



FILAMENT

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

Volume-41, Issue-4

Editor: Shailendra Shah

November- December 2007

Congratulations!

Central Office of ARTEE congratulates all members, unit secretaries and other office bearers on the grand success of **Festival of Unity, the XV National Convention**. We salute the Organising Committee under the leadership of Sh. Milind Joshi, VP (WZ)/Chairman & Sh.N.L.Deshmukh, AGS(AIR)-WZ/Convener and their team for making the Convention a grand success. The members of AIR & LPTV Parbhani once again proved that we, ARTEE, can make impossible thing possible with hard work. By successfully organising the National Convention in a comparatively smaller place like Parbhani we upheld the slogan "ARTEE shows the way.... others follow."

Festival of Unity at Parbhani – 15th National Convention of ARTEE

15th National Convention held at Parbhani on 16, 17 & 18 November 2007 was a grand success. The team led by Sh. Milind Joshi, VP (WZ), Sh. N. L. Deshmukh, Convener deserves full appreciation for doing commendable work in making it a memorable event. We congratulate each and every member of the Association on the grand success of the 15th National Convention. More than 500 delegates/observers from different stations from across the country participated in the Convention.

This Convention has made a number of unique records in the history of workers movement. The National convention of such a large organisation like ARTEE usually takes place in Metro or capital cities. This is perhaps for the first time that an event of this magnitude was organised at a place of the level of district headquarters. The event was aptly named as festival of unity as we witnessed how members from far flung areas like North-East arrived at the convention after travelling for many days changing their modes of transport enroute several times, with the spirit of showcasing our unity. We are indeed overwhelmed by the kind of response that we received. A small unit of 19 members at Parbhani (both AIR & DD) has indeed displayed an exceptional commitment in organising an event of this



Inauguration of the National Convention by lighting the lamp by Hon'ble MP in the presence of Member (P)-PB and others.

← Flag Hoisting by President ARTEE & Member (P) Prasara Bharati

Wish a very Happy New Year 2008 to all our members, their families & friends

magnitude. We all returned back from Parbhani with lots of strength and inspiration to move ahead. The Union Network International (UNI) also supported the event and we could see a unique dress code as well for all of us ARTEEan's on the final day when members in ARTEE-UNI T-shirts & Caps created a perfect ambience for the grand finale. *A flag was also provided by the organising committee to ensure flag hoisting in all units on ARTEE day, i.e., 1st January to celebrate raising day.*

Sh. V. Shivakumar, Member Personnel, Prasar Bharati, graced the Inaugural session on 16th November 2007 as Chief Guest and Sh. Sh. Tukaram Renge Patil–Hon'ble MP(LS), Sh. Prataprao Deshmukh–Mayer, Parbhani Municipal Corporation were the Guests of Honour. Sh. Shivakumar, in his speech stressed the need for more coordination of Association with the Management and assured all support in resolving the issues related to the welfare of employees, to help AIR and DD in scaling newer heights. He assured to have a detailed discussion on the resolutions, which will be passed after the discussions for the coming three days.

Sh. Tukaram Renge Patil, Hon'ble Member of Parliament (Loksabha) assured whole hearted support to protect AIR&DD, the National Broadcaster of the country and its employees.

The delegate sessions started after paying homage to the departed souls of our office bearers/ members. The house paid tributes to Sh. K. P. Singh, former member, Departmental Council, Mother of Sh. R. Raman, VP(SZ), Father of Sh. Amit Paul, AGS(SEA/EA–NEZ), Mother of Sh. Y. Tehsildar, JS (EA/SEA–WZ), Sh. K. K. Chaudhary, GS, ADTEA and others.

Sh. Milind Joshi, VP (WZ), in his welcome address, extended a warm welcome to everybody. President in his address informed the house about the latest developments taking place in the department and the necessity for keeping the Association intact while leading the united movement of the employees associations of AIR & Doordarshan. General Secretary, in his report presented a clear picture on the issues and activities of the Association for the last two years. Since Sh. Sunil Thapliyal, VP(TV) & Treasurer could not attend the Convention due to unavoidable reasons, Sh. Umesh Chandra, General Secretary presented the Financial statement for the last two years. He has appealed for the necessity for an immediate drive towards the legal fund to continue the legal cases related to our cadres in various courts. The Zonal VPs, Sh. Milind Joshi (WZ), Sh. Malay Kumar Das (EZ), Sh. Dip Bordoloi (NEZ) and Sh. Yogesh Kumar (NZ) presented the Zonal reports regarding the activities of respective Zonal committees for the last two years. Sh. Boban George, AGS(AIR -SZ) addressed the house on behalf of the VP(SZ) and informed the house that Sh. Raman, VP-SZ will present his report on the next day as he could not reach the first day due to the sad demise of his mother.

General Secretary started the agenda points with a report on the efforts made to renew the registration of the

Association and the obstacles faced while doing the herculean task. While the house appreciated the Central Office in protecting the Association, some of the members demanded to discuss the action taken against some members for their anti-association activities. Some of the speakers opined that those members must be forgiven now as the damage has been controlled. In his reply to the points raised by the members, President brought into focus all incidents from the day of taking charge of the association. It was stated very clearly that some of the so-called senior leaders declared a parallel body on 1st June 2006 by communicating to the authorities that they are the 'real' office bearers of the Association. One of them Sh. Bachchu Singh Meena was suspended from the Association. It was to control the damage and to avoid immediate destruction of the Association. In the meeting of the Central Working Committee after deliberating for days and nights on 18th and 19th June 2006, four of them **Sh. Bachchu Singh Meena, Sh. Ram Shankar, Sh. J.M.Singh & Sh. Anil kumar Gupta were expelled** and others were asked to explain their position within one month. The CWC also constituted a **disciplinary committee** under the Chairmanship of **Sh. Jyotirmoy Sengupta**, former General Secretary and reputed leader of ARTEE along with all **seven Vice Presidents**. The committee unanimously recommended **suspending Sh. Debashish Chaudhary and Sh. HariGopal Sharma from the membership of the Association and to keep Sh. Manoj Gupta, Sh. Basant Lal Meena & Sh. D. P. Singh under observation** & censoring from approaching authorities. ARTEE's existence was also challenged by some ex office bearers of ARTEE, ARTEE's account was frozen by some of these senior members using dubious affidavits and half baked information. When the Association submitted necessary documents w.e.f. 1993, the registrar of Societies was convinced about the conspiracy to de-register the Association and they have **renewed the Registration of Association upto 2010**. Subsequently the bank account was also defrozeed. The so-called leaders then challenged the decision of the registrar of societies in the Hon'ble High Court, Allahabad, which was also won by the Association. Of course we were compelled to pay hefty bills as legal expenses while pursuing these cases. Thereafter an Hon'ble MP from Guwahati raised the question in the Parliament of India regarding the recognition of Associations in AIR&DD. This led to another vicious attempt from these leaders to damage the reputation of ARTEE by getting it de-recognised. This attempt was also defeated by the Central office. The expelled and suspended members had even challenged the integrity of the Disciplinary Committee and CWC in some of their letters. **The suspended members never bothered to reply to the charges for one year**. As per the decision of the Central Council, one copy of Charge sheet was again given to Sh. Debashish Chowdhury and Sh. Hari Gopal Sharma to reply before 31st July.07.

But in the reply received from Sh. Debashish Chowdhury on 31st July by fax, instead of explaining his compulsions

for such extreme steps, he preferred to level fresh charges on ARTEE leadership, doubting their intentions and integrity.

He also threatened of a legal action against the leadership if his suspension was not revoked immediately. During this period no reply was received from Sh. Hari Gopal Sharma.

After listening to all these developments and expressing apprehensions of further foul play, the National Convention (Central Committee), the highest decision taking body of the Association, on 16th November, approved the expulsion of the four members already

expelled and decided to expel the two members who were under suspension. It was also directed that this issue should not be reopened in any platform of the Association. After the resolutions were passed by the house on voice vote, it disbursed for the day.

The delegate session resumed on 17th November with the discussion on present status of the agitation by NFADE and the decision of the meetings with Minister and Secretary, Ministry of I&B, progress in the implementation of the minutes of the meeting with Secretary I&B etc.



President, GS and VPs on Dais



Delegates in ARTEE-UNI dress code

The marathon delegate session went upto 0030Hrs in the night, which discussed the various burning issues related to the welfare of our member cadres. The major issues discussed were retention of the employees of AIR& Doordarshan with the Government, Inclusion of AIR&DD employees under the purview of VI Central Pay Commission, Protection of pay scales, Outsourcing, Abolition of posts as per the directives of the Ministry of Finance & DOP&T, Automation, Problems being faced by staff members due to the bifurcation of East Zone and North-East Zone, Filling up of vacant posts, staff sanction for new projects, Compassionate appointments, categorisation of stations, ACP, Problems in LPTVs etc. The session continued in the morning of 18th November with discussions on Violation of transfer policy. The amendments in the constitutions presented by Sh. Prakash Chakraborty, VP(AIR) & Chairman, committee for amendments in Constitution were discussed in detail in the house and some amendments in the constitution have been approved. The amended constitution will be uploaded on our website.

The Valedictory function in the evening of 18th November 2007 was addressed by Sh. Baljit Singh Lalli, CEO, Prasar Bharati, Sh. R. K. Singh C.E.(D) representing AIR and Sh. V. C. Jain, Chief Engineer (TVM) WZ representing Doordarshan. Sh. L. Bala Subramaniam, represented the Union Network

International (UNI) as Mr. Christopher Ng, Regional Secretary, UNI - Asia Pacific could not attend the convention due to ill health. CEO, in his address emphasized that we are all partners in the progress of the organisation and told the convention that there is no question of encounter with ARTEE for the issues related with our members and assured to take necessary steps to settle the identified issues being discussed during the last three days in the convention. He stressed that it is the time for the unity of employees and management in settling issues and he is of the viewpoint that if the employees are happy they will bring more output for the betterment of the organisation.

