

No.A.60011/21-A/2012-IR/303

February 8, 2013.

The General Secretary,
Airports Authority Employees' Union
T-3/1-4, INA Colony
New Delhi-110023.

Sub: Grant of recognition to union in Airports Authority of India.

Sir,

Pursuant to letter No.A.60011/21-A/2012-IR dated 20.11.2012 and notification No.A.60011/21-A/2012-IR dated 21.11.2012 for holding election through secret ballot for the purpose of recognition of union in Airports Authority of India, secret ballot election was conducted on 29.01.2013 at all airports / units / stations of AAI to determine the majority character of union as the sole collective bargaining agent. Accordingly, a copy of result of the election is enclosed.

In view of result of the secret ballot, the management is pleased to recognize Airports Authority Employees' Union (Regn. No.3515/07.08.1986) as the majority union in AAI for a period of five years from the date of acceptance of recognition or till the union continues to retain registration under the Trade Unions Act, 1926, whichever is earlier. The recognition is subject to the final outcome of W.P. (C) No.283/2013 of Hon'ble High Court, Delhi in Airports Authority Karamchari Union Vs. UOI & Ors.

It is expected that the union and / or its members shall co-operate with the management in its efforts to improve organizational goals & objectives. The union shall also abide by the code of discipline in industry and the terms & conditions of the recognition (copies enclosed). The union and its members shall not resort to gheraos and other unlawful / coercive tactics, etc; and shall not go on strike without proper notice to the management. In case of violation of any of stipulated terms & conditions, the management will be free to withdraw recognition hereby being granted.

The effective date of recognition shall be the date on which the union gives its acceptance to this letter.

Yours faithfully,

(K.K. JHA)
Member (HR)

Encls: As above.




AIRPORTS AUTHORITY OF INDIA

Region-wise Summary of Polling Result received from Regions/Stations

Union Election held on 29.01.2013

Annexure - 'I'


Sl. No.	Name of the Region / Office	Total No. of voters	No. of Votes Polled & counting took place on 29.01.2013	Invalid Votes	Valid Votes	No. of Valid Postal Ballots	Total Valid Votes (6+7)	No. of Votes polled to AAEU	No. of Votes polled to AAIMS	No. of Votes polled to AAKU	No. of Votes polled to IAKU	No of Votes polled to RSKU
1	2	3	4	5	6	7	8	9	10	11	12	13
1	CHQ	849	762	7	755	1	756	379	23	2	348	4
2	NR (Including E&M Workshop, RCDU, Ops. Offices, CRSD & SAP)	2851	2697	33	2664	24	2688	1096	76	20	1480	3
3	ER (Including NSCBI Airport, Kolkata)	1902	1575	15	1560	4	1564	725	12	6	814	7
4	NER	642	619	3	616	8	624	455	2	0	165	2
5	WR	2671	2528	11	2517	28	2545	1097	25	3	1417	3
6	SR (Including Chennai Airport)	2613	2536	15	2521	14	2535	1582	21	3	927	2
7	CATC, Allahabad	93	87	Nil	87	1	88	42	0	0	46	0
	Grand Total	11621	10804	84	10720	80	10800	5376	159	34	5210	21


(V. B. Sharma)

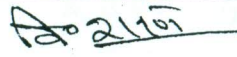
Sr. Manager (HR) &
Member, EC


(Nivedita Dubey)

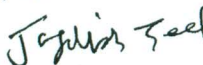
DGM (HR) &
Member, EC


(R. K. Dhingra)

DGM (Admn.) &
Member, EC


(Vishnu Sharan)


DGM (HR) &
Member, EC


(J.K. Goel)

GM (HR) &
Member Secretary/COORDINATOR, EC


(RAJU DUREHA)

GM (HR) &
MEMBER, EC


(Dewakar Goel)

GM (HR) &
Chairman, EC

29/1/13

TERMS & CONDITIONS OF RECOGNITION

1. The Recognition of the Union is effective for a period of 5 years or till the Union continues to retain its Registration (No.3515) under the Indian Trade Unions Act, 1926 whichever is earlier.
2. The Union shall observe the Code of Discipline (copy enclosed as Annexure-I). The Management on its part will also abide by the Code of Discipline as evolved.
3. The facilities already extended to the Recognized Union will continue as contained in Office Order No.Pers/IR/1104/1/2002/2594 dated 27.11.2002.
4. Whilst performing the role of the Recognized Union, the Union is called upon to observe the following :
 - 4.1 That the Authority operates round the clock every day and as a statutory duty to serve the operating airlines/aircraft both national as well as International within the Indian air-space and any disturbance in its operation will have adverse implication in the field of Civil Aviation. The Union will therefore, desist from taking any action which will jeopardize the safety of aircraft, operation and overall function of AAI.
 - 4.2 That the union will represent only such category of staff as were made eligible to vote in the referendum.
 - 4.3 That the Union shall ensure strict compliance of procedures in existence for the redressal of individual employee's grievances.
 - 4.4 That representatives as nominated by the Union, not exceeding five, may meet and discuss with the accredited representatives of the Management (Corporate/Regional/Airports/Field Stations) on the general and collective grievances of workmen posted at the station on the appointed date and time as mutually convenient.
 - 4.5 That the periodical meeting may be held once in a month with General Manager (HR), at Hqrs. : once in two months with Executive Director (HR); once in three months with Member (HR) and once in 6 months with the Chairman (if needed). These meetings will be held with proper agenda and with prior notice.



