Yogesh Kumar proposed for a Resolution to submit the approved recommendations of BYE LAWS AMENDMENT COMMITTEE 2020 by Central Council to the department/authorities. The chairman of "BYE LAWS AMENDMENT COMMITTEE 2020" Sh. Yeshwant S Tahasildar, AGS TV WZ placed the Resolution and House adopted the resolution with the majority of the Votes.

Even though it was decided earlier to conduct next CWC / National Convention through WebEx /Zoom/Google meet in the month of August/September 2020, it could not be organized due to the delay in approving the amendments in the byelaws by the Central Council. Now, since the pandemic scenario has subsided in most parts of the country and many CWC members expressed their opinion that next CWC should be conducted physically to have more fruitful interactions and for energizing the Association activities. Central Council meeting was convened this day to discuss this matter and to take a decision in this matter.

Majority of the members expressed the view that next CWC should be conducted through physical meeting and hence the House decided to convene the next CWC meeting of the Association in Delhi on 13.03.2021 and on 14.03.2021.

The Central Council meeting also passed a resolution to convert the next CWC meeting in to National Convention / General Meeting of the Central Committee of the Association as per clause 36 (viii) of PART – I Rules and Regulations of Constitution of our Association, which is mentioned bellow,

" 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."

Hence the Central Council meeting passed the resolution that as per the clause mentioned above, the next Central Working Committee Meeting of the Association shall be convened as National Convention / General Meeting of the Central Committee of the Association by giving one month's clear notice directly to all Central Working Committee members of the Association by electronic means of communication. And within 14 days of holding Central Working Committee Meeting which will be convened as National Convention /General Meeting of Central Committee, a list of proceedings as required in clause 4 of the Societies Registration Act, of 1860 shall be filed with Registrar.

The meeting ended with vote to thanks by Sh. Yogesh Kumar, VP(TV) President in Charge.

प्रारूप-9
नियम 8(2) देखिये

संख्या 01126/2020-2021

दिनांक 20/10/2020



सोसाइटी के नवीनीकरण का प्रमाण-पत्र
(अधिनियम संख्या 21, 1860 के अधीन)

नवीनीकरण

संख्या:R/ALL/08142/2020-2021

पत्रावली संख्या:I-17992

दिनांक:1967-1968

एतदद्वारा प्रमाणित किया जाता है कि एसोसियेशन आफ रेडियो टेलीविजन इन्जीनियरिंग इम्प्लाइज, आल इण्डिया रेडियो, दयानन्द मार्ग, प्रयागराज 2000, प्रयागराज, 211001 को दिये गये रजिस्ट्रीकरण प्रमाण-पत्र संख्या-923/1967-68 दिनांक-20/12/1967 को दिनांक-10/10/2020 से पांच वर्ष की अवधि के लिए नवीनीकृत किया गया है।

1000 रूपये की नवीनीकरण फ़ीस सम्यक् रूप से प्राप्त हो गयी है।



Digitally Signed By

(RAJESH KUMAR MISHRA)

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Date: 20/10/2020 3:30:55 PM, Location: Prayagraj.

जारी करने का दिनांक-20/10/2020

सोसाइटी के रजिस्ट्रार,
उत्तर प्रदेश।

❖ We are pleased to inform Members that ARTEE Registration Renewed for 5 yrs.

Update of Cadre Based Issues

25.02.1999 Pay Scale Issue

As all of you are aware, since 2013 ARTEE was making continuous efforts for the solution of 1999 Pay Scale issue by considering pay scales granted by Ministry vide O.M dated 25.02.1999 as normal replacement scales by DoPT and MIB. The issue started with DoPT advice dated 10.07.2013 to Ministry of I&B that " as the benefits under the MACPs are allowed in the Grade Pay hierarchy, any upgradation availed during their career would be counted against the three upgradation permissible under MACPs " .

In view of the above DoPT advice, Ministry of I&B through letter dated 08.09.2014 directed Prasar Bharati is to take further necessary remedial action urgently.

But due to the successful efforts of ARTEE, Prasar Bharati through its letter dated 22.10.2014 to MIB had expressed its strong opinion that 1999 scales should NOT be considered as an upgradation for MACP.