Sh. Subramaniam has assured wholehearted support from the universal family of UNI in the movements by ARTEE for protecting AIR&DD and its employees. During his electrifying speech, he declared the support of 16 million workers of 900 unions belonging to 160 countries for the activities of ARTEE. It is very important to mention that the White T-Shirt & Cap, which was the dress code of the day, was sponsored by UNI-Media Entertainment International and UNI-Asia Pacific Regional Organization (APRO). All around the Natraj Kala Mandir, the venue of the convention, it was a sea of ARTEEians in white T-Shirts and Caps.

Senior leaders and special invitees **Sh. R. P. Bharadwaj, Sh. P. K. Sanyal, Sh. J. P. Sengupta & Sh. S.Y.Salunke** were honoured with mementos and bouquet. Mementos were also presented to **Sh.**

Jayaram Singh, Unit secretary, ARTEE, AIR Allahabad for his contributions in the renewal of registration of the Association and the coordination work at Allahabad.



Sh.B.S.Lalli, CEO, Prasar Bharati addressing the Convention.



Releasing of Special issue of Filament by CEO, Prasar Bharati.

Sh. Rabin Dasgupta, former President ARTEE and Founder Chairman, NFADE (presently National Advisor, NFADE) was honoured, for his contributions towards safeguarding the interests of members of ARTEE in particular and employees of AIR&DD in general. President received the memento and gift from CEO as Sh. Dasgupta could not attend the Convention due to ill health.

Sh. Manoj Kumar from AIR Kailashahar, Tripura brought a song recorded in his own voice in Bhojpuri language on the functioning of ARTEE and its protection for the members. Members in auditorium enjoyed humming & clapping the lyrics and dancing to the tunes of the song.

ARTEE always acknowledge & reward the good work. Best Unit Secretary awards from all five zones were given to **Sh. K. C. Namdeo**, US, DDK Lucknow (from North Zone), **Sh. Pradeep Kumar Saha**, US, DDK Kolkata (from East Zone), **Sh. Chung** US DDK Kohima (from North East Zone), **Sh. G. Subramianium**, US, AIR Parbhani (from West Zone) and **Sh. B.J.Sathynarayana**, US, DDK Bangalore & Deptt Council member) & **Sh.Murali**, US, AIR FM Kochi (from South Zone).

The convention ended with a well-organised cultural programme with the support of some of our artist colleagues from AIR Mumbai.

Couple of other high points of the convention were;

- Excellent anchoring of inaugural and Valedictory functions by **Sh. Kamal Sharma**, the popular voice of Vividh Bharati, Mumbai

- An excellent programme on AIR, Vividh Bharati and about the history of ARTEE including its struggles and achievements, composed by **Sh. Dilip Kulkarni, SEA, Vividh Bharati Service, Mumbai**, was a new experience to the dignitaries and delegates. A number of delegates have taken the CDs of this programme with them.
- A rolling memento handed over by Sh.N. Muthukumar, Convenor 14th National Convention, Chennai to Sh. N. L. Deshmukh, Convenor, 15th National Convention. This memento will be kept at Parbhani till it is handed over to the Convenor of 16th National Convention.

It was indeed the dedicated efforts of the organising team under the leadership of Sh. Milind P. Joshi, Sh. Nagnath L. Deshmukh and Sh, Subramaniam which culminated in organising a successful convention. The sincere support by **Sh. V. Rajeshwar, SE, AIR Parbhani, Sh. Joshi, Programme Executive**, AIR Parbhani and all the employees of AIR&LPTV Parbhani along with their families, the employees of AIR & DDK Aurangabad proved that there cannot be any distinction amongst us when we take up the right cause. We salute the spirit of unity shown by all of them.

Last but not the least, our heartiest congratulations to all the office bearers and members of ARTEE throughout the country, for their best efforts towards making the 15th National Convention a grand success. Let us keep ARTEE, the mother for thousands of its members, intact and more powerful to protect the organisation as well as the employees. Let the flag always fly high.

नव वर्ष की शुभकामनाएँ

...मनोज कुमार, आकाशवाणी कैलॉशहर, त्रिपुरा

नव वर्ष हो सुख का सागर, अमन चैन ले अंगड़ाई।

ARTEE देती सभी सदस्य को, लाखो लाख बधाई।।

हर सुबह किसमस ईद बने, हर शाम में हो खुशहाली।

हर दिन बैसाखी होली हो, हर रात हो नई दिवाली।।

हर धर आँगन में गूँजे, खुशियों की शहनाई।

ARTEE देती सभी सदस्य को, लाखो लाख बधाई।।

वरिष्ठ कनिष्ठ का भेद नहीं, न क्षेत्र भाषा की खाई।

आपस में मिल जुल रहते हैं, हम सब बहना भाई।।

साथ रहेंगे हिन्दु मुस्लिम, मिलकर सिख ईसाई।

ARTEE देती सभी सदस्य को, लाखो लाख बधाई।।

Resolutions adapted in 15th National Convention, From 16th to 18th Nov'07 at PARBHANI

- 1) **Renewal of Registration of ARTEE:** The National Convention (meeting of Central Committee) of the Association applauded the Central Office for the renewal of the registration of the Association upto year 2010. It is resolved to monitor the process & Anti Association Activities of some negative elements carefully. House also condemns the attempts of such elements for demeaning the prestige of the Association and harming the cause of its members.

To this end, it is resolved to take all necessary steps for making adequate provisions in ARTEE's constitution and to get the appropriate amendments in constitution approved by the Registrar of Society at the earliest.

Anti Association Activities: In the beginning of delegate session, during discussion on agenda point [1]-Renewal of Registration of ARTEE, a section of members and some office bearers desired that the issue of dismissal of six members be taken up in the open house. Though a resolution had been passed by the CWC the previous night, respecting the emotions and sentiments of these members, the issue was once again taken up in the open house on 16th November and President responded by informing the members about the events leading to this situation and how the CWC was forced to take such harsh steps. Providing a detailed account on the hurdles created on the Registration and Recognition issues, the President asked for a vote in the open house, to settle the issue. The house unanimously voted for the expulsion of Sh. Bachchu Singh Meena, Sh. Ram Shankar, Sh. J.M.Singh, Sh. Anil Kumar Gupta, Sh. Debashish Chowdhury & Sh. HariGopal Sharma, from the membership of the Association. Some members proposed that this issue must not be raised at any forum in future as this results in wasting lot of time and efforts of the CWC. This was also supported by the house with a voice vote by raising their hands. Members expressed the opinion that nobody can be above the organization, and condemned such attempts by these individuals.

The National Convention in session at Parbhani resolved to keep the discipline of ARTEE above the interest of any individual. The National Convention further resolves that:

- Those who were expelled by CWC in June'06, are expelled by this house for indulging in Anti Association Activities.
- Those who are suspended by disciplinary committee, are expelled by this house for indulging in Anti Association Activities.
- It is also resolved that this issue is settled and will not be raised again at any platform of the Association in future.

- 2) **Recognition of ARTEE:** Some Anti Association elements challenged the recognition of the Association through various platforms and tried to get the association derecognised. But Central body took this issue sincerely and the status quo is maintained by the recent order of the DG, AIR. It is informed that ARTEE is duly recognized by Govt. of India. House expressed satisfaction on central body's efforts in this matter and condemned the efforts to destabilize Association on the issue of recognition and resolved to do everything to protect the recognition of the Organization.

- 3) **Statement of Accounts of the Association:** House in session approved the statement of Accounts for financial Year 2006-07 and for 2007-08 (upto 31.10.07) presented by the General Secretary. House expressed satisfaction over increase in Assets and approved the Accounts. House also expressed satisfaction on taking the Assets back from the expelled Treasurer and resolved to bring back remaining Assets.

- 4) **Agitation to Save our Existence:** House approved the outcome of present agitation led by ARTEE under the banner of NFADE to retain the employees of AIR & Doordarshan with the Government and resolved to monitor the implementation of agreement dated 27/9/2007 carefully. House resolved to take all necessary steps including agitational steps to get the agreement implemented.

- 5) **Sixth Central Pay Commission:** House was informed about the efforts of Central office, like sending proposals to CPC through Min. of I & B, acknowledgements of Pay Commission and meeting with Sh. Ravindra Dholakia, Member 6th CPC after the outcome of recent agitation. House appreciated the

efforts of central body and resolved to do everything to make sure that AIR & DD employees get the benefit of sixth pay commission.

