



भारतीय विमानपत्तन प्राधिकरण
AIRPORTS AUTHORITY OF INDIA

No. B-20014/1/2022-HRM-Part (1)/ 85-116

13th Feb 2023

The General Secretary
Airports Authority Employees' Union
T-3/1-4, INA Colony
New Delhi-110 023

**Sub: Minutes of the Central Joint Consultative Machinery meeting held on
14th & 15th Dec, 2022 at IAA, New Delhi**

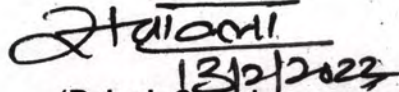
Sir,

Enclosed please find herewith the minutes of the Central Joint Consultative Machinery meeting held with the Central Executive Committee members of Airports Authority Employees' Union on 14th & 15th Dec, 2022 at Indian Aviation Academy, New Delhi

2. This issues with the approval of Competent Authority.

Thanking You,

Yours faithfully,


13/2/2023
(Rajesh Chawla)

Jt. General Manager (HR)

Encl.: As above

Distribution:

- RED – NR / WR / ER / SR / NER
- APD – Chennai Airport / NSCBIA Kolkata
- ED (Fin) / (MIS) / (Commercial) / (PIng.) / (LM) / (SIU)
- GM (HR) – ND / RAM / MN / GLV
- GM (HR) – NR / WR / ER / SR / NER
- GM (Admin) / (FS) / (SIU) / (Fin)
- Secretary, EDCP Trust
- Secretary, SCB

Copy to:

- OSD to Chairman, AAI
- ES to Member (HR)
- PS to ED (HR) / ED (Admin)

MINUTES OF THE CENTRAL JOINT CONSULTATIVE MACHINERY MEETING (2022)

A two days Central Joint Consultative Machinery (CJCM) meeting was held under the chairmanship of Member (HR) with the Central Executive Committee members of Airports Authority Employees' Union on 14th & 15th Dec, 2022 at Indian Aviation Academy, New Delhi.

2. **List of participants**: The list of participants from management side and union side is annexed at Annexure-I and II respectively.

3. **Agenda items**: The agenda items submitted by GS, AAEU vide his letter dated 28.09.2022 and supplementary agenda items vide letter dated 10.11.2022 were deliberated. With due permission of the Chair, additional agenda items were also deliberated.

4. **Inaugural ceremony**: The Central JCM meeting (2022) was formally inaugurated in the Auditorium, IAA by lighting of the ceremonial lamp by the Chairman, AAI along with Member (HR), ED (HR), ED (Admin), All India President, AAEU, and General Secretary, AAEU.

- (i) At the outset, Sh Ravi Kant, ED (Admin) welcomed all the dignitaries on the dais. In his opening remarks, he stated that the foundation of JCM is based on cooperation and harmonious relations between the two sides i.e., the union and the management, and that the dialogue between the two sides is a continuous and ongoing process. He also appreciated the proactive role of AAEU ensuring well-being of employees and hoped for fruitful and solution oriented deliberations.
- (ii) Sh Balraj Singh Ahlawat, General Secretary, AAEU extended a warm welcome to the Chairman and other dignitaries on the stage including the representatives of the Union as well as the Management sides. He stated that AAEU is continuously recognized since 1997 and seldom undertook any severe industrial action. While criticizing the govt. plans to lease out 20-25 more airports, he stated that the union is seriously concerned about the job security of the employees at PPP Airports. He stated that privatization of Delhi and Mumbai caused 'human catastrophe', which should not be repeated. Elaborating this and mentioning that three years of leasing are about to get completed, he desired to have better plans formulated and implemented to avoid unease being caused to employees due to dislocation.
- (iii) Sh S R Santhanam, All India President, AAEU extended a warm welcome to the Chairman and other dignitaries on the stage. He stated the august presence of the

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Chairman, AAI has brightened this event. He mentioned that rather than fighting over petty issues, AAEU is mainly concerned over revenue generation. He further stated that by leasing out profit making airports, AAI is losing revenue. He appreciated that the AAI management is opening the Airports like Bangalore, Begumpet stating that the same would lead to higher revenue generation. He requested to relook the decisions of leasing of airports. Apart from this, he requested to consider the proposal for establishment of a Fire Training Centre at Begumpet Airport, Hyderabad, stating that the same is capable of catering training needs of various sectors resulting to high revenue to AAI.