Unfortunately MIB did not agree with the views expressed by Prasar Bharati and reiterated its stance expressed through MIB letter dated 08.09.2014. **Hence our Association approached Delhi CAT with the OA No.2479/15. In this OA, ARTEE got the interim stay on 13.07.2015 and absolute stay on 08.09.2015 against the implementation of the MIB order dated 8.09.2014. It was due to this stay that all the Subordinate Engineering employees saved from re-fixation and recovery since 13.07.2015.**

While continuing its legal efforts ARTEE continued its organizational efforts also. ***Due to the effective persuasion of ARTEE, Law Ministry through its advice dated 04.01.2016 to Ministry also had taken the stand to MIB "that higher scales granted to the 11 categories of Programme & Engineering staff of All India Radio and Doordarshan by the Ministry of I & B vide its Order No. 310/173/97- B(D) dated 25.02.1999 were not upgradation but were essentially replacement scales".***

Due to the continuous efforts of our Association, the issue regarding treatment of Pay Scales granted as per MIB's order dated 25.2.1999, as one upgradation against three upgradation under MACP Scheme or otherwise was again referred to DOP&T by Ministry of I&B. DoPT vide its advice dated 4th March, 2016 has advised that:- "The DoPT has already given its advice. Since, now there are no new facts in this case, our earlier advice holds goods. As such it is stated that upgraded scales granted to 11 categories of employees of subordinate Engineering and programme cadre of Prasar Bharati is to be treated as one upgradation against the three upgradations allowed under MACP scheme." The above views of DOP&T have been endorsed by the Department of Expenditure, Ministry of Finance.

Meantime the OA 2479/2015 filed by our Association disposed of in terms of the Delhi CAT order dated 31.03.2016 in Smt. Syamali Biswas case (OA No.1118/2015) and the same was subject to the orders passed in Writ Petition No.2034/2017. On 11.04.2017, the Hon'ble Delhi High Court stayed the Delhi CAT order and there by stayed the absolute stay passed by Delhi CAT in Mrs. Shyamali Biswas Case.

Taking advantage of removal of absolute stay, Hon'ble MIB issued order dated 31.01.18 order once again clarifying that Pay Scales granted as per MIB, OM dated 25.02.1999 is to be treated as one upgradation against the three upgradations allowed under MACP and directed Prasar Bharati to necessary action.

Efforts by ARTEE in 2020

In continuation of our organizational efforts for finding a solution to the 1999 Pay Scale issue, on 12.02.2020 ARTEE again submitted a representation to MIB to consider pay scales granted by Ministry vide O.M dated 25.02.1999 as normal replacement scales. As per the representation submitted by ARTEE and other Associations, MIB on 06.03.2020 had send a letter to Prasar Bharati to examine the representations by Associations and send a point wise comments along with probable solutions on the issues raised by Associations.

Even though MIB had directed to send the comments along with probable solutions latest by 11.03.2020 for perusal by HMIB/Sec (I&B), delay happened and on 21.08.2020 Ministry again send a reminder to CEO, Prasar Bharati to expedite the matter and send the report to Ministry urgently.

In the month of September 2020, the Association which is always working against unity and interest of employees submitted a threatening letter to Prasar Bharati, alleging delay in sending reply by Prasar Bharati to MIB in the issue of 1999 scales. It was very much an immature reaction without realizing the real facts in the issue. Actually, the delay in sending the proposal happened not at Prasar Bharati. Prasar Bharati had already directed O/o DG AIR to prepare the comments as requested by Ministry. As this so called association was not at all following the issue, they were not aware about it and hence they wrongly accused Prasar Bharati and ADG (HR) for the delay in sending the proposal.

As you are aware, due to the efforts of ARTEE since 2013, Prasar Bharati had always taken a positive stand in 1999 Pay Scale issue. Due to the efforts by ARTEE Central Office, on 19.10.20, DG AIR, send a proposal through e-mail to Ministry of I&B with the approval of CEO, Prasar Bharati.

Through the proposal dated 19.10.2020, DG AIR and Prasar Bharati had expressed their view to Ministry that “ the scales granted by MIB vide OM dated 25.02.1999 have already been restored in due course of time by various court judgments in respect of above mentioned 7 categories of employees except Helpers, AEs of CCW, Transmission Executives and Program Executives of program cadre from pre dates of 5th Pay Commission ie.w.e.f 01.01.1978 and 01.12.1983 in case of EAs and Technicians respectively. Hence, upgraded scales have only regularized the anomaly which has crept in due to reduction of Pay Scales by 5th Pay Commission, to draw parity with employees of Film Division and as per the Court orders that has attained finality.”

As per the proposal dated 19.10.2020 submitted by Directorate General AIR to MIB in the issue of 1999 scales , Directorate and Prasar Bharat have once again reiterated its earlier stand that 1999 scales are replacement scales. And DG AIR have also requested MIB to withdraw the MIB order dated 31.01.2018 to consider 1999 scales as one upgradation for MACP.

After this a high level meeting held at Ministry of I&B in the last week of October 2020, between a team of ADG HR , DDG HR,DDA (Engg.) of Prasar Bharati and Honorable Joint Secretray (Broadcasting). It is learnt that Joint Secretary (BA) had discussed the issue in detail with the high level team of Prasar Bharati very positively and assured to follow up the issue in DOPT also to reach to an amicable solution.