- 6) **Strong Communication with Grass Root Level:** Strong communication is the key for success for any organization. House approved the efforts of present body to have smooth communication with the grass root level members and resolved to do everything to make it faster and effective.
- 7) **Reforming the Pattern of Deptt. Examination for promotions & Promotional Avenues:** It was felt from a long time that Departmental Examinations for promotions are very tough and non-justified. The quotas were decided more than 20 yrs back and in the present scenario of acute stagnation it is impractical. House expressed satisfaction for taking up the issue. House resolved to make efforts to reform Deptt. Examinations (work oriented, qualifying etc) and to change promotional quota to 50:50 and making staff friendly promotional system in the present situation of acute shortage of promotional avenues.
- 8) **Staff Shortage and New Recruitment in EA & Tech. Cadres:** Issue of acute staff shortage is discussed and it is observed that in any case we cannot allow the menace of outsourcing to solve staff shortage problem. The issue was discussed at length and House expressed its satisfaction over current drive of recruitment. House resolved to make efforts to avoid abolition of posts in Engineering cadres and thereby to ensure filling up all vacant posts in addition to the efforts for sanction of staff for new projects. It was also resolved not to allow outsourcing at any cost.
- 9) **Problems of LPTs:** LPT Problems like pathetic condition of Buildings, LPTs running in Rented buildings, Drinking water problem etc are discussed. House expressed dissatisfaction that even after a number of assurances over a period of time these problems are not being solved. House resolved to take up the problems of LPTs and to make efforts to solve them at the earliest.
- 10) **Merger of Cadres:** House discussed the issue in detail and observed that though the PB Board has approved the merger of cadres in November 2005, the matter is still pending as DOPT is not taking up any cadre related issue since Sixth CPC is in session. House resolved to wait for the report of Sixth CPC and to take up matter of merger of the cadres again with the Government if no solution is provided by CPC.
- 11) **Opening promotional Channel for Diploma/BSc AEs and Selection Grade for all AEs:** House was informed that with the efforts of Central body, for the first time a proposal to give promotions to Diploma/BSc AEs on the basis of differential length of service and to grant selection grade to AEs having completed 10 yrs of service has been prepared and approved by DG-AIR. The proposal was then placed before Prasar Bharati Board. It was thought of taking opinion of an expert consultant body. So the proposal is sent to National Productivity Council. At present the N.P.C. study and report is waited. House appreciated & approved the efforts of central body and resolved to continue till the success is achieved.
- 12) **Update on ACP:** House discussed the ACP issue at length as it can solve problems of stagnation and henceforth can help in reducing frustration in staff at various levels. It was also told that a case about ACP has been won by ARTEE in Kolkata. It is resolved to file a caveat in Kolkata High Court and to collect legal fund to fight the case and to continue efforts to grant ACP benefit to members.
- 13) **Constitution amendments Committee report:** In the past it was felt that some of the relevant clauses in Constitution are not sufficient enough to handle some of the situations, like the impasse during the last 2 years. A Constitution amendment committee was subsequently formed under the chairmanship of Sh. Prokash Chakraborty with Sh. J. Sengupta, Sh. Kashinath Mukherjee and Gen. Secy as its members. House discussed the report of committee. House approved the report of the committee, under the Chairmanship of Sh. Prokash Chakraborty, VP (AIR), with some changes.
- 14) **Violating decorum during conventions:** It is felt that conventions are lacking in discipline and sometimes in over-enthusiasm decorum is not being maintained. Members' right of raising issues is always acknowledged and respected, but House viewed seriously some of the violations during conventions and resolved to maintain decorum during Conventions and to take issues within the discipline of the Association.
- 15) **Contribution in HQ funds from funds collected for conventions:** The fund crisis at centre is discussed and it is also opined that for conventions ample funds are collected, some amount from this money should be contributed to Central HQ. It is resolved to make some Contribution to HQ Funds from the funds collected for conventions if funds are surplus.
- 16) **Transfer of Office bearers:** It is discussed that the CWC size is very big and due to staff shortage and to fight the menace of outsourcing it is apparent that some of the office bearers may be transferred. It is becoming difficult day by day to retain the situation none of the office-bearers are disturbed. Often, the issue is linked with the failure and success of Central HQ. The issue was discussed length and It is resolved that all efforts would be made not to disturb the office bearer but it will not be taken as responsibility of central office. If there is a problem, transfer policy will be followed.
- 17) **Extension of the term of Present CWC:** The present term of CWC is ending on 6th March'2008. After the Convention it generally takes at least two months to

publish Souvenir and collect remaining payments. It has been an experience that if elections are declared immediately members get busy in elections and balance payments are not collected. Also it takes at least five months to conduct elections smoothly. The issue was discussed at length and House resolved to extend present term of CWC by three months.

18) **General Secretary's Report:** House approved General Secretary's report.

19) **Check off system:** House was informed that DOPT has already taken up the issue of check-off system for payment of monthly subscriptions to the Association from salary to make associations' functioning smooth. Anytime the department can ask us to adopt it. House discussed all the pros of cons of the issue and resolved to adopt Check off system of paying Association subscription when the management issues the directive for the same.

20) **Associate membership:** The issue of membership to

AEs who become ASE is discussed. After deliberations House resolved to grant Status of Associate Member to LMs who are promoted as ASE/ADE by paying a nominal fee without voting right and without right to contest for election.

21) **Freezing of LM nos 8330 to 8450:** The house resolved to Freeze of LM nos. 8330 to 8450 since these nos. are with the expelled treasurer and efforts are being made to have an updated voter list before Next Elections.

22) **Association Identity Cards:** The Association desires to provide identity cards to members and for this purpose data is being collected. Despite all efforts HQ has received details of around 1500 members and also no sponsor is available as of now. House discussed the issue and It is resolved to provide Identity cards to Members depending upon finding a suitable sponsor to finance it. Members are also requested to send their data to the central office, as soon as possible.

- **Umesh Chandra, GS**

The Habit of falling Sick !!

Today we are living in a fast paced society, in the kind of surroundings, which calls for taking adequate precautionary measures and timely medical attention to keep ourselves hale and hearty. The medical expenses thus incurred are claimed from the office. At times it is not found convenient to claim smaller expenses, and we tend to forgo such amounts. It's true that some of the govt./ semi govt. offices provide monthly medical expenses to their employees to cater to such expenses. In the absence of a comprehensive decision on the fate of Prasar Bharati, the employees of AIR and DD at many places have often come across many difficult situations. Some of the genuine and emergency claims are often subjected to wait for unduly longer durations, thus adversely affecting the spirit behind the provisioning of medical relief to the staff. It has been our constant endeavor to look after the interests of our members and accordingly we've strongly taken up such cases with the authorities. But of late, it has come to our notice that some staff members in some of the stations have become quite habitual in falling sick. These people, in collusion with local doctors and para-medical staff have been submitting huge medical claims at regular intervals. What a mockery! Thus adversely affects the prospects of genuine claimants. At some of the stations this has also become a tool to harass the staff.

While we do support the notion that the employees must be provided adequate medical cover, together with monthly payments to take care of their sundry expenses. But we do not support the idea of

'earning' money out of medical needs, for the following reasons;

- i. It results in undue delay in the settlement of genuine claimants
- ii. It provides a tool to the heads of the stations to harass the staff
- iii. Taking benefit of such actions, there may be some heads of the stations have also starting extracting their 'dues' in lieu of passing medical bills, which gradually percolates down to the level of the bill clerk. Genuine claimants also likely to go for a ride.
- iv. It may rise to corrupt practices in our department

A number of cases are pending in the Directorates in which the stations have asked for clarifications on scores of medical claims. In fact some stations have started using this as a tool to harass the staff. While we strongly oppose such practices by these stations, we also denounce the unethical practices of some of our colleagues and fellow cadres and would like to call upon not to misuse the medical expenses reimbursement facilities. While appreciating the efforts of some of the heads of the stations in taking care of such situations, it has also come to our notice that some of the heads of the stations have made it a rule rather than exception to delay settlement of medical bills on flimsy grounds. We are in the process of compiling such cases and intend to take up with the authorities.

We wish you all good health!

Minutes of CWC Meeting at 18:00 hrs 15.11.07 to 06:30 hrs 16.11.07 in PARBHANI

As CWC started, some of the CWC members started shouting even before chairman could welcome the members and the house could offer condolences. The shouts were for demanding to change the order of

Agenda points. One of them even blamed President and Gen.Secy. for being undisciplined

During this period Sh. Hari Gopal Sharma, suspended Secy (AE) entered in meeting hall without

permission and even after repeated requests of CWC members and organizers he refused to leave. Heated exchanges took place between CWC members and after strong persuasion Sh. Hari Gopal Sharma left the room. After this proceedings of CWC started.

Sh. Anilkumar S. President welcomed the members to the meeting of CWC which was convened on the eve of the National Convention. He called General Secretary for paying the homage to the departed souls of our office bearers/ members recently.

Sh. Umesh Chandra, G.S. mentioned that some of our colleagues and relatives of some of our office bearers have departed recently. Sh. K.P.Singh, former member, Departmental Council, Mother of Sh. R.Raman, VP(SZ), Father of Sh. Amit Paul, AGS(SEA/EA – NEZ), Mother of Sh. Y. Tehsildar, JS (EA/SEA – WZ) Sh. K.K.Chaudhary, GS, ADTEA and others. CWC paid homage to the departed souls by observing one-minute silence.

Again some CWC members started disrupting the proceedings of house demanding to discuss agenda item 13(j) i.e. status of anti association activities first.

Chairman, while accepting the seriousness of the demand, advised the house that it will be better to discuss the matter after discussing the most vital issues of existence of our members as Government employees, inclusion of our members under the purview of Pay Commission, abolition of posts and recruitments, etc as our members are eagerly looking for the Association that how we are protecting their interests. House agreed with this advice.

Agenda [1]. Chairman's Address: In his address Chairman explained the current scenario, Ongoing agitation, Agreement with the Government etc.

Agenda [2]. General Secretary's report: Gen.Secy. reported the current scenario and participation of ARTEE in Agitation in brief and informed house about the recent developments.

Agenda [3]. Present agitation & Status of implementation of agreement: Chairman informed the house about the progress of implementation of agreement. He assured the house that progress is being monitored very carefully. Sh. Manoj Kr. Gupta expressed some apprehensions. Chairman cleared his doubts. House expressed its satisfaction about the outcome of the agitation. It is resolved to monitor the progress carefully and do everything to implement the agreement.

Agenda [4]. Sixth Central Pay Commission: Gen.Secy. informed the house about the apprehension of members throughout the country in getting the benefits of Sixth CPC. He informed that ARTEE submitted its proposal to CPC on time. It was also informed that it is for the first time that our proposals are forwarded to CPC by the Min. of I&B. It was also brought to the notice of the house that after the outcome

of recent agitation, NFADE leaders along with Chairman met Sh. Ravindra Dholakia, Member CPC. After knowing all details Sh. Dholakia was convinced about the genuineness of our claim that we are govt. employees and should get benefits of Sixth CPC. House resolved to do all efforts to make sure that our members should get benefit of CPC.