- (iv) Sh Anil Kumar Pathak, Member (HR) while welcoming the Chairman and other delegates stated that the JCM meeting is a window of opportunity, which not only helps us express our suggestions and constraints, but also helps us in building a two-way channel of communication, encouraging dispute resolution and effective grievance redressal. He stated that the last two years were challenging for AAI, with financial and operational constraints. However, with team work and proactive approach, the financial health of the organization got improved and austerity measures have been lifted-up. While praising HR team, he appreciated the union for being co-operative and proactive, displaying maturity in actions and working towards the welfare of employees with minimum of adjudication machinery. On concluding note, he wished for healthy deliberation over agenda points within the purview of prescribed rules and regulations and urged everyone to get maximum out of this opportunity.
- (v) Sh Sanjeev Kumar, Chairman, AAI welcomed one and all. He stated that there is no difference between union and management and specific roles have been assigned to everyone by Govt. of India to perform public function. He stated that one should appreciate that everybody is capable of having a vision but execution of vision is tasked to certain leaders. As an organization, it is our duty to carry the vision of our leaders, who have been tasked to perform honestly and diligently. He further stated that while joining govt. services, one agrees to work anywhere, however, later that work spirit diminishes. It should be appreciated that personal inconvenience cannot supersede public convenience. Although, it is being endeavored to find viable ways and means of keeping employees happy, but not at the cost of public convenience. He stated that it is merely a fact that six airports have been monetized. However, it

should not be regarded as the sunset of the aviation industry. Rather, he highlighted that three greenfield airports at Devgarh, Kushinagar and Hologgi have been inaugurated recently. Further, many new airports are being built-up at Aligarh, Azamgarh, Sravasti, Chitrakoot, Rewa etc. One should appreciate that the Hon'ble MPs are continuously making efforts for having airports in their constituencies, which would lead to continuous growth of this industry for another 30 years to come. He assured that the aviation sector is a fast growing sector and presently, the industry is in the phase of sunrise. There is no need to worry that private players are also coming, rather rigorous efforts should be made to maintain competitive edge, he added. He appreciated that the rate of change itself is increasing while citing examples of Nagpur and Guwahati Airports, which are handling more traffic nowadays. He appealed to employees to remain confident about their organization and changing scenario at workplace. He stated that it is obvious that individual would face a lot of challenges due to dislocation, however, public convenience be given priority. He stated that it is needless to mention that the matured leadership of recognized union i.e., AAEU is dedicatedly taking care of various employees related concerns especially issues arising out of operation of Airports on PPP mode. He hoped for meaningful discussion and good times. He said that employees are free to meet him and he wished to have continuous dialogue with his employees.

- (vi) Sh R Prabhu, ED (HR) extended vote of thanks to all the dignitaries on the dais and hoped to have meaningful and fruitful deliberation in constructive and positive manner within the ambit of prevailing rules and regulations ensuring interest of the organization. He urged everyone to actively participate in the meeting and get maximum benefit out of this forum.

4. **Deliberation:** The following deliberation took place between the union and the management in the Art Gallery, IAA.

Sl. No.	Agenda Points	Deliberation
1.	Adhering to ICAO guidelines operational category of Airports are to be maintained. Hence, non-executive operational cadre employees, specially Fire Service	The union stated that no recruitment has been done since long due to austerity measures. However, in order to follow ICAO guidelines, staff has been

