

Dear beloved Comrade ARTEEians,

A wholehearted welcome to all of you. It always gives me a pleasure to interact with all of you

Since we met last year since then helm of activities took place. Last one year has been the full of turmoils and various types of developments. The last one year has been of tremendous threat to our existence. As you are aware that We have lodged an Agitation from the banner of Sanyukta Sangharsh Samiti (SSS) to put pressure on the Management for implementation of our justified demands. We could not take up these demands from any other platform since these demand belongs to us only. The SSS is a historic platform and we have achieved many successes and signed milestone agreements. We have launched some soft steps and the response of those steps was encouraging despite differences among our own cadres. Due to which negotiations were started. The response of three days Relay Hunger strike was historic. We had a meeting in Ministry on 28th JULY 2011 in which we were on the brink of settling some of the age old problems like issuing a corrigendum to mention the up gradation of scales (which has been hanging on us like a sword since 1999) as restoration of scales, Implementation of CAT PATNA verdict of ACP first for applicants and later for others, One cadre One Pay, Notional Pay Fixation for Tech in pay parity with Lighting Assistants etc. We asked for the Minutes it was conveyed that within next few days you will get the orders. We were very happy and satisfied. Things took devastating turn since than.what went wrong just after.

As you are aware that when me and Gen.Secy. took charge of this Association in 2006, at that time also there was a storm on the issue of Registration which was pending since 1993, Challenging the byelaws, freezing of Accounts, freezing the Assets etc etc. Without going into details we have to re think how we came out. It was possible by rock solid support of the all of you ... the most important part of any organization and handling the situation skilfully by the leadership. This time again these elements attacked us on an issue the recognition as per CCS(RSA) Rules 1993 which was pending since 1993. The same question was raised in 2008 also and things were referred to Ministry of I & B by DG AIR which is sitting on the issue. At that time we succeeded in getting one order issued for maintaining the status quo till Ministry of I & B takes a decision. Activities of these elements should be condemned as the acts of these people caused an irreparable loss to the cause of employee as all of our demands are for the benefit of employee and any success in the Agitation would have immensely benefited all the employees including these who have objected us. But it is surprising that we have left such core issues like Registration and Recognition which are related to our, on the mercy of Management. Particularly after the Statement by Hon'ble Minister of I & B in 2006 that "**That No Association is Recognized**". Today we are repenting Why we ourselves did not persuaded Management to start the Process of Registration.

With full honour to all our respectable leaderships the important question is that the problem is persisting since 1993 and was never given a serious thought till 2011. Perhaps nobody thought of seriousness of the issue and it could not be asserted that how damaging it can prove. The issue should have been handled with more sense of urgency.

An increasing & unjustified interference in transfer grievances has also made some quarters in Management annoyed with us. We are also guilty to some extent. I have been raising this issue in all my addresses in conventions, meetings and my write ups that at some point of time this Associations has to decide its limit of interfering in Transfers. During my whole Association career I did not find any Association/Union in other departments who is taking up transfer grievances this way. Perhaps the intra Associations rivalry also boosted this. We have to consider that our CWC is more than 70 office bearers even more than Indian National Congress and we have been providing protection to almost all of them is'nt it incredible. We had gone even beyond that in providing protection to nominated posts also. Situations had become so worse that even a Member is transferred from one Building to another he was objecting. If we refuse to take up such unjustified cases member used to approach sister Association and vice versa. Without any prejudice I want to say that unnecessary interference in the issues not related to employee welfare, intra Association rivalry, Dual Membership has weakened the organization.

People who used us for their purposes and later backstabbed when their purpose is solved are also responsible. ARTEE fought for them too but they let us down. No need to tell that all employees working in Prasar Bharati on deemed deputation are today enjoying the status of Govt. Employees and all other facilities because of Agitation lead by mainly ARTEE .When this goal was achieved (although partially) this segment started backstabbing us and helped Management in thrashing us by giving the Management the loopholes and ways to thrash us. **No doubt that we achieved success due to NFADE and it was our duty as the largest Association but now we have to accept that Fruit of outcome of NFADE Agitation is being enjoyed by everyone while fallouts and the sufferings came**

in our Share only. Some Segment have got benefit of outcome of NFADE as well as benefit of breaking it. Although there are some other segments too who think otherwise and understand the importance of Unity and importance of existence of a strong joint platform. These segments among Management has helped us in this turmoil also and helped in handling and cooling the situations. Despite the negative role played by some segments ARTEE is always open for working jointly with likeminded people for the saving the common interests of employees. But we have to go cautiously from now onwards.

Dear comrades, We have been fighting united to protect the organization. When we realized that our transfers are causing harm to the cause of Recognition and Management is successfully diverting the issue from Recognition to transfers, we decided to join our duties. But Member should understand the importance of a strong employee platform and consequences in absence of that. The signs are already being seen. We will certainly bounce back with more strength as the law of natural justice and law of average work for all. Its only a temporary phase. No body can deny us justice for a long time. But certain things are clear from now onwards that :

We have to avoid Cadre wise differences, keep our Unity intact and trust the leadership.