Agenda [8]. Abolition of posts, Current Status: Chairman informed that despite stiff opposition by ARTEE & NFADE, Prasar Bharati, Min.of I & B and Finance Ministry abolished 2/3rd posts of vacant sanctioned posts and allowed to recruit remaining 1/3rd posts. We accepted the decision of recruitment and opposed the abolition. It is taken up from the platforms of NFADE and Prasar Bharati also wrote a letter to Min I & B. We are keenly taking up the issue with authorities. It is resolved to take up matter at every platform to restore the abolished posts.

After this some of the office bearers again started shouting and disrupted the proceedings of the house, demanding immediate discussion of Agenda item no. 13 Organizational matters and 13(J) Anti Association activities in particular. Chairman urged these members that there are bigger and important issues related to welfare of our members. But it was of no use.

Agenda 13: Organizational:

(i). Reviewing Conduct of some office bearers as instructed by Disciplinary Committee: Gen.Secy informed the house that, the disciplinary committee under the chairmanship of Sh. J.Sengupta with all VPs as members has come out with the recommendations that Sh. Manoj Kr. Gupta, Addl.G.S., Sh.D.P.Singh, Secy (SEA/EA) and Sh. Basant Lal Meena, Secy(S.Tech/Tech) be allowed to come back in the functioning of Association. They were attached to Gen.Secy. and it was recommended that their conduct will be reviewed in next CWC Meeting.

Meanwhile Sh. Manoj Kr.Gupta, and Sh.B.L.Meena without even showing the minimum courtesy to inform President and/or G.S. applied for transfer and got themselves transferred to Jaipur. They did not even inform the central office before being relieved from Delhi. It is to be noted that Addl.G.S. and Secy (STech/Tech) are Delhi based very important posts. Only a person who is posted in Delhi can contest for these posts. The post of Secretary was created in 14th National Convention and against the demand of majority of zones except North these posts were made Delhi based sensing that only a person who is personally available in Delhi can do justice to the work requirement of the post.

Sh. Gupta protested that he was not given any work. President told that it was the duty of office bearers to approach or at least remain in touch with HQ to work for the Association. HQ cannot run after Office bearer requesting him to work for the Association.

Some CWC members asked Sh. Gupta and Sh. Meena that when members voted for Sh. Gupta and Sh. Meena for these posts and they should remain in Delhi and perform duties of his post.

Some members even asked to freeze the powers of these office bearers.

President told that Constitution is silent on this issue and we leave this to the moral of the office bearers. House shown its disappointment and condemned the Office bearers for not performing their constitutional obligations, for not functioning and getting transferred before completion of CWC term.

(ii). Status of Anti Association Activities: Sh. Umesh Chandra, Gen.Secy. informed the house that as per the decision of Disciplinary committee a charge sheet was served to Sh. Debashish Chowdhury (LM) and Sh. HariGopal Sharma, Sec(AE) on 23.11.06. But No reply received.

A reminder was also served in the month of April'07 but still no reply received.

In the Central Council Meeting on 29.6.07 in Delhi, VP(NEZ) and VP(EZ) requested the president to give one last chance to Sh. Debashish Chowdhury, to reply to the charge sheet and thereby to settle the matter in the interest of the Association.

It was decided to give one copy of Charge sheet of Sh. Chowdhury to VP(NEZ) and VP(EZ). Both will deliver it to Sh. Chowdhury and ask him to reply before 31st July'07

It was also decided to give one copy of the charge sheet of Sh. Harigopal Sharma to Sh. Manoj Gupta and Sh.D.P.Singh for delivering it to Sh. Harigopal Sharma and ask him to reply before 31st July.07

But in the reply received from Sh. Debashish Chowdhury on 31st July by Fax from Kolkata and from Guwahati, Sh. Debashish denied the charges and instead leveled fresh charges on leadership doubting the intentions and also threatened of legal action

against the leadership if his suspension is not revoked immediately.

No reply received from Sh. Hari Gopal Sharma.

Some CWC members opined that these suspensions should be revoked.

Chairman replied that Sh. Bachchu Singh Meena declared his parallel body on 01.06.07 and Sh. Debashish Chowdhury's name was mentioned as Gen.Secy. It cannot be presumed that he is not aware of it. Why it took him One year and One month to deny his involvement in this anti association activity.

He did not reply despite the directive of Disciplinary Committee, which was constituted by CWC and even ignored repeated reminders. He has been given more than enough opportunity. He grossly misused the opportunity given to him by leveling fresh charges on President and threatening with legal action instead of replying to the charge sheet. Discipline cannot be compromised under threats of legal action.

He pointed out that ARTEE always have an image that its strength is based on the members and not on any individual. And nobody is above the organisation. We have to give utmost priority to the organisation, which is catering to the interest of thousands of members.

He found reply of Sh. Debashish Chowdhury dissatisfactory and proposed to expel Sh. Debashish Chowdhury (suspended member) and Sh. HariGopal Sharma, Suspended Secy(AE) from the primary membership of the Association.

Accordingly the house agreed to expel Sh. Debashish Chowdhury (suspended member) and Sh. HariGopal Sharma, (Suspended Secy - AE) from the membership of the Association.

It was 06:30 in the morning of 16.11.07. Since Inaugural function had to take place at 09:30 Chairman adjourned the house and it was decided to discuss the remaining agenda points in Open House.

Obituary

1. With deep sorrow we inform the sad news of the untimely demise of **Sh. C. Sundar, Unit Secretary, AIR Bangalore**. Sh. Sundar passed away on 18th November 2007 after a brief illness. Central Office of ARTEE deeply condoles the untimely death of Sh. Sundar. We pray that the family of Sh. Sunder should get enough strength to bear the tragic loss.
2. We also mourn the death of **Sh. Ratan Kr. Dass, E.A., AIR Patna** after prolonged illness. We pray that the family of Sh. Ratan should get enough strength to bear the tragic loss.

From the desk of *General Secretary* ... A report in Festival of Unity the ... 15th National Convention, Parbhani, Maharashtra

Dear dedicated comrade ARTEEians,

ARTEE ZINDABAD

I on behalf of ARTEE welcome all of you in this festival of unity... the 15th National Convention (General Body Meeting) at the green city of PARBHANI (Maharashtra). Any organization has to show its strength regularly to make everybody feel the power and presence of the organization. Our National Convention is such occasion where we gather in maximum numbers and prove our thumping strength again and again. ARTEE displays its strength & Unity through conventions, Meetings and outputs of Agitations, Negotiations and through various activities of staff welfare. Recent outcome of the Agitation has once again proved the importance of unity

and emphasized the significance and relevance of our Motto i.e. Unity is our strength (SANGHE SHAKTI).

In 1967 some visionary Engineering Employees of Akashvani, Allahabad thought of being united to protect their interests and to serve the cause of staff welfare. Thus the foundation of this august organization was laid in the holy city of Allahabad where Ganga, Yamuna and Saraswati meet. Since then it has been a spectacular four decades of fighting for staff welfare. Be it a challenge or custom ARTEE has history to celebrate it with pride and courage and always come out with flying colors.

REGISTRATION OF ARTEE

The present body took charge on 7th March 2006 after biennial elections. Since the beginning, a section of contestants who were badly defeated could not accept the emergence of new leadership. These people were in search of some issue on which they can put the present leadership in the dock even at the cost of destructing this august platform. Some of them were aware that registration of ARTEE was not renewed since 1993 it was their duty to renew it when they were in power. So they decided to raise the issue of registration. A petition under RTI Act was filed in the O/O of Registrar of Societies, Allahabad and after getting reply from there these elements declared themselves self-styled masters of ARTEE and a parallel central body was floated. Obviously President has to Act to fulfill his duty to protect the organization. Some of them were suspended and an urgent CWC Meeting was called in Delhi. This was the first CWC in the history of ARTEE which was convened with a seized Bank Account and no money to run the organization as the then Treasurer had misinformed the bank about the status of the Association and asked the bank to seize the Account. The two days CWC tried its best and gave more than enough opportunity to these people to come back to mainstream. But it was of no use due to the adamant attitude of these people. They instead asked the President and General Secretary to apologize -for doing our duties and protecting the organization from a virtual collapse! All these events led to the unpleasant situation when ARTEE was left with no alternative but to expel some of these people for Anti

Association Activities. CWC unanimously decided to take such a step.

After this the leadership faced a mammoth task of getting the registration renewed. Otherwise the sanctity of the organization could have become doubtful and the management might have refused to talk to us. It is true that ARTEE's registration was not renewed since 1993. It proved to be a daunting task to collect documents of 13 yrs. After working day and night for one and half month, eight dedicated people went to Allahabad with loads of documents. Remained there for three days, got the auditors convinced with the documents, paid the penalty for not renewing for 13 yrs. AND THE REGISTRATION NO. 923/67 WAS RENEWED TILL AUGUST 2010. A blessing in disguise, but let us ponder over a situation what would have happened if registration would not have been renewed. This platform would have been destroyed, and the people with ulterior motives would have succeeded. You would not have been sitting here in this festival of unity, and off course the recent agitation could not have been launched which generated spectacular outcome towards protecting our Jobs, Salary, Pension and maintain the status of Govt. Employee. All these things would have not been possible if these people have succeeded. Some of the dedicated ARTEEians like comrade Sh. Jay Ram Singh and others of All India Radio & DDK Allahabad extended their full cooperation in the renewal work. Their efforts are commended.

APPROVAL OF CONSTITUTION

After the renewal, revised constitution of ARTEE which was adapted in 14th National convention at Chennai had to be approved by ROS. It was sent to Registrar of Society, ROS raised objection& demanded some more documents and asked to fulfill some more formalities. These objections were cleared in April'07 and a reminder was

sent in Aug'07, but still approval is not granted. On enquiring it was told that one more complaint is filed by somebody from Lucknow. It is also important that documents sent for approval of constitution are not traceable in ROS office Allahabad. Although it may be an administrative lacuna but some fishy cannot be denied. We

are trying to obtain more details, but it is quite clear that these anti ARTEE forces are still not silent and working to

cause damage as much as they can at every stage.