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<p>recruitment cannot be compromised. It is observed that fire services personnel posted at various Airports are somehow maintaining category of the airport with shortage of manpower. They are doing overtime without having privilege for compensation either in Cash or kind (C-off). Hence posting of manpower, operational & non-operational cadre for existing all airports to be done immediately.</p>	<p>persistently engaged without OT. As such, the union requested to initiate recruitment process in addition to providing compensation towards overtime either in Cash or kind (C-off).</p> <p>The union was informed that in order to cope-up with the situation of vacant posts in Fire discipline, the recruitment for the post of Jr. Asst. (FS) is being carried out at Regional level, which is expected to be completed by Feb., 2023. It was informed that 132 posts of Jr. Asst. (FS) are being filled up by SR, 23 posts are being filled up by WR and 32 posts are being filled up by ER. Simultaneously, the Fire personnel posted at PPP Airports will also be posted at required places on completion of deemed deputation period.</p> <p>The union requested to initiate recruitment at NR and NER as well. The union was informed that there is no vacancy as such at these Regions.</p> <p>Protracted deliberation held. The Chair opined that the operational requirement as per the category of airports may be checked and put-up accordingly. The Chair further opined that all the vacancies may be taken care of within two months.</p> <p style="text-align: right;">Action: GM (FS) / GM (HR)s, All Regions</p>
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<p>2.</p>	<p><u>Higher Education Incentive:</u> Additional increment / incentive on acquiring of Higher / Additional / Professional qualification from the period March 2010 to 2019 has not been given to employees on acquiring MBA qualification as well as Graduation Degree by Group D employees. Additional increment for the higher qualification is authorized up to March 2010 and from 2019 onwards. Employees acquired MBA & Graduation Degree qualification in between 2010-2019 are deprived from additional increment / incentive. The same is required to be authorized.</p>	<p>The union requested that the employees who have passed the exam should be given incentive without fixing any specific date of result. The union also requested to take care of those employees who have acquired higher education in the period from 2010 to 2018 and neither given increment nor any lump sum amount.</p> <p>The Chair opined to put-up the matter for consideration.</p> <p style="text-align: right;">Action: GM (HR), Policy Cell</p>
<p>3.</p>	<p><u>Proper Infrastructure at FSTC and FTC</u></p>	<p>The union highlighted that infrastructure at FTC is not up to the mark. Further, the infrastructure at FSTC is not being maintained properly.</p> <p>The union was informed that appropriate measures are being taken-up in coordination with RED, NR to ensure better services at FTC. Concerning FSTC, Kolkata, it was informed that renovation of 02 Nos. of smart classrooms equipped with Video Conferencing, Wi-Fi, and Net facilities has been completed. Also, the work of garage for ACFT and ambulance is under progress.</p> <p>Taking note of above, the union requested that trainers posted at the training centres should take proper care of trainees. Also,</p>

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		<p>there is no ambulance for trainees, in case of any medical emergency.</p> <p>The Chair opined that RHQ, NR and RHQ, ER may take care of complaints, accordingly.</p> <p style="text-align: right;">Action: GM (HR), NR / ER</p>
4.	<p>AAI is PSU functioning as Public Utility organization as per the guidelines of ICAO annexure. Keeping such discipline with employees working more than 3000 in Fire Service do not have proper independent directorate in order to meet the requirements. It is needed to have separate independent directorate for Fire.</p>	<p>The union was informed that the Dept. of Fire Services is a part of Operation Dte. and currently headed by ED (Tech.), since existing 38 Nos. of ED level posts in AAI are operated amongst various cadres and some on ex-cadre basis. Their utilization has already been reviewed.</p> <p>The union countered stating that more than 3000 Fire personnel working across the airports are generally reporting through ATC In-charge. The officer in Technical Cadre, to whom Fire officials are required to report is 'Junior'. Stating this, the union once again requested to ensure that Fire officials are reporting to the Station In-charge / APD only.</p> <p>The Chair opined that the proposal shall be considered during next review of ED level posts.</p> <p>Further, reporting channel of HoD Fire Services at Regional / Airport level shall be reviewed.</p> <p style="text-align: right;">Action: GM (HR) -RAM</p>
5.	<p>Transfer of Employees from Non-Tenure to Non-Tenure station may be classified as movement of employees instead of</p>	<p>The union was informed that the policy is common to all the cadres. As such, no question arises for any disparity. The</p>