Real Facts About Stay on Recovery and Re-Fixation

As you are aware, ARTEE was the first to approach Court of Law with the OA No.2479/15, when MIB issued order dated 08.09.2014 for re-fixation and recovery based on the DoPT clarification that 1999 scales should be counted against one up-gradation permissible under MACP Scheme.

In this OA, we got interim stay against recovery and re-fixation on 13.07.2015 and got the absolute stay on 08.09.2015. It was due to this stay that all the Subordinate Engineering employees saved from re-fixation and recovery from 13.07.2015 onwards.

OA No.2479/15 was finally allowed by Delhi CAT on 01.12.17. The OA 2479/2015 filed by our Association disposed of in terms of the Delhi CAT order dated 31.03.2016 in Smt. Shyamali Biswas case (OA No.1118/2015) and the same was subject to the orders passed in Writ Petition No.2034/2017.

On 11.04.2017, the Hon'ble Delhi High Court stayed the Delhi CAT order dated 31.03.2016 in Smt. Syamali Biswas case. Hence the stay order in our case also affected.

Taking advantage of this development Hon'ble MIB issued order dated 31.01.18 for recovery and re-fixation.

We approached Hon'ble High Court against this order dated 31.01.18 and high Court directed us to approach CAT since 31.01.18 order is a fresh cause of action, till then protection was provided. After this DG (AIR) issued another order dated 26.06.18 for recovery and re-fixation.

After the release of 26.06.18 order by DG (AIR), ARTEE filed Contempt Petition (as directed by Delhi High Court) in OA 2479/15, and CP. No.371/18 was listed on 29.06.18.

After hearing Court directed the respondents **“not to take any coercive action”** and to file reply upto 02.08.18 (next hearing date). **Hence ARTEE got stay against DG AIR order dated 26.06.18 on 29.06.18 itself.** The Contempt Petition CP. No.371/18 was listed again on 03.08.18, 24.09.18, 22.10.18, 14.12.18, 08.03.19 and on 27.05.19. But department had not submitted reply to the show cause notice serve to them on 29.06.18.

Hence the Interim relief ordered by the Court on 29.06.19, which is preventing the respondents from taking any coercive action on the order dated 26.06.18 is continuing. Mean time we filed another OA 2575/2018 with the following demands and requesting to stay the operation of the order during the pendency of the present OA as an interim relief.

- 1). Quash the order dated 31.01.2018, issued by the respondents, in continuation of order dated 08.09.2014, and
- 2). Quash the order dated 06.04.2018 & 26.06.2018 or any other consequential order (s), issued by the Respondents, in continuation of orders dated 31.01.2018 and dated 08.09.2014,
- 3). Direct the respondents not to treat the pay scales granted vide O.M. dated 25.02.1999, not as an upgradation but as Restoration and Replacement scales for all the purposes, including for ACP/MACP, with all consequential benefits, including restoration of pay and allowances and refund of the recovery, if any made by the Respondents, in pursuance of the impugned orders.
- 4). Allow the OA with all consequential benefits of pay allowances and promotion, with all arrears, and costs and pass any other or further order(s), in favor of the Applicants, which this Hon'ble Tribunal may deem fit, just & proper in the above- mentioned facts & circumstances.

In our earlier OA No.2479/15, we had challenged the MIB order dated 08.09.2014 . Even though, ARTEE had got favorable order in the above OA, it was subject to the decision in WPC pending in Delhi High Court.

We filed the fresh OA 2575/2018 with an aim to overcome this negative factor and to have complete say and control on the case against recovery.

But in hearing held on 13.07.2019, the government advocate misrepresented the Court that our Association is not a registered Association and benefits cannot be granted to members of an unregistered Association, and hence tribunal granted interim stay only to the applicants who were a party in personnel capacity.

We filed MA No.3612 / 2018 seeking to modify the earlier interim order dated 13.07.19 by extending the benefit of the same to Association also. In the hearing our advocate submitted the proof of our registration, but government side now submitted that our association is not a recognized Association.

But the government side submitted that they are not recovering any amount from any employee (due to the Stay in our CP 371/18 which prevents government from taking any c action) including from the members of the Association.

But the government side raised a “**practical issue**” that since our members which were around 4600 were posted all over the country and it is possible to verify their whereabouts and individual service particulars and any general order may lead to filing of contempt cases. Unfortunately Court accepted this argument of government side and ordered that it cannot be said that members of the said Association, who were not parties in their individual capacity before the tribunal , are also entitled for any individual reliefs , automatically.