RECOGNITION OF ARTEE

After Registration renewed, As if the Registration issue was not enough somebody, definitely not with good intentions approached to One Sh. Xevius Condapan , an M.P. from North East who asked in Lok Sabha through a question, the status of Recognition of Associations in AIR & DD and on 24th Aug'06 Our Minister of I & B Sh. Dasmunshi replied in parliament that No Association is recognized in AIR & DD. On the basis of this DG AIR issued a letter that ARTEE is de-recognized and some people from Delhi faxed this letter directly to Stations. When we inquired we came to know that the MIB reply was based on wrong feedback from DG, AIR, who took reference of one letter issued by DOPT in 1993 of de recognizing all Associations to implement Check off system of fee for Associations. But DG AIR was not aware that when after getting this letter we approach DOPT, we got a reply that this de-recognizing instructions are not applicable on us. The situation became very pragmatic as our dedicated ARTEEians, office bearers and every body who is well wisher of this organization was worried and Station heads had started refusing to grant privileges like special casual leaves etc to our office bearers. Another war imposed on us, but we have to fight it out to protect

our beloved organization's recognition. Just think what concern an Hon'ble MP from North East has with ARTEE until unless some body who knew every bit of functioning of this organization approached the MP Sh. Condapan with the intention to damage the organization. Agony is that these elements often forget that ARTEE is built with a vision , with blood and sweat of so many dedicated senior leaders and Comrades members. It has survived through turmoil and the negative intentions cannot harm it. It is also evident to mention that One RTI petition was also filed in O/O CE(NZ) on the basis of reply of Minister of I & B, challenging that how General Secretary of ARTEE is being treated Gen.Secy. of recognized organization while ARTEE is not recognized. Unimaginable how low some one can go to fulfill negative intentions. The central body handled this issue tactfully, powerfully and efficiently and now entire process is kept in abeyance. But it certainly consumed lot of energy which can otherwise be used for staff welfare. All dedicated ARTEEians are cautioned from such elements which can go even destroying the platform. Surprisingly after making all efforts to cause max. harm to the organization these negative elements are still trying to come back in ARTEE.

What If these people would have succeeded?

- [1]. This platform named ARTEE would have finished since it would have been a non-registered and non recognized organization.
- [2]. This gathering would have been illegal and illegitimate. (Sh. Ram Shanker already called it a gathering of people and not the CWC)
- [3]. The agitation which resulted in fine out come could not have been launched and future of 37,000 employees including 10,000 ARTEEians would have been in total dark and uncertain.

There are few questions ???

- [1]. Under what intention the Status of Registration was asked ?
- [2]. Who approached Sh. Condapan Xevius (Hon'ble MP) to ask the Minister of I & B in Parliament the status of recognition of Associations in Akashvani & Doordarshan ?
- [3]. Who faxed the letter wrongly issued by DG AIR de-recognizing ARTEE to Station heads ?
- [4]. Did all above steps strengthen or weakened ARTEE ?
- [5]. Who saved ARTEE through this turmoil and did not allow these elements to destroy the platform.

Our sensible members can find answers themselves of above said questions. I have full faith in their wisdom that they know the intentions of these people and will not give any encouragement to these elements.

AGITATION TO SAVE OUR EXISTENCE

When we were busy in countering these elements, we could never afford to ignore any of the issue, since it was a very very sensitive period. We have been elected for doing welfare work and to protect interests of our members.

Uncertainty of Prasar Bharati, Hon'ble Sup. Court Case and Sixth Pay Commission etc were some of the burning issues. We all are fighting another battle which was imposed on us by the emergence of Prasar Bharati. We never demanded it.

Obituary

With deep sorrow we inform the sad news of the untimely demise of Sh. Krishan Kumar Chaudhary, General Secretary ADTEA. Sh. Chaudhary passed away on 13th October 2007 after a massive heart attack. He was always a leading force in our movements to protect the interests of the employees under various platforms. We pray that the family of Sh. Choudhury should get enough strength to bear the tragic loss.

It was a political decision. But we are the worst sufferers. The uncertainty of PB compelled all the employee Associations (barring few) to come under one umbrella i.e. NFADE. A battle was being fought from previous term of ARTEE. Sh. Rabin Dasgupta (Ex President ARTEE and EX Chairman NFADE) laid the foundation of the movement and lead the agitation from the front. It was his vision that he has seen the writing on the wall and prepared everybody for the big fight. Message was either to unite or perish. The battle resulted in formation of one high level Group of Ministers. Tit bits of GOM meetings were un satisfactory and confusing from Employee point of view. On 31st Aug'2006 our President took over the baton of Chairmanship of National Federation from Sh. Dasgupta. It was considered necessary to brief GOM about the employee's concern. An meeting arranged with GOM Chairman Sh. Shivraj Patil. This meeting was very fruitful and Sh.Patil most generously acknowledged the concerns of employees and assured that Employees of AIR & DD are doing a service to the nation and it's the Govt's responsibility to give protection to Employees.

Meanwhile Hon'ble Supreme Court case was also at a crucial stage. On 2nd Feb'2007 It gave Govt. six months time to take decision about Section - 11 of Prasar Bharati which explains procedure of merging employees of AIR & DD in Prasar Bharati. Sensing the urgency an agitation program was finalized with all constituents of NFADE. The Agitation received tumultuous response and it increased pressure on the Govt. and Prasar Bharati. On one hand agitation was gradually intensified, on the other hand a massive political campaigning was being done to appraise the situation to political leaders. An effective, prompt lobbying by approaching prominent & influential Political personalities like Sh. Lal Krishna Advani, Leader of the Opposition, Sh. Prakash Karat, Gen.Secy, CPM, Sh. A.B.Bardhan, Gen.Secy, C.P.I., Sh.Hannon Mullah, M.P.(CPM), Sh. Gurudas Dasgupta, MP& Gen.Secy AITUC, Sh. D.Raja, Secretary,CPI, Sh. Thangkabalu MP (Congress), Sh. Ajay Makan, MP (congress) and so many others.

May be we are one of the few employee organizations who even managed to meet the Hon'ble Prime Minister Dr. ManMohan Singh and it was on our demand that Hon'ble Prime Minister acknowledged the problem and most graciously accepted to form the GOM. We also managed to meet Hon'ble Ministers who are Members of G.O.M. like Sh. Shiv Raj Patil, Hon'ble Home Minister and Chairman GOM, Suresh Pachauri, DOPT Minister, Sh. P.C.Gupta, (Law Minister), Mrs. Ambika Sony, Min. of Culture, Sh. S.Jaipal Reddy, Min. Urban Dev., Sh.Mani Shanker Iyer, Min. of sports and youth affairs and our own Minister of I & B Sh. Priyaranjan Dasmunshi. We also met Sh. A.K.Antony, Defence Minister. The Parliamentary Standing Committee was also approached through its Chief Sh. Nikhil Kumar, who most generously spoke to give protection to employees in the Meeting of Parliamentary

Standing Committee. It was a mammoth task to get appointments from so many personalities, meeting and convincing them on our viewpoints. It required day and night efforts as these dignitaries called us and gave appointments as per their own convenience, from morning to night, from their residence to any place. It was only due to hectic and effective lobbying that Financial Viability was questioned at different platforms including Lok Sabha & Hon'le Supreme Court. It was only due to our efforts that Govt. was compelled to think of alternate ways to generate revenue to run Prasar Bharati including imposing license fee on TV/Radio Sets & Private Channels. It made countrywide hue and cry. The issue was so highlighted that it sparked country vide debates, sms polls, seminars etc. It established three things :

- [1]. That in its present form Prasar Bharati is not financially viable,
- [2]. Public broadcasting is the responsibility of the Govt. It is not to earn money so assured funding is must for its survival.
- [3]. Formation of Prasar Bharati was purely a political decision for which employees are at no fault so employees's interests should be protected.

It helped us to a great extent to establish that formation of Prasar Bharati was not only a mistake but it was a blunder, it was a political decision which has lost its relevance. Almost at every level it was felt that Employees are innocent and it's not their faults so their interests should be protected.

In August, GOM meeting showed some positive signs and Govt. submitted an affidavit in H'ble Sup.Court that Employees and funding issues are to be addressed and for that GOM needs 90 days time. The time was granted. GOM meeting was expected in third week of Sept and to make a conducive atmosphere the proposed WORK TO RULE by NFADE from 12th Sep was deferred. No GOM Meeting took place.

Then came the call of Mass Casual Leave on 28.09.2007. A campaign lead by ARTEE helped in creating a unique enthusiasm and members started submitting their MASS C/L application. Govt. & Mgmt. of PB were taken by surprise by this unique show of strength and unity. Negotiations started and on the Night of 27th Sept. a historic decision of Maintaining our status of Govt. Employees was taken. A committee was setup to suggest amendments in PB Act including our five representatives. A great victory and for the first time since 1997 a clear a direction was set.

The above decision was ratified in GOM Meeting on 5th OCT'07. Now the committee has been formed. I would like to tell you that this battle is only half won. The committee report will be accepted by GOM and will go to Cabinet committee. After that the amendments will be accepted by Parliament. Till the implementation of the decision, we cannot take a sigh of relief.

Congratulations to all of you for spectacular show of unity. Be vigilant and attentive.

SIXTH CENTRAL PAY COMMISSION

Since the beginning of constituting the Sixth Central Pay Commission members were having apprehensions that whether we will get benefits of 6th CPC or not. It was also apprehended that CPC should not repeat the mistake done by 5th CPC by downgrading out scales. We took this matter seriously and took up the matter in Prasar Bharati and Ministry of I & B and first time we compelled MIB to enrout the proposals submitted by us to send to Sixth CPC with their forwarding letter. We received acknowledgement from CPC through receipt & through

email also from Min.I&B with forward letter. But still members were apprehensive while till not a single benefit is denied at par with Central Govt. employees. After the recent outcome we met Sh. Ravinder Dholakia, member CPC and appraised & updated him. After knowing all the facts, hon'ble member assured that employees of AIR & DD should get benefits of Sixth CPC and also assured to extend all helps for the cause. Let me assure all of you that we will do everything see that all members are getting benefit of CPC.

