



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

सं०: B-20011/2/2021-HRM/2017-25

दि०: 21.09.2021

महासचिव
एयरपोर्ट्स अथॉरिटी एम्प्लॉईस यूनियन
टी-3/1-4, आई.एन.ए. कॉलोनी
नयी दिल्ली -110023

विषय : अध्यक्ष महोदय की अध्यक्षता में ए0ए0ई0यू0 के प्रतिनिधियों के साथ
दिनांक 08.09.2021 को सम्पन्न हुई बैठक का कार्यवृत्त

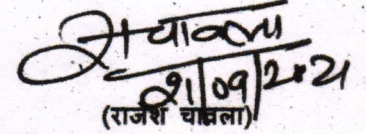
महोदय,

कृपया अध्यक्ष महोदय की अध्यक्षता में एयरपोर्ट्स अथॉरिटी एम्प्लॉईस यूनियन के प्रतिनिधियों के साथ दि० 08.09.2021 को निगमित मुख्यालय, राजीव गांधी भवन, नयी दिल्ली में सम्पन्न हुई बैठक का कार्यवृत्त प्राप्त करें।

यह सक्षम प्राधिकारी के अनुमोदन से जारी किया जाता है।

धन्यवाद सहित,

भवदीय,


21/09/21
(राजेश चहल्ला)

संयुक्त महाप्रबंधक (मा0सं0)

संलग्नक : यथोपरि

वितरण (संबन्धित बिन्दुओं पर सूचना / टिप्पणी प्रदान करने के अनुरोध सहित) :-

- का0नि0 (का0प0ए0) / ED (SIU) - बिन्दु सं0 01, 02, 03
- का0नि0 (वित्त) -II / ED (Fin) -II - बिन्दु सं0 04
- महाप्रबंधक (मा0सं0) -ज्ञा0ब0 / GM (HR) -GB - बिन्दु सं0 01, 02, 03, 04, 05
- महाप्रबंधक (मा0सं0) -नि0दू0 / GM (HR) -ND - बिन्दु सं0 06, 07

प्रतिलिपि (सूचनार्थ) :-

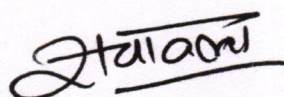
- अध्यक्ष महोदय के विशेष कार्य अधिकारी
- सदस्य (मा0सं0) के उ0म0प्र0 (का0स0)
- का0नि0 (मा0सं0)-I के स0प्र0 (नि0स0)
- का0नि0 (प्रशासन / मा0सं0) के प्रबन्धक (नि0स0)

MINUTES OF CHAIRMAN MEETING HELD ON 08th SEP, 2021

- I. **Schedule of the meeting**: A meeting under the chairmanship of Hon'ble Chairman, AAI was convened with the representatives of Airports Authority Employees Union on 08th Sep, 2021 at 1230 hrs. in the Board Room, 'C' Block, Corporate Headquarters, Rajiv Gandhi Bhawan.
- II. **Attendees**: The list of attendees from management and union side is annexed as Annexure-I.
- III. **Agenda for the meeting**: GS, AAEU vide his letter dated 24.08.2021 and subsequent letter dated 05.09.2021 has submitted following agenda to be discussed during the meeting.
- IV. **Deliberation held during the meeting**: With due permission of the Chair, following agenda, as submitted by GS, AAEU vide his aforementioned letters, were discussed:

Sl. No.	Agenda	Deliberation / Action item	Action by / Info
(1)	All the employees working at six airports should be allowed to work at the same airports as AAI employees after completion of 3 years up to their retirement or some mutually agreed period. So that, those employees should not face the catastrophic situation which was faced by the employees of Delhi and Mumbai airports at the time of those airports' privatization.	<p>Having heard the agenda, the Chairman stated that the Concession agreement has already been freezed and it would not be appropriate to alter the same at this juncture.</p> <p>However, concerning the issue of <u>retention</u> of select employees, it was opined to convene a meeting of High Level Committee with Adani Group to have a word with the Concessionaire to retain 60% of select employees till their separation, if agreed.</p> <p>Pertaining to the issue of <u>redeployment</u> of select employees, it was opined to discuss the matter with the Adani Group during the meeting, as proposed above, in order to find out the possibilities for allowing select employees to serve at their respective PPP airport for <u>05</u> years or till retirement. It was further opined to solicit options reg. Choice of stations from select employees at PPP airports. In this context, it was advised to constitute a committee and organize meetings on monthly / quarterly basis in order to apprise the status.</p> <p>In view of above, ED (SIU) was requested to expedite for convening the meeting.</p>	ED (SIU) / GM (HR) -GB