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- 4.6 The accredited officer in the O/o Regional Executive Directors/Airport Director/Airports/Field Units will meet the accredited representatives of the Union once a month on mutually agreed date and time. In so far as Regional Hqrs. and International Airports, there shall be a joint meeting which will be held under the chairmanship of RED/APD as mutually agreed to.
- 4.7 That the meetings of the Joint Consultative Machinery (JCM) at Central and Regional level will be held once a year. The Central JCM will be headed by Member (HR) and participation of Union will be restricted to not more than twenty five Central office bearers of the recognized Union only. The JCM at Regional level will be headed by RED/APD of Metro Airport and participation of the recognized Union will be restricted to not more than ten local office bearers of the Union. For Regional JCM meeting, officer of GM/Jt.GM/DGM level from CHQ will be nominated as an Observer.
- 4.8 The objective of the above periodical meetings will be to exchange information of organizational interest, discuss common issues relating to workmen and to resolve such issues within the democratic forum and within the framework of rules and regulations.
- 4.9 That the office bearers of the Union shall not leave their place of work during working hours for Union work without specific permission of the superiors except to attend the scheduled Union meetings which has been duly sanctioned by the Management.
- 4.10 That the Union shall be entitled to discuss all policy issues relating to the employees viz. fundamental terms of employment, conditions of service, transfer policy, housing allotment, CPF, Sports, Medical benefits, Uniform, Canteen facilities and all other issues relating to industrial relations and welfare in the interest of the categories of the staff represented by the Union.
5. For the Union to perform its role and responsibility effectively, the following facilities shall be provided by the management :
- 5.1 The Union is allowed to put up Notice Boards at a suitable site allocated by the Management and further the Union may affix thereon any information which is not abusive, indecent, inflammatory or subversive of discipline or otherwise contrary to the letter and spirit of the code of Discipline.



- 5.2 Office bearers of Central Executive Committee the President, General Secretary and other Central Executive Members will be exempted from a routine transfer during the period of Union Recognition.
- 5.3 The President and the General Secretary of the Union shall be given appropriate identity/permission card for visiting office premises for interaction with designated officials of the Management at all offices/stations of AAI. The movement in the restricted premises of the AAI, controlled by the Bureau of Civil Aviation Security, the movements in such premises will have to be channelized through the appropriate authorities.
- 5.4 Sanction of Special Casual Leave will be on the basis of Rules applicable from time to time.
- 5.5 The office bearers of the extent permissible and as per the terms of ID Act, 1947 shall be recognized as protected workmen for the purpose spelt out in the said Act.
- 5.6 Copies of policy matters, circulars and any other information considered important will be endorsed to the Union.
- 5.7 In the event of Union violating any of the terms and conditions agreed to by the Union, the management will be free to withdraw the recognition granted to the Union.

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CODE OF DISCIPLINE

The Union agree to observe the Code of Discipline.

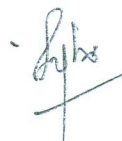
I. Management and Union agree -

- (i) That no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;
- (ii) That the existing machinery for settlement of disputes should be utilized with the utmost expedition;
- (iii) That there should be no strike or lock-out without notice;
- (iv) That affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes and grievances by mutual negotiation, conciliation and voluntary arbitration;
- (v) That neither party will have recourse to (a) coercion (b) intimidation (c) victimization or (d) go-slow;
- (vi) That they will avoid (a) litigation (b) sit-down and stay in strikes and (c) lock-outs;
- (vii) That they will promote, constructive co-operation between their representatives at all levels and as between workers themselves and abide by the spirit of agreement mutually entered into;
- (viii) That they will establish upon a mutually agreed basis, a grievance procedure which will ensure a speedy and full investigation leading to settlement;
- (ix) That they will abide by various stages in the grievance procedure and take no arbitrary action which would by-pass this procedure; and
- (x) That they will educate the management personnel and workers regarding their obligations to each other.
- (xi) That they will have unified single union office at Regions for Metro & Non Metro employees.

II. Management agree -

- (i) Not to support or encourage any unfair labour practices such as (a) interference with the right of employees to enroll or continue as Union members, (b) discrimination, restraint or coercion against any employee because of recognized lawful activity of trade Union and (c) victimization of any employee and abuse of authority in any form;
- (ii) To take prompt action for (a) settlement of grievances and (b) implementation of settlements, awards, decisions and orders;

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- (iii) To display in conspicuous places in the AAI offices the provisions of this code in the local language(s);
- (iv) To distinguish between actions justifying immediate discharge and those where discharge must be preceded by warning, reprimand, suspension or some other form of disciplinary action and to arrange that all such disciplinary action should be subject to an appeal through normal grievance procedure and as per ECDA Regulations.

III. Union agree -

- (i) Not to engage in any form of physical duress/intimidation threats;
- (ii) Not to permit demonstrations which are not peaceful and not to permit rowdiness in demonstration;
- (iii) Not to permit using intemperate and/or abusive language by any office bearer.
- (iv) That their members will not engage or cause other employees to engage in any Union activity during working hours;
- (v) To discourage unfair labour practices such as (a) negligence of duty (b) careless operation (c) damage to property (d) interference with or disturbance to normal work and insubordination;
- (vi) To take prompt action to implement awards, agreements, settlements and decisions;
- (vii) Not to threat and not to resort to gheraos, go-slow, unlawful demonstration, shouting slogans, interfering in official dealing, causing disruption in any manner, not to interfere day to day official work.
- (viii) To display in conspicuous places in the Union offices, the provisions of this code in the local language(s); and
- (ix) To express disapproval and to take appropriate action against office - bearers and members for indulging in action against the spirit of this code.

Sub.