Even though it is just a technicality that court excluded Association from relief which is granted to individual applicants before the tribunal, it was only after the submission by the government advocate that they are not recovering any amount from any employee (probably due to the Stay in our CP 371/18 which prevents government from taking any coercive action) including from the members of the Association.

As you are aware, in many OAs filed by Associations (which were not recognized as per CCS (RSA) Rules) after and before the said decision in our OA, Tribunals across the Country had granted benefits of the OAs to individual applicants, Association and to the members of the Associations who were not a party to OAs.

As it is evident from the order, the order itself is contradictory. In para 8 of the order, Court also agrees that that as per Rule 4 (5)(b) of CAT (Procedure) Rules,1987 enables an Association to join along with affected employees to espouse the common cause, but in the next sentence itself it interprets otherwise.

Now after the RSA Subscription deduction in the financial year 2019-20, the full details of ARTEE members are with the department and hence the “**practical issue**” quoted by the government advocate is no more valid.

As we told earlier, all ARTEE Members are protected as per the Court Order in CP 371/18 in OA 2479/15.

We are glad to know that now AADEE also utilized the Absolute Stay granted in OA 2479/2015 filed by ARTEE in their support in OA. No.2449/2018

Please read below portion from Court order dated 20.07.18 in OA. No.2449/2018 to know how AADEE got status quo in their OA No.2449/2018. It was based only on the court order in OA 2479/2015 filed by ARTEE and other two OAs.

It is now very ridiculous that some members of AADEE in south zone are wrongly propagating that ARTEE doesn't have any valid stay order in this matter.

We request them to go through the above Delhi CAT order dated 20.07.2018, where it is mentioned that advocate of AADEE itself produced “” three Court Orders (OA No. 2479/2015 filed by ARTEE, OA No. 1003/2007 and OA No.3046/2015) wherein the Vacation Bench of CAT

had considered the similar matter and passed orders to the effect that the respondents shall maintain status quo in respect of fixation of Pay” .

From the above it is established without any controversy that even the advocate of AADEE mentioned the stay order in the OA filed by ARTEE to get stay in their case.

It is very condemnable that members of the same association are now propagating that ARTEE don't have stay order against recovery and re-fixation. It is very unfortunate that they are acting just like Goebbels. This is just an example and they are propagating similar false propagandas in each subject.

These false propaganda really establish their wrong intentions and motives. Welfare of employees is not included in their agenda. Their real agenda is the personnel glorification of one individual.

Hence we request all employees who fallen to their various false propagandas to come back to ARTEE to strengthen the real welfare force of employees in AIR & DD. We are working democratically as a true welfare service association, and we invite all engineering employees to work together with ARTEE to safeguard the genuine interest of engineering employees.

The Real Facts about Sr.Tech,Tech,D.Tech, M.Tech Merger Proposal.

As you are aware, on **30.06.2014 DG AIR** had submitted a proposal to Prasar Bharati with recommendation to **merge Tech and Sr.Tech, D.Tech and M.Tech as Technical Assistant.**

In the meantime, the cadre review committee has submitted a detailed proposal for re-constructing of the subordinate engineering cadre which also included the merger of Tech,Sr.Tech,D.Tech, M.Tech as Sr. Broadcast Technician in 4200/- GP. Hence DG AIR through the letter dated 08.07.2015 communicated to Prasar Bharati that the earlier proposal submitted on 30.06.2014 to re –designate Technicians and Sr. Technicians as Technical Assistant has now redundant and further requested not to pursue the earlier proposal submitted on 30.06.14.

Hence in the name of Cadre Review Proposals the further steps in proposal submitted on 30.06.2014 were stopped. Mean time in Ashok Yadav Case and in case filed by ARTEE Court directed department to grant pre revised scale of 5000- 8000 to Technicians. Considering this positive development ARTEE again raised the issue of merger of Technician cadres through its representation dated 07.03.2016.

As a result of our representation dated 07.03.2016, DG AIR issued a letter (enclosing the representation submitted by ARTEE) on 19.04.2016 to Prasar Bharati to consider the demand of merger of Tech cadres as demanded by ARTEE.

But the officials in Prasar Bharati was of the view that Prasar Bharati can initiate further action in this matter only after placing all Technicians with Central Government status in the Pre revised scale of Rs.5000-8000. Due to the efforts by ARTEE, DG AIR through its letter dated 26.10.2017 informed Prasar Bharati that “proposal for granting the pre revised Pay Scale of Rs.5000- 8000 to those who were appointed between 26.02.1999 to 05.10.2007 has been referred to MIB for approval, which has been agreed in principle. Hence all incumbents Tech and Sr.Tech who are government servant would be placed in the same Pay scale of Rs.5000-8000”. DG AIR further informed that Cadre Review committee report is likely to take some time and has become imperative to revisit the proposal of merger of Tech cadres.