15 years

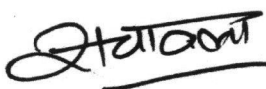


Sl. No.	Agenda	Deliberation / Action item	Action by / Info
(2)	The ' <i>Select Employee Clause</i> ', inserted in concession agreement is not in tune with Model Concession Agreement need to be reviewed by inserting clauses which ensure that prevailing AAI service conditions including Govt. Pension with PSU EPFO pension, NER special packages, SBS, R&P guidelines, Conduct & Disciplinary Rules, Job Security, SC & ST reservation, Medical Facility, Social Schemes etc. as per Govt./AAI norms with 5 years lien period.	<p>The Chairman stated that the officials who will join the Concessionaire will cease to be the employee of AAI. Accordingly, such employees will be governed by the terms and conditions agreed between the Concessionaire and the accepting employee. It was further stated that the Concession agreement has already been freezed and it would not be appropriate to alter the same at this juncture.</p> <p>However, concerning the issue of <u>Job Security</u>, it was opined that the issue may be discussed with the Adani Group during the meeting, as proposed above.</p>	ED (SIU) / GM (HR) -GB
(3)	The All India President, AAEU stated that the employees other than ATC, CNS will function under PPP operator is total violation of the AAI Parliament Act. All the employees discharging their functions under functional responsibilities as per the provisions of Section 12(1)(2)(3) of different Directorates under the composition of AAI Board. In view of the same, the union requested for retaining other services like ATC.	The Chairman stated that the operation of select airports on PPP mode is a govt. initiative and it should not be presumed that the same would lead to any adversity. It was further stated that the Concession agreement has already been freezed and it would not be appropriate to alter the same at this juncture.	ED (SIU) / GM (HR) -GB
(4)	The matter reg. Deferment of 50% perks of employees.	The Chairman stated that, in order to maintain the financial viability of the organization, the AAI Board in its 201 st Board Meeting has decided to defer the payment of 50% perks till 31 st Dec, 2021 w.e.f. July, 2021 onwards i.e. only for a period of 06 months, as part of austerity measures. However, the same will be reviewed accordingly in Dec, 2021.	ED (Fin)-II / GM (HR) -GB



Sl. No.	Agenda	Deliberation / Action item	Action by / Info
(5)	While drawing reference to CHRM Circular No.46(c) of 2019 reg. Incentive scheme on acquiring Professional and / or Additional qualifications, GS stated that the eligibility of official for increment incentive has been fixed in terms of date of declaration of result upto 24.03.2010 by concerned Institute / University, which needs to be relooked.	Having heard the agenda, Member (Plg/HR) opined to examine the matter.	GM (HR) -GB
(6)	Due to inordinate delay in implementing SBS, AAI Board has approved payment of interest on G sec rate, which is much below the rate of annuity scheme interest being paid by the annuity providers. This has put the employees into severe loss, as the present expected annuity rate is in the range of 6%, as against 7.5% of 2017.	It was opined to take-up the issue in the upcoming meeting of Social Security Cell.	GM (HR) -ND
(7)	The union requested for convening the second round of Regional and Central JCM meetings as per the Terms & Conditions of Recognition agreed with AAEU i.e., the Recognized union.	Amid pandemic situation and keeping in view the austerity measures, it was informed to the union that as per the directions, <i>utmost economy</i> has to be observed while conducting such sort of meetings. It was further stated that virtual meetings are to be held, wherever possible. While denying for virtual meeting, GS stated that only limited numbers of union members shall attend the meeting observing COVID-19 protocol. In view of the agenda, ED (HR/Admn) opined that prior to placing any proposal for conduct of second round of JCM meetings to the Competent Authority, the status of Central JCM meeting, held earlier, be put-up, accordingly.	GM (HR) -ND

V. **Vote of thanks:** There being no any further agenda, the meeting was adjourned at 1315 hrs. with the vote of thanks to the Chair.



Annexure -I

I. Meeting chaired by: Sh Sanjeev Kumar, Chairman, AAI

II. List of executives who have attended the meeting from management side:

- (i) Sh A K Pathak, Member (Plg/HR)
- (ii) Sh R Prabhu, ED (HR)-I
- (iii) Sh Suneel Dutt, ED (HR/Admn)
- (iv) Sh N V Subbarayudu, ED (SIU)
- (v) Ms. Nivedita Dubey, GM (HR)
- (vi) Sh Gian Batra, GM (HR)
- (vii) Sh Anil Vikram, GM (SIU)
- (viii) Sh Kapil Rohtagi, JGM (HR)
- (ix) Ms. Meetali Bahl, Manager (HR)
- (x) Sh Himanshu Singh, AM (HR)
- (xi) Ms. Aarti Bhoria, AM (HR)

III. List of AAEU representatives who have attended the meeting from union side:

- (i) Sh S R Santhanam, All India President, AAEU
- (ii) Sh Balraj Singh Ahlawat, General Secretary, AAEU
- (iii) Sh Deepak Kumar, All India Vice President, AAEU
- (iv) Sh Rakesh, Assistant General Secretary, AAEU