STRONG COMMUNICATION WITH GRASS ROOT LEVEL

We know that grass root level member is most important for any organization and he must get the information. In this term we have tried our best to keep our members informed about our activities through our Website,

Filament and SMS . A strong network of SMS was built up for immediate disbursal of information. This network helped in recent Agitation to great extent. Information was flashed immediately to every corner of the country.

DEPARTMENTAL EXAMINATIONS for PROMOTION

It has been observed since quiet a long time that procedure and syllabus for conducting Deptt. Exams is not logical. So many times doubts have been raised about transparent, smooth conduction of examinations by STIT. We raised this issue with Prasar Bharati and submitted our suggestions like changing Exam and promotional quota 50:50 and making examination indicative and max.

objective type. Our suggestions needs amendments in Recruitment Rules. This is not possible since Sixth CPC is in position. We have to wait till the outcome of pay commission. We are bound to make this one transparent. Displaying the results of Examination on Internet is one step towards transparency. The letter of suggestions is available on our website www.arteeindia.org.

PROMOTIONAL AVENUES & DR-02 PROBLEM OF EAST ZONE

As you are aware that there are no promotional avenues available in East Zone after the bifurcation. We have been trying our best to adjust the surplus staff as quickly as possible. Hopping that soon promotions in East Zone will be started. Sincere & honest efforts were made to solve the problems of EAs recruited in 2002. After the unscientific bifurcation of East Zone & North East Zone, in 2003, both the zones are facing lot of problems related to the human resources. While the East Zone faces the problem of surplus of staff, North East zone is suffering from the acute shortage of staff. As a result of this, a large number of employees are compelled to continue in North-East zone even after completing their tenure. Though it is being settled gradually for the old employees, the situation is grave for the EAs recruited in the year 2002. The

management was insisting that these EAs would be considered as the employees of North East Zone as they joined after the decision of bifurcation of the zones. ARTEE took up the matter with various authorities including CEO & DG (AIR) who have ultimately agreed for seeking option from these EAs and accordingly options were taken from them. But then the authorities have taken a stand that they will take a decision on these options only after completion of recruitment process for EAs in NEZ. After further discussing with our zonal committees of NEZ & EZ, we have demanded that those EAs of 2002 batch, who opted for EZ and completed their tenure in NEZ, should be transferred to the East Zone immediately after the notification of new recruitments for NEZ. Copy of one of the letter on this issue is reproduced below.

New recruitments in EA/Technician Cadres

As you are aware, no new recruitments are taking place in any cadre for the last couple of years. We have even made efforts, along with our sister Association for obtaining Recruitment Holiday for the posts of DR quota and one

time promotion for departmental candidates. But the Ministry turned down the proposal, quoting DOP&T and UPSC, telling that the character of the recruitment cannot by changed even if no recruitment takes place in direct

Obituary

With deep sorrow we inform the sad news of the untimely demise of Sh. G. P. Sharma, President, All India Radio & Doordarshan Motor Drivers Association at St. Stephan Hospital, Delhi at 07.15 AM on 03/12/2007 due to massive heart attack. He has been undergoing treatment in the same hospital after a brain haemorrhage for the last 1 ½ months. He was 50 years old. He was working at HPT, AIR, Kingsway camp, Delhi. Central Office of ARTEE deeply condoles the untimely death of Sh. G. P. Sharma. We pray that the family of Sh. Sharma should get enough strength to bear the tragic loss.

recruit quota. Then we demanded that the department should fill up the vacant posts at the earliest. Now the screening committee of the Ministry of I&B has granted the sanction to fill up some vacancies for the years 2002, 2003 & 2004. Directorate has started the formalities for notification of the posts after vigorous follow up by ARTEE. The approximate number of posts to be recruited

for the years 2002, 03 & 04 are: EA = 281; Technician = 191 & Helper = 10.

The recruitment for some of the vacancies for the years 2005 & 2006 will also follow immediately. ARTEE is closely following up the matter, as new recruitments will minimize the threat of outsourcing in engg. cadres.

Merger of Cadres

After our vigorous efforts in all the meetings of RR committee as well as with CEO and other officials E-in-C, AIR has recommended the merger of Khalasi with Helper and ASE (ADE) with SE(DD) and to open the promotional channel for Diploma/ Certificate holders, a very small percentage to start with. Again we pursued the matter with CEO, Prasar Bharati in which he has assured that merger of these cadres will be taken separately with Prasar Bharati Board, as it was not recommended by the chairman of the committee.

As mentioned in the Nov-Dec 2005 issue of Filament Prasar Bharati Board approved the proposal for the merger of Sr.Tech with EA and SEA with AE, in the Board meeting held on 17th November at Mumbai.

The decision of the Board was to be approved by the nodal Ministries before notifying it. Though we were following it

up regularly, it was a time consuming process for the authorities to clear the queries, including financial implications, from time to time by the Ministry. The confusion prevailing over the Prasar Bharati also contributed to it. Meanwhile the Ministry of finance has directed all Ministries to refer all matters related with cadres and scale to the 6th Central Pay Commission. Accordingly this has been referred to the Pay commission now.

As mentioned in detail in the Nov-Dec 2005 issue of Filament, if it is implemented it will be a historical achievement for the Engineering cadres of AIR & Doordarshan as a number of hurdles in the career prospects of our cadre members including Technician and EA will be remove.

COURT CASES

[1]. New EA Case : In High Court Delhi last date was 17/9/2007. Case could not come on hearing. Next Date 12 Feb'08.

[2]. Case for New Tech : East Zone office is authorized and filing a case for newly recruited Technicians on the lines of New EA case.

[3]. ACP Case in Kolkata : Details by VP(EZ) in his report

[5]. Tech v/s Lighting Assistant : Case is admitted in Delhi high Court and to come on hearing.

[6]. Writ Petition against Renewal by Sh.Ram Shanker : Writ petition challenging the renewal of ARTEE is dismissed at preliminary stage and Hon'ble High Court of Allahabad commented that there is no substance and it will only enhance the pendency of the Court.

STAGNATION IN VARIOUS CADRES

We are fully aware about the growing carrier & financial stagnation in all cadres. We feel that solution of all of these problems lies in Cadre re-structuring from Helper to AE. We are trying for it but again as due to Sixth CPC, DOPT has issued instructions to turn down all the

proposals of merging and re-structuring for any cadre in any department. We are committed to it and after solving Prasar Bharati issue and declaration of Sixth CPC we will certainly take up this matter for removing stagnations.

OPENING PROMOTIONAL CHANNEL FOR DIPLOMA AEs & SELECTION GRADE FOR AEs/ for ITI Holder SEA

We are aware that there is acute career & financial stagnation Diploma AEs are stagnating due to derogatory qualification bar for promotion to ASE/ADE. When we took charge this issue was addressed

PROMOTIONAL CHANNEL: A proposal for opening promotional Channel was prepared by DG AIR on differential length of service. For degree holders with 3 years of service and for Diploma holders 6 yrs of service as AE will be eligible for promotion to ASEs.

SELECTION GRADE: Another proposal for giving selection grade to all AEs. Who have completed 10 yrs of service is prepared.

Both these proposals were placed in Prasar Bharati Board Meeting. It was thought to take opinion of experts and this proposal is sent to National Productivity Council. NPC will study and submit its report. ARTEEians may pl. recall that EAs pay revision case also been studied by NPC which gave a favorable report. We are committed to take this issue to its task.

UPDATE ON ACP

The scheme of Assured Career Progression (ACP) as envisaged in the 5th Central Pay Commission report has not been granted to our cadres in the name of Prasar

Bharati scales, inspite of repeated demands from this Association. On one hand the promotions in our cadres are getting delayed while on the other hand we are being

deprived of the ACP without offering time scale or any alternative from Prasar Bharati. We have been continuously taking up the matter with the authorities from time to time. But unfortunately the DOP&T repeatedly turned down our demand by advancing reasons like:-

1. ACP was offered by V pay Commission but our scales are higher than those recommended by Pay

FINANCIAL CONDITION OF THE ORGANISATION

As all of u aware that in last 2 yrs organization is passing through Turmoil. The Account was remain seized for six months but this central body did not succumbed to any pressure and any difficulty even it required to run the show with our own expenses. Meanwhile the task of recovering Associations Assets from Sh. Ram Shanker (Ex-Treasurer and expelled member). Although maximum

Commission and thereby no stagnation in the cadre.

2. The scales given to Technician & EA has already crossed the scales which should have been given to the cadres as per ACP scheme.

Cases have been filed by our members at CAT Kolkata, which are at an advance stage of being heard by the hon'ble court.

assets were recovered but still some are left. After following strict financial discipline slowly and gradually things are improving and so are the assets. We are cautious about our responsibility of depositing LM fee (it is clearly shown in the list of Assets). I request everyone to make maximum efforts to improve financial condition of the Organization.

ORGANISATIONAL ISSUES

[1]. Registration Issue: Already explained in detail in the report

[2]. Recognition Issue: Already explained in detail in the report.

[3]. Constitution Committee: Based on experience of turmoil and difficulties faced in handling the situation a constitution committee is formed under the chairmanship of Sh. Prokash Chakraborty. Report to be discussed in CWC as well as National Convention.

[4]. Contribution to Central Funds from the funds collected for conventions: Keeping in view the financial condition at centre it is strongly recommended that some percentage of excess funds after every convention should be given to Central Hq. Keep in mind that a financially strong Centre is always in your favor.