But ARTEE succeeded in placing all employees appointed between 26.02.1999 to 05.10.2007 in Rs.5000-8000 scale, through the DG AIR order dated 18.12.17. After this positive development Prasar Bharati raised some quires to DG AIR in this matter and when the reply was delayed in DG AIR, ARTEE through its letter dated 27.04.18 expressed its strong disappointment in replying the quires raised by Prasar Bharati and demanded to send the reply to the quires at the earliest.

As a result of our persuasion DG AIR send the reply to the quires raised by Prasar Bharati. Finally, as a result of our continuous efforts, Prasar Bharati Board in its meeting held on 21.05.2019 approved the merger of Tech /Sr.Tech/ M.Tech/ D. Tech in pre revised scale of Rs.5000-800 ie Rs.4200/- Grade Pay with designation as Junior Broadcast Engineer and on 28.05.19 Prasar Bharati send the Proposal to Ministry of Information and Broadcasting for further action and approval. This proposal is based on the proposal submitted by ARTEE. The issue will be vigorously pursued in Hon'ble Ministry of Information and Broadcasting.

As mentioned above, on 28.05.2019, Prasar Bharati send the proposal to the Ministry of Information and Broadcasting for approval.

Since Prasar Bharati not got any reply from Ministry about the proposal send to Ministry of Information and Broadcasting, on 28.05.2019, ADG (HR), Prasar Bharati wrote a D.O letter dated 24.10.2019 to the Joint Secretary, Ministry of Information and Broadcasting to expedite the proposal

On 10.10.2019, Ministry of Information and Broadcasting asked some more information and clarifications about the proposal submitted by Prasar Bharati. The information and clarifications asked by Ministry is as below,

I). Duties and responsibilities of Technician, Senior Technician, Mast Technician and Diesel Technician

II). Justification for the merger of Mast Technician, Diesel Technician with Technician and Senior Technician despite a wide margin in pay scales between Mast Technician, Diesel Technician (Pre revised Rs. 4000-6000) with Technician and Senior Technician (Pre revised Rs. 5000-8000) by virtue of Supreme Court Order.

III). Latest Recruitment Rules in vogue of EA, SEA, Sr. Technician, Technician, Diesel Technician and Mast Technician.

IV). Financial Implications if any.

Due to the efforts of ARTEE, on 24.10.2019, Prasar Bharati sent the detailed reply for the clarification sought by the Ministry of Information and Broadcasting. In this letter Prasar Bharati has submitted justification for the merger of Mast Technician, Diesel Technician with Technician and Senior Technician.

On 19.11.2019, Ministry again asked justification for the merger of Mast Technician, Diesel Technician with Technician and Senior Technician despite a wide margin in pay scales between Mast Technician, Diesel Technician (Pre revised Rs. 4000-6000) with Technician and Senior Technician (Pre revised Rs. 5000-8000) by virtue of Supreme Court Order. In the above said letter Ministry also mentioned that merger of the post of Tech, Sr. Tech, D.Tech and M.Tech is to be done in Government Pay Scales and not in Prasar Bharati Pay Scales.

Sensing the seriousness of the issue, ARTEE leaders met officials in Prasar Bharati and due to the effective persuasion of ARTEE, Prasar Bharati through its letter dated 05.12.2020 informed MIB that the higher pay scales granted to Technicians and Sr. Technicians by the orders of DG AIR in

compliance with the order passed by the Supreme Court do not , per-se tantamount to up gradation of Pay Scale of Posts.

After receiving all the clarifications from Prasar Bharati and due to the rigorous follow-up of ARTEE, Ministry on 23.04.2020 send the proposal for the merger of Tech cadres to Department of Expenditure (DoEXP)

After the examination of the proposal in the DoEXP , they asked few clarifications about the proposal from MIB and MIB asked Prasar Bharati to provide the reply to the clarifications asked by DoEXP.

Due to the efforts of ARTEE, Prasar Bharati send the reply of the clarifications asked by DoEXP to Ministry. Now we are pursuing the issue at MIB for sending the reply to DoEXP at the earliest. We assure our members that we are sincerely and effectively following the issue at various levels and are determined to make the merger process to its logical conclusion.

Due to the efforts of ARTEE, Prasar Bharati send the reply of the clarifications asked by DoEXP. But Unfortunately DoEXP again asked few clarifications from Ministry about MACP of D.Tech and M.Tech. Again due to the successful efforts of ARTEE convincing reply was sent from Prasar Bharati to Ministry.

We assure our members are that we are sincerely and effectively following the issue at various levels and are determined to make the merger process to its logical conclusion.