We have to concentrate more on Cadre Related issues and not merely on transfers.

Association will interfere in transfer grievances only when there is violation of transfer policy and in extreme humanitarian ground.

We have to cautiously interpret the issues, discuss the pros and cons and if it is not concerned to the Member of this Association we have to desist from taking up such issues.

We should learn how to work with the persons having difference of opinion.

At present the scenario is that Almost the entire leadership is functioning through Rotation on our own expenses sacrificing our personal lives, money and bearing utmost inconveniences.

Recognition procedure is started with the gallant efforts and persuasion by the Association as a Team. With all around efforts by our Comrades we succeeded in submitting list of more than 6700+ Members asserting it beyond doubt that we are the largest employee welfare organization in our department. I congratulate everyone on this achievement and for the faith shown in ARTEE. Than by the efforts of Association Prasar Bharati issued orders to deduct the RSA subscription from Salary which is pre requisite for Recognition. As a result of Vigorous efforts around two third of DDOs started these deductions but still a handful of DDOs are still to do this. I suggest a more effective and vigorous persuasion to these DDOs by our CWC Members and Unit Secy. Because until most of DDOs are not deducting the RSA subscription the Recognition process will not progress significantly.

In the entire process our Gen.Secy. Sh. Anilkumar S. contributed the max. Forgetting his own sufferings it is beyond doubt that he performed beyond par and excellently. I commend the efforts of Gen.Secy. and assure that the entire Association is with him in his tryst with the scenario. We assure the house that we will bring back the Recognition as quickly as possible and once again ARTEE will be a force to reckon with.

In the process we all suffered financially and personally but we feel proud that we kept the ARTEE flag high. Despite all odds ARTEE again and proves it.

As I told we are suffering very badly. But among all of us our beloved Gen.Secy. suffering the most. I propose that house should sanction an Interest free Loan from ARTEE corpus to him.

We all have to respect the discipline of the organization. The definition of discipline is same for everybody. We can not adopt different standards on various issues of indiscipline. We all have to respect it. There have been unfortunate incidents which could have been avoided. Any Member should not Act beyond their Authority. Here everybody is working for Organization spending our own time and money. One one side we say we are working for ARTEE and on other side wed through its important documents as if we are above any discipline. The use of unparliamentary and abusing should be stopped. We should learn to respect the discipline and protocols of the Organization. Such incidents in the past have also attributed to todays situation. This is the era of coalition we all may have difference of opinions on key issues and we have to learn to live with it. Nobody is above the Organization.

At present when we are totally focused on Recognition process, on the other side Management efforts are ON to cause us max. Damage cadre wise. The Recent Example is the Merger of EA and SEA in Grade pay Rs. 4200/- in the designation Jr.Engr. This is being done sensing the situation that Association can not desist it Organizationally. Ministry of I & B is keen and pressurizing DG AIR ... the Cadre Controlling Authority to put forward the proposal as per their suggestions. It is the most dangerous move and it will spoil all our future prospects. It is being done to overcome our demands like Patna ACP, One Cadre One Pay, MACP etc. Most surprisingly it will effect around 17000+ employees of this department subsequently including all Subordinate Engg. And Program Cadres. So We need to create awareness about this fact that if Management succeeds in its conspiracy it will be suicidal for All. We in Centre are doing everything including lobbying among like favourable officers, trying to generate support for this and legal remedy at last.

As you are aware that with the efforts of the organization we all got MACP. Some efforts are also made to harm that but we succeeded in stopping that. We have to be cautious on that also.

The Promotions in All of our cadres are almost negligible. While Promotion list are frequent for officers and they have got fulfilled all of their demands by back stabbing us on the other side we are thirsting for Promotions. The irony is over the period some people have become expert in stopping the promotions what ever is being done. The glaring example is SEA to AE and AE to ASE Promotions. We must restrict ourselves from stopping whatever is taking place.

In the three day meeting we should discuss all the issues with positive intention and find out solutions of such problems. Pl. Note that lot of money is being spent and hectic efforts are made to organize this CWC Meeting. We all should also discuss the way of functioning of the organization in coming future.

We at Centre assure all of you that We all committed to work together for the welfare of our Members and for betterment of Organization.

My deliberation will be incomplete without conveying my sincerest thanks to Sh. Ashok Gupta, our hard core dedicated Comrade who whenever this Association required is always there with his services. Even after his retirement he is today working for ARTEE which is incredible. I commend his efforts.

I also acknowledge the efforts of some of our Comrades who retired after the last CWC like Brother T.V.Raghunathan and others. This Association is blessed with such Comrades.

At last I request all of you to contribute to make this CWC a grand success with positive deliberations while maintaining decorum, discipline of the house.

Comradely yours

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