[5]. Transfer of Office bearers: Being the largest association size of CWC is big to give representation to various cadres and states. Keeping in view the staff shortage and compulsion of not allowing the out sourcing it becomes imperative that some of office bearers obviously may be transferred. We will try our best that our office bearers are not disturbed. But day by day it is becoming difficult. Central body also has to face annoyance of our member who is transferred in place of an office bearer. Every time any office bearer is disturbed it is linked with the ability of Central Body. House has to take a decision on this and form a policy. In my opinion in this regard transfer policy should be followed.

[6]. Term of CWC: Term is ending on 6th March 2008. After holding National Convention. Voter list which is already prepared to be finalized as per Membership Form. If elections are notified in Jan'08 it is almost impossible to complete election process by 6th March. So it is proposed to extend the Term of present CWC by three months. So the elections may be conducted smoothly.

[7]. Adaptation of Check off of paying Association fee: As we have just faced threat to our recognition due to different reason though, but it has alarmed us that any

time Govt. can ask us to adapt the Check off system. In this system a minimal small amount (like Rs. 5/- or Rs. 10/-) will be deducted from salary of members and will be paid to Association. Most of the big associations are running on the system. In such case the present fund of LM fee will be converted into registration fee for becoming member of the Association. I advised the august house to pass a resolution that whenever it is asked by Mgmt. the Check off system will be adapted.

[8]. Membership status of LM who promoted as ASE/ADE: As you are aware that our member qualified AEs getting promotions to ASE and in future promotional Channel for DIP.AE may also be opened. It worthy to mention that these people are Life members of the Association. In my opinion status of these people should be converted from LM to Associate Member w/o right to contest election but they will have voting power. Constitution committee is considering this problem.

[9]. Voter List for New Election: As all of you aware that a committee was constituted by president to prepare the voter list for next election under the chairmanship of Sh. Sudhir Nayyar (ARO) of previous election. The work of feeding data after developing a software in MS-Access. It is to be noted that after previous CWC We have started making LM Card from 8451 while as per record Sh. Ram Shaker made few LM cards and status of these LM cards is not known to us. So these nos from 8435 to 8450 is to be seized. Any member if had received LM card between this range advised to handover the card to HQ and a new card will be issued to him. After the convention 'M' form will be sent to units and Unit Secys. have to sent the details of members.

[10]. Magnetic Identity cards to Members: We started this move and started collecting data from units but due to shortage of funds we could not implement it. Whenever we get any sponsor we are keen to implement it.

My words fall short to express my gratitude to the convention committee under the prolific, energetic and

capable leadership of Sh. N.L. Deshmukh Convener, Sh. M.P. Joshi (Chairman) and all the members of convention committee full of enthusiasm to show courage and dedication for successfully organizing a large function at such a small place. Their efforts are highly commendable. It is a spectacular display of spirit of SANGHE SHAKTI. We have proved that ARTEE can hold convention in any part of this great country. We love to face challenge and to conquer it.

I also convey my thanks to all our VIPs and Guests who took so much pain and spare their valuable time to enlightened us with their views and to grace the occasion.

On behalf the Central leadership I sincerely thank for standing behind the leadership in crucial time, in agitation and for making these convention a grand success.

Short News-Notes

Close down of Super Power Transmitter, AIR, Chinsurah, West Bengal:

The Directorate of AIR has approached Ministry of I&B for replacement of the 1MW transmitter at Chinsurah as the X'tr of Chinsurah is very old and shortage of spares is being felt. Association has also made its efforts at all levels, Local, Zonal & Central for the approval from the Ministry. Ultimately Ministry has given the approval and started the formalities accordingly. We had demanded the Directorate last year itself that the present employees at Chinsurah should be utilized for the installation of the new transmitter and the existing transmitter can be operational till the installation. Sh. A. S. Guin, the then E-in-C had agreed to this request.

Meanwhile the transmitter went off the air, on 31.03.2007 due to the breakdown and non availability of spare parts. The staff of SPT Chinsurah worked day and night to correct the fault and they could again put it on Air on 15.5.2007, by modifying the IPA section with BEL 6000 Valve. These valves have been lying unused in different stations throughout the country.

But, unfortunately the Directorate had issued the shutdown order on 11.05.07, which was informed, unofficially to the staff after test transmission on 15.05.07. Besides the shut-down of Transmitter, the Chief Engineer's office was instructed to re-deploy the staff as well. The Central Office took up the matter immediately with the directorate and demanded to send an expert team to enquire about the modification works

At last I pay my homage to the untimely demise of Sh. K. K. Choudhary, Gen. Secy. ADTEA. We salute his works and comradeship.

At the end I want to assure that Central body is working day and night and your interest are always having supreme concern in our mind. I only request that in case of your grievance pl. have some patience. Some time it takes time to solve the issue. Give us some time. Pl. always keep in mind that Association leadership is not a paid job, its only a social work and a zeal to work something extra ordinary and your support gives us inspiration to perform.

I have tried to touch all the relevant issues but if something left it may pl. be covered with the permission of the Chair. A big thank to everybody.

and to explore development of XTR to raise the transmitted power. It was informed that the functioning of the repaired transmitter has been quite stable with qualities much better than the stage prior to the breakdown.

All of a sudden the central office received SOS from our Unit Secretary, Chinsurah that the directorate has issued order for shut down again w.e.f. 30/11/2007 with the stand-by arrangement of three 10KW transmitters from three places to be located to Chinsurah. When we approached the E-in-C, it was told that the decision was taken with the approval of CEO and three mobile transmitter of 10KW will be sent to Chinsurah, as the standby arrangement for a 1000KW transmitter! We have took up the matter immediately with the CEO, Prasar Bharati and we were shocked to know from the CEO that the report from Directorate was that the transmitter is radiating less than 100KW and the programme is not audible at all! We have brought the report, from the Superintending Engineer, Chinsurah which states that the radiating power is 275 KW with audible quality programme with the supporting of Field strength surveys, to the notice of CEO. After confirming that the report from Directorate was not reflecting the report of the Station, CEO decided to continue the transmission of SPT, AIR, Chinsurah till it can radiate upto the power of 100 KW or the installation of the new transmitter.

Short Notes... Contd...P/18

APPEAL

Sh. Pradip Chandra Das, Helper, DDK/PPC, Guwahati is under treatment for Cancer and in a serious condition. He is taking Ayurvedic treatment from a private hospital, which is very costly and difficult to afford for a low paid employee. Our members are called upon to extend a helping hand to **Sh. Pradip Chandra Das**. His SB Account No.is : **30010802737 at State Bank of India, Guwahati Branch.**

Attention Unit Secretaries and members!

We have repeatedly requested all members of this Association to send their details in the format given below through their respective unit secretaries at the earliest for updating the information as well as to issue the photo identity cards. But most of the members are yet to send their details. We once again request all members and office bearers to kindly send the data at the earliest.

Please remember that this data is necessary to update the voters' list also.

Association of Radio & Television Engineering Employees (ARTEE)

(Form for Updating members details)

LM No: _____

Name: _____

Father's Name: _____

Designation: _____

Date of Birth: _____

Date of Joining Service: _____

Place of Joining Service: _____

Cadre of Joining Service: Helper Technician Engg. Asstt.

Qualification: _____

Present Place of Posting: _____

Permanent Home Address _____

Contact No: _____

Mobile No: _____

E-mail address, if any: _____

Blood Group: _____



Signature
Name:

Name & Signature

of Unit Secretary (ARTEE)

Verify LM(Life Membership) details

Members/Unit Secretaries/ Office bearers are requested to kindly verify the LM data available on our website www.arteeindia.org

Pay Fixation & Recovery of SEA/AE:

Some of the stations, particularly of Doordarshan have been issuing orders repeatedly for recoveries from the SEA/AEs after re-fixation of their pay, quoting the objections raised by IRLA & Directorate of the Doordarshan. We have been demanding the Directorate not to allow any station to start the recoveries till a final decision is taken in this regard for all. We have been exploring the possibilities for obtaining some supporting orders in favour of our members on this issue. Meanwhile it was once again pointed out by our state secretary, TN & Pondicherry that the authorities at DDK Pondicherry have

issued the orders for re-fixation. We took up the matter immediately with the authorities and discussed personally with the member(P), in the presence of Sh. Ramasubramaniam at Parbhani and again on return at Delhi we took up the matter in writing with member (P) vide Letter No. ARTEE/P/PB/M(P)/recoveries-1/2007/11 dated 22/11/07. Accordingly necessary instructions have been passed to the stations not to make any re-fixation/recovery till a final decision is taken by the Directorate & Prasar Bharati on this issue.

Starting of FM stations without staff sanction:

It has been observed in our department that on the one side we are already facing staff shortage at most of the stations due to non filling of vacant posts and on the other side, Govt and Prasar Bharati have been starting the projects without staff sanction. ARTEE has always opposed such an ad-hoc attitude and been demanding staff sanctions and facilities for new projects.

Recently Prasar Bharati decided to start two new FM stations at Macherla in Andhra Pradesh & Soro in

Orissa. We opposed it very strongly and accordingly the CEO took up the matter with the Ministry of I&B and it was informed that the staff sanction for these projects are already taken up separately with the GoM and we may get the staff sanction shortly for these stations. CEO further assured that the station will not be operated regularly if the sanction of staff is not granted by the Ministry in the near future.

Outsourcing the Engineering Personnel for the 24-Hour Urdu channel:

ARTEE has been strongly opposing the evil of outsourcing in AIR & DD as we realise that outsourcing is a cancer like danger for the regular employees. We had been successful in stopping similar situations like the starting of DD-News channel & New Broadcasting House, AIR, New Delhi.

We heard that, Prasar Bharati, was planning to start 24 hours transmission in Urdu Channel, on 14th November

2007 with the help of outsourced staff in Engineering wing. Based on the complaint of the Unit Secretary, ARTEE, CPC, DD, Delhi, Central Office has taken up the matter with Member (P), Prasar Bharati vide letter no. ARTEE/P/PB/MPer/outsourc-1/2007/08 dated 12/11/07.