Friends, ARTEE is committed for the earliest redressal of this issue since 2014 and it is in our topmost priority because this proposal is based on the proposal submitted by ARTEE firstly. ARTEE leadership is determined to share each information of future activities regarding this issue with transparency to all of you till the successful merger of the technician cadres as soon as possible.

Honorable Members, Just keep your hope and faith intact with our beloved "ARTEE ". The result is bound to be very pleasant and positive for all of you.

Real Facts about EA- SEA Merger Issue

As you are aware, the merger of the cadres carrying the pay scales of Rs.6500- 10500 & Rs.7450-11500 was also a part of recommendations of the 6th CPC.

As per DoEXP OM dated 13.11.2009, revised grade pay of 4600/- 2 has been granted to the posts that existed in the pre-revised scale of Rs.6500/--10500 as on 01.01.2006 and which were granted the grade pay of Rs.4200/.

Due to the persuasion of ARTEE this OM Dated 13.11.2009 was executed and all incumbent EAs working in the scale Rs. 6500- 10500 were granted GP 4600 at par with the SEAs working in the scale of Rs. 7450-11500.

DOP&T, vide its order dated 24.03.2009 directed all Ministries to complete the formalities of framing Recruitment Rules of merged within six months of the notification of the order.

In 2010 when SEA to AE Exam was declared, Sh. Praveen Kumar and eight other EAs filed OA 2940/2010 in Delhi CAT, with the prayer to allow them to appear in the SEA to AE Exam. Hon'ble CAT, through the order 30.11.2010, directed the department to take a final decision on the merger and also to formulate the Recruitment Rules for the merged cadre.

After this, our sister Association also approached CAT. Hence the issue of EA –SEA Merger became sub judice In the year 2010 itself, due to the Court cases filed by few individuals and our sister Association. **Hence the allegation by some anti-employee elements that EA-SEA merger issue becomes Sub judice due to ARTEE is totally baseless.**

After the CAT order in OA 2940/2010, DG (AIR) cancelled the EA to SEA examination in 2010. After this, DG AIR had forwarded a proposal for Merging EA and SEA in Grade Pay Rs. 4600/- but Ministry was not ready to merge EA and SEA in the GP 4600/-. Subsequently, in the year 2012, Ministry had taken approval for EA-SEA merger in Rs.4200/- GP from DoPT and DoEXP.

In the hearing of contempt petition in Praveen Kumar case Ministry informed the court that merger in 4200 GP is over and the remaining task is only for framing amended RR for the merged cadre of SEA and EA. Unfortunately, in 2012, Associations were not able to prevent the merger of EA with SEA in GP 4200/-.

But after the ARTEE Election 2013, the efforts by the new Central team of ARTEE prevented the Ministry from doing further damage and as result the MIB could not proceed further in the finalization of Recruitment Rules with Grade Pay of Rs.4200/- for the merged cadre of EA and SEA.

On 08.07.2014, DG AIR issued a speaking order in suppression of all earlier communications and declared that the Pay of the Engineering Assistant is in Pay Band II with GP 4200/- only. And as per para 11, DG AIR instructed zonal heads to adhere to the pay fixation in GP 4200/- (re fixation o EA in GP 4200/-). The main reason quoted by DG AIR in the speaking order was that merger of the posts of EA and SEA is complete as per MIB Letter dated 13.04.2012.

ARTEE Central Office again retaliated in strong manner and Management was compelled to withdraw the order in a day. It should be remembered that it was only due to the effective and able intervention of ARTEE Central Office that authorities were forced to withdraw the order on same day itself.

The existence of EAs with Central Government status in two pay scale was the main obstacle for merger of EA with SEA in 4600/GP. After this we tried our best to get the verdict in EA(5K) in scale Rs. 6500-10500 Implemented to all EAs so that root cause is removed and when all EA and SEA are in GP 4600, department cannot execute their sinister plan to merge in 4200/-GP. We succeeded and all EA (5K) with Govt. Employee status were granted scale of Rs. 6500-10500.

On16.08.16 Prasar Bharati published a draft RR (with GP of the merged cadre as Rs.4600/-) for the post of AE and for the merged cadre of SEA and EA.

Due to the active persuasion of ARTEE on 17.02.2017, Prasar Bharati send the finalized “Recruitment Rules” after the approval of Prasar Bharati Board to MIB for consideration and notification of modified Recruitment Rules. But Ministry was not ready to take any action on the issue, since MIB was not ready to accept Rs.4600/- as the Grade Pay of the merged cadre of EA with SEA.

In the meantime, in 2018 few Engineering Assistants including Sh. Vijay Haror approached the Delhi CAT against the delay in notifying the modified Recruitment Rules for the merged cadre of EA with SEA.