It was assured that outsourcing will not take place in engineering wing in Urdu Channel.

FM stations at Thrissur, Kerala: Ever since the government of India took the decision to grant sanction for private Radio channels in FM sector, this Association has been demanding that Prasar Bharati must start our own FM transmission from major cities prior to the starting of private channels at those places, as we might be deprived of the commercial market once the private channels are on air. This demand was also placed before Member (P), during the State Convention held at Thiruvananthapuram, who graced the occasion as the Chief Guest. Known as the cultural capital of Kerala and a very good business hub, Thrissur also has a good potential for FM radio. He agreed

with the demand and was eager to implement it especially when it was learned that we already have an AM station and thereby the necessary infrastructure for the installation of FM transmitter at AIR Thrissur. But ironically, when it was proposed, it was told by the Directorate that we don't have any FM transmitter for installing at Thrissur and we have to wait for 11th plan to acquire a new transmitter.

The net result is that two private broadcasters have already started their transmission now and some more operators will also be in the field when we will be ready to start our transmission!

Regularisation of Leave for Sh. Ananthamoorthy, EA, AIR Tirunelveli

Sh. Ananthamoorthy, EA, AIR Tirunelveli had been victimized by the Station Engineer, AIR Tirunelveli, with the support of the then CE (SZ) and he has been transferred out before completion of his tenure at the station. He was reinstated after 76 days by the intervention of the then DG & E-in-C, AIR who were convinced that the then SE was trying to make him a scapegoat to divert the attention from her activities. Accordingly the SE was transferred out to maintain a cordial atmosphere in the station.

After joining back at Tirunelveli, Sh. Ananthamoorthy has been requesting to regularise his leave for 76 days as he was kept away from duty not due to his mistake.

Afterwards he has already submitted application for EL and medical leave for the entire period. Though the station has settled 46 days with the EL available in his credit, they did not accept the medical leave for the remaining 30 days from 12.08.2006 to 10.09.2006.

Accordingly we have requested the O/O DG, AIR to consider those days as regular leave as it was not his mistake, and to regularise the period. Now, the O/O DG, AIR has issued necessary directions to the SE, AIR Tirunelveli to regularise the leaves of Sh. Ananthamoorthy without any loss to him.

Harassment of staff by SE, AIR Gangtok:

The excesses being committed by Sh. Sandeep Singh, the irrepressible Station Engineer at AIR Gangtok, are being brought to the notice of the CEO, the Directorate and the Member (P). Sh. Singh has been of the habit of harassing the staff by various means such as delaying the relieving, even after persistent requests by the concerned person. Well, he might be technically correct in his approach, but it is worthwhile here to mention that he is not dealing with robots and machines, his over-enthusiasm results in harassing the human beings and spoiling the working environment at the station. It has also been brought to our notice that Sh. Singh is also habitual in not allowing the staff to join on posting or after availing leave. Working in shift duties implies that the staff must be ready to perform more than one duty in continuation or extending his/ her duties if the reliever doesn't arrive. Accordingly, the shift staff takes the weekly off depending upon the requirements at the station or sometimes depending upon their own requirements. But, the Station Engineer has passed a

decree that all shift staff will have fixed weekly off days. Sh. Singh has been continuing with such antics ever since his joining at the station. He seemed to have developed a habit of ignoring the words of wisdom from Directorate officials as well. Interestingly, the urgency in his approach goes missing when it comes to settling staff welfare matters. In a latest development, he did not allow two EAs to join duty, who had to take leave to attend their sick family members. Similarly, he did not allow relieving of an SEA after his transfer back to Kolkata when his father was in deathbed and thereafter expired.

We are forced to point out that the behaviour of this officer towards employees is crossing the limits and it is disturbing the peaceful coexistence at the station. We've demanded that Mr. Sandip Singh may immediately be transferred out of AIR Gangtok and he may be posted only under any senior officer to avoid such incidents in future.

Transfer of EAs of 2002 batch back to EZ after completion of their tenure in NEZ:

We have been demanding for the last 1-2 years to the Directorate of AIR and CEO, Prasar Bharati that the EAs of 2002 batch, who have opted for EZ, and completed their tenure in NEZ should be transferred to EZ after zonalising the EAs 2002 batch. The zonal option has already been taken from these EAs and a decision is required to be taken by the Headquarters.

We are informed repeatedly that the Directorate is in the process of doing something for EAs of 2002, but the main obstacle for a decision is the acute staff shortage in NEZ. Meanwhile the Directorate is in the process of recruitment of EA and Technician as per the sanction granted by the Screening Committee of Ministry of I&B against the vacancies for the years 2002,03 & 2004 and

decided that a major portion of these posts will be given to NEZ.

We demanded in the meeting with the E-in-C last year that the transfer of 2002 batch of EAs back to EZ should take place along with the notification for recruitment for the above mentioned posts. Now we've requested to the CEO & Member (P) that as the examination for new EAs has already taken place on 28th October in which 100 posts out of 281 posts are marked for North East Zone, the department should speed up the efforts to ensure that the all those EAs of 2002 batch, who opted for EZ and completed their tenure in NEZ, be transferred to the East Zone at the earliest.

Meeting with Member (P), Prasar Bharati

ARTEE had 3 hr long meeting with Sh.V.Shivakumar, Member (Personnel), Prasar Bharati on 06/12/2007 on the following issues:

1. **Departmental Examinations for promotions:** We demanded that the pattern of departmental examinations, for Sr. Technician to EA and SEA to AE, should be changed. We further demanded to do away with the written examination for promotion from Helper to Technician and restrict it to a Practical test only.

We strongly protested the reduction in vacancies of the recently held SEA-AE examination and demanded that it should be ensured that maximum possible posts are made available for promotions. We stressed that the promotion orders should be issued at the earliest. We further demanded action against the officer responsible for the wrong calculation of vacancies.

We have demanded for a permanent calendar for conducting the DPCs and stressed that directive should be issued to strictly adhere to the calendar.

2. **Opening promotional Channel for Diploma holder AEs & Selection Grade for all AEs; Allowing filling up of Class-I Direct recruit posts from Departmental candidates only after opening promotional channel for Diploma AEs:** We have demanded that the proposal for promotion on the basis of differential length of service, as in CPWD, accepted in Principle by CEO Prasar Bharati 3 years back and signed by E-in-C & DG AIR should be implemented immediately before filling 124 posts of JTS (of DR quota on one time exemption).

3. **GPF Problems of East Zone:** We have brought into the notice of the concerned officials the problem being faced by the staff of East Zone due to non-cooperation of PAO (DD) Kolkata for transferring the accounts to PAO (AIR) Kolkata.

We've demanded for centralisation of GPF accounts as the employees are facing problems on their transfer from one station to the other.

4. **Cut-off date for eligibility list of AEs on acquiring qualification:** We pointed out holes in the recent decision of a Committee under the Chairmanship of E-

in-C restricting the entry into the eligibility list only to those candidates, who submit their certificates before 31st March. We have demanded that while ensuring that the candidate should have appeared for the final examination before 1st January, the date for submission of certificate should not be fixed as 31st march, as most of the universities are issuing the certificates by the end of March only and it takes further time to reach the candidates. We demanded that the cut off date for submission of the certificates should be July or August only.

5. **Zonalisation of DR 2002 EAs:** We have demanded that immediate action should be taken for the Zonalisation of EAs of 2002 batch posted in East Zone & North East Zone as the EAs of this batch, posted in NEZ are not being transferred back to East Zone, even after 4-5 years of service, in the absence of Zonalisation. Member (P) instructed the officials of DG, AIR to take immediate action.
6. **Posting staff-friendly officers at portfolios related to HRD matters:** We have pointed out the some Engineering Officials are indulging in inhuman approach while dealing with HRD in some Zonal offices and demanded that HRD matters should be handled by non-engineering officers to avoid the biased attitude. We have demanded the practice being presently followed in O/O DG, AIR should be followed in all offices handling the HRD matters including transfer/ posting of Engineering employees.
7. **Callous attitude of SO, Welfare, O/O DG, AIR in dealing the emergency burning case of an employee while on duty:** We brought up the incident of AIR Patna where one EA suffered burn injuries in his hand while on duty and we approached ADG(F&A) for immediate sanction for an operation to save the hand of the employee. *When the request of the*

Association was sent by ADG(F&A) to the SO, Welfare Section, the Section Officer returned the representation, having the signature of ADG(F&A), to our post box address (which was received after 10 days) rejecting the request. We express our gratitude to Member (P) for his timely intervention in the matter in protecting the life of the employee.

While pointing out the callous attitude of the SO, we have demanded strong action against the official, who is supposed to look after the welfare of the employees, as his conduct was not only inhuman but also against CCS (Conduct) rules. Member (P) assured necessary action against the erring official.

8. **Posting of staff at the Stations under SAP project in J&K, in violation of the decision of o/o DG, AIR:** It was brought to the notice of member (P) that the O/O DG,AIR decided in 2004 that the facilities for the stations, such as Diskit, Padum, Neumarap, etc, installed under SAP project in J&K will be defined in line with military and paramilitary forces before posting any employee to these stations. But, contrary to the decision of the cadre controlling authority, the O/O CE (NZ) has issued transfer orders posting employees in these stations without deciding about the facilities.
Member (P), after going through the order issued by the O/O DG (AIR) in this regard, in the year 2004, directed GM(P) to take up the matter with E-in-C to stop those transfer orders and to find out the status of issue of facilities for these stations.
9. **Enquiries on complaints of Engg. Officers:** We have brought the complaints already submitted against some engineering officers for harassing the employees. We demanded immediate action in these cases to maintain cordial atmosphere in the system. Member (P) advised GM (P) to take immediate action on pending cases.

Book – Post

FILAMENT

To,

If undelivered please return to
Association of Radio & Television Engineering Employees (ARTEE)
Post Box No.422, New Delhi – 110001.