The Delhi CAT through its order dated 08.02.2018 directed Ministry of I&B to notify the modified recruitment rules within a period of three months from the date of receipt of certified copy of the CAT order.

Since the government was not taking any action as directed by the Honourable CAT, the applicants filed Contempt Petition in CAT Delhi with CP 100/18 in OA 282/18.

During the pendency of the Contempt Petition in Delhi CAT, Government filed the Writ petition WPC 8712/18 to challenge the CAT Order in OA 282/18 and the first hearing held on 20.08.18.

Then as per the request from Sh. Vijay Haror and others, **ARTEE took over the case with all in Delhi High Court and ARTEE hired the services of an eminent lawyer Dr. Ashwani Bhardwaj for the first hearing of the case on 20.08.20.**

On 20.08.20, Hon'ble High Court had asked 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.

The case WPC 8712/18 was further listed on the following dates also

- 1).22.10.18
- 2).12.11.18
- 3).06.12.18,
- 4) 20.05.19
- 5).03.07.19
- 6).15.10.19

In the above listing dates both sides submitted affidavits and counter affidavits and all the procedures were completed and final hearing of the case was scheduled to take place 30.01.20

Our advocates Sh. Ashwani Bhardwaj ji and Sh. Manish Bishnoi ji were present in the Court on 30.01.20 and were ready for arguments. But AADEE through Sh. Ashwani Dagar filed an Interim Application, requesting the Court to allow them to intervene in the case.

Unfortunately, Hon'ble Court allowed the demand of AADEE despite strong opposition by our Advocates. But instead of arguing the case, advocate for Sh. Ashwani Dagar (AADEE) as intervener demanded for next date. It is to be mentioned that government advocate also was in favour of advocate of AADEE in demanding next date.

Our advocate strongly opposed it and informed the Court that for the last ten years this issue is pending. But advocate of Sh. Ashwani Dagar (AADEE) insisted for next date together with government advocate. Our advocate opposed the demand of advocate of Sh. Ashwani Dagar and request to go for arguments. But Court gave 28.04.2020 as next date of hearing which is being extended due to COVID-19 pandemic.

All the affected parties can join in any case in any court in issues related to them. We respect their freedom to do so. But why AADEE, waited for the final hearing date to join as party. AADEE had the opportunity to join the case in Delhi High Court from the first hearing date (ie from 20.08.20), but they waited till the final hearing date to join in the case. This is very suspicious. The efforts of AADEE for delaying the possibility of a favourable decision on 30.01.20, was not in the interest of employees. Suspicion increases with the fact that the Govt advocate strongly supported AADEE plea to intervene in the case.

On 30.01.20, there was a fair chance of the case to be decided positively, but AADEE's suspicious move spoiled this. And now due to the pandemic scenario, the case is delayed indefinitely.

Now these enemies of employee welfare have started a totally baseless propaganda that ARTEE made the EA-SEA merger issue Sub-judice. As we explained above the first case in the entire issue was filed in 2010 itself by few individuals and by our sister Association and in that case itself Delhi CAT had directed the department to notify the recruitment rules for the merged cadre of EA with SEA.

Since the Ministry was not making any efforts for notifying the recruitment rules, even after Prasar Bharati forwarded the Draft recruitment rules to Ministry on 17.02.17, it was some of the EAS from different Association filed OA in Delhi CAT in the year 2018.

When the department filed appeal in the case in Delhi High Court in year 2018, then only ARTEE taken over the case for effective management of the court case. And now AADEE itself joined the case at Delhi High Court only to delay the final hearing on the matter. And now AADEE is accusing ARTEE in this matter baselessly. It exposes their double standard in the issue & their political propaganda is like “ULTA CHOR KOTWAL KO DATEN” only.

A Goodbye and farewell Message by Shri Umesh Chandra, Ex-President and Office bearer for the last 25 Years.

My beloved ARTEE Members

At last my time of saying goodbye to this department has come. I express my whole hearted gratitude to all office bearers and members for cooperating me in my 10 years of serving the Association as President from 2009 to 2019 and 25 years of serving as office bearer various posts.

Dear friends, I joined ARTEE in 1994. My career as Office bearers 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 Malavya, 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. Bachchu Singh Meena as President and Sh. Anil Kumar S. as Gen.Secy. In 2003 I was elected Addl. Gen. Secy. in Centre with Late Sh. Robin Dasgupta as President and Sh. Anil Kumar S. as Gen.Secy.

When I took over as President, some of our very important demands like ACP Patna, One Cadre One Pay, Tech vs LA etc were Pending and Members started feeling that due to our maximum involvement in NFADE, our ARTEE issues are lacking behind despite that fact that we got status of Govt Employees through the platform of NFADE but still a lot was to be done for our own ARTEE Members. **For me ARTEE was foremost and I started working on this ideology.**

Not liking this, General Secretary submitted his Resignation on 6th Feb 2014. He placed a challenge before me and I accepted. I started working on our own issues. By sincere efforts results have started coming. I am very happy that during my tenure I did my efforts on each and every issue which came across departmentally or organizationally.

SOME OF MAJOR SUCCESSES IN MY LEADERSHIP

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

EAs joined after 25/02/1999 were placed in 5000-8000 scale. We are happy that this issue, which was lingering since 25/02/1999 has been solved under my leadership. The number of 434+ EAs got 6500-10500 Pay Scale 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. This was the first Major success.

(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 present body 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.

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 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 atrocious order to merge 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.

There are many other issues like Funding issue of after 31/03/17, Implementation of Discriminatory Transfer Policy Stopped, Accounting Procedure for Retiring People, Issue of One Increment on fixation on 01/01/1986, Issue of FR-22 on EA to SEA Promotion, Transfer Procedure Changed by Prasar Bharati and Sinister derogatory move of EA/SEA Merger in 4200 etc were solved.

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

Both the mergers are in process. In EA/SEA Merger Deptt tried to scuttle it 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 4200. We succeeded it this and now it is being done on 4600 G.P.

Tech, Sr.Tech, D.Tech and M.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.

(10). 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 Advice from Deptt of Legal Affairs (DoLA). This issue is on top priority. At present this issue is sent to DoEXP with favorable Note.

(11). Closure of LPTs and Protection to staff on Closure of LPTs:

This was an issue that changed the entire existence of Doordarshan. ARTEE tried to deal the issue practically and unleashed a great campaign where our representatives met Politicians and Celebrities to stop or delay the closure and at the same time we devised plans to save the job of the engineering staff who would have lost the job in the event of the eventual closure. We could save lots of installations and also could get the posts from the closed LPTs to DDKs and AIR Stations nearby so that the hardship faced by the staff is mitigated.

Apart from above mentioned issues many other issues like change in designation of helpers, local problems etc. 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

I 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.

My very special thanks to Mr. Joseph Martin C.J. who maintained ARTEE website for seven long years. He came forward when a particular section was doing total non cooperation and 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. The moment any office bearer starts considering it as even little advantage, he start losing the dedication and commitment. Association work is a continuous learning process. A person learns even from his juniors and this intent of learning must always be their. A leader has to be a good speaker as well as good listener. A leader must generate a faith among his members that if no body is listening, his leader will listen him and will provide him solution of his problem. A leader must always keep in mind that Members working in Remote stations feel safe by relying on leadership. A leader has to work

like a shock absorber. He has to stop all the negative shock from Management. That's why Leaders are called Barriers.

Our country has Atomic Weapons, Missiles and all type of weaponry but it does not mean we are going to use those in a hush, Those weapons are deterrent to enemies advances These weapons assure us that no enemy is dare to attack us. ARTEE as an Association has played role of deterrent to the negative moves of Management. For that we must have all the weapons with us. ARTEE should never be empty of such weapons. For this, Organization has to be strengthened..

In next two to three years maximum members will retire and ARTEE may face leadership crisis. Young turks have to come forward. There is no escape from this now. This is also essential to keep greedy and power hungry leaders away.

I want share one incident with all of you. Once I was feeling tired and down due to hard work and pain of top post. Family life was disturbed, health was going down but even after hard work Members were not satisfied. The great leader Late Sh. Robin Dasgupta sensed this and asked. After listening my pain he said :

"God gives two types of rights to People. First he gives every one right to speak for himself and to selected people who have some extra potential he gives right to speak for others. Don't worry what others are saying keep doing the good work because you belong to those selected people who have extra potential. Don't ever think that you are doing a degraded work. You are privileged that God has selected you for welfare of so many people." I always kept this in my mind.

I am extremely thankful to almighty that I got an opportunity to serve ARTEE Members for 25 years as Office bearer and 10 years as President. I am also thankful that my efforts have yielded good results and I was successful in bringing smiles on faces of My Members.

I feel blessed and proud that Members too poured unlimited and unconditional love on me. During my long stint I have long discussions and arguments on different issues. If my language or my view point hurt anyone, If any one felt hurt by any act of mine, from core of my heart, I apologize.

I also assure that even after my superannuation whenever my beloved organization needs me, I shall be there for my Members. So this is good bye my dear friends and my beloved organization.

**Yours Own,
Umesh Chandra,
Ex. President,
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*Unity is strength,
where team work and collaboration, wonderful things can be
achieved.*

It starts with us, if not us then who ?

*Coming together is a beginning,
Keeping together is a success,
Working together is a success.*

ARTEE is dedicated to Members since 54+ years.

BOOK POST

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