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	considering the station as Tenure or Non-Tenure. So that the concerned employees can become eligible for transfer to their desired / home station.	Chair opined that the union may submit a detailed proposal in this regard. Action: GS, AAEU Info: GM (HR), Policy Cell
6.	Counting of Training period of service and grant of regular pay during the training in respect of Fire officials. The matter was already discussed in the CJCM Udaipur 2020. It was agreed to by the Management that the matter will be examined in consultation with GM (FS) and GM (HR). It is once again requested to expedite the action.	Briefing agenda, the union stated that after being recruited, Fire officials are required to go for training and after completion of training, they have to wait for long to get joining. Stating this, the union requested that that either such Fire officials be posted immediately or granted regular pay during training and this period should also be counted, accordingly. GM (FS) informed that the result can be declared immediately if posting requirements are available from stations. The Chair opined that the information from respective stations may be sought in advance so as to ensure that results are declared straightaway along with postings in order to avoid any issue arising due to date of joining, joining time, etc. The Chair opined to comprehensively review the matter in light of aforesaid observation. Action: GM (FS)
7.	Letter No. AAB/HR/E-IV(Fire) RTI/2016(1) dated 06.11.2019 issued to 17 Fire officials recruited in the year 2002 (101 Batch) for recovery of increment. Kindly cancel that recovery order.	The union briefed the agenda stating that the issue pertains to WR, where, after completion of training, Fire officials residing in nearby places joined early, compared to others, due to which disparity arose and seniors of same batch were given increment. Later on, it was

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		<p>decided to initiate recovery, which should be withdrawn, the union requested.</p> <p>The union was informed that the matter has been examined and the recovery from the Fire officials have been made towards the increment granted w.e.f 01.01.2003 to the officials, who joined after 30.06.2002 whereas as per rule, they were eligible for annual increment w.e.f. 01.07.2003. Also, it was informed that 15 days' time was given to Fire officials to join.</p> <p>Having deliberation held at length, the Chair opined that recovery, if any, be withdrawn as it is to be ensured that posting orders are issued immediately after completion of training.</p> <p style="text-align: right;">Action: GM (HR) -RAM / GM (HR), WR</p>
<p>8.</p>	<p><u>Change of DPC Period to twice a year:</u> Time period for VC/DC should be increased for minimum six (6) months. At present for DPC period is from 1st July of last year to the 30th June of current year is considered. DPC have to be completed before March and the promotion given from the taking over of the charge. In this situation who are eligible after the date of completion of DPC they will get it from that date only. But who are eligible between the period of July to March they will not get promotion from the date of their eligibility. Therefore, for current year DPC present</p>	<p>Action already taken and a CHRM Circular No. 02/2023 dated 09.01.2023 has been issued in this regard.</p> <p style="text-align: right;">Info: GM (HR), Policy Cell</p>

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	calendar year should be considered and give promotion from the date of their eligibility.	
9.	<p>Career Progression for Telephone Operators in line with Airport Hostess.</p> <p>Employees in Telecom Cadre are stagnated at Supdt/ Supervisor Level for prolong period, since currently only 06 posts of AM(Telecom) are available in AAI. They are rendering dedicated services in various departments since their core work no longer exists due to introduction of automated EPABX systems across stations. The career progression prospects were created in Facilitation, HK & Nursing cadres, on the similar lines posts up to Manager level need to be created in Telecom cadre along with augmentation of posts at AM level.</p>	<p>The union stated that the career progression of Telecom cadre is nil. The union suggested that restructuring be done to resolve the issue.</p> <p>The union was informed that the employees in the Telecom cadre, who were drawing E2 scale on Selection Grade (as up to 31.12.2017) were regularized to the post of Asst. Manager in terms with CHRM Circular No. 13/2018. Further, projection regarding career progression of employee at Supdt. / Supvr. level in Telecom cadre shall be reviewed.</p> <p style="text-align: right;">Action: GM (HR) -RAM</p>
10.	<p>Medical: Medical leave should be granted without medical certificate up to 3 days.</p>	<p>Elaborating the agenda, BS, AAEU (Trivandrum Airport Branch) stated that compulsion to produce medical certificate, even if three days' leaves have been availed due to medical reasons should be waived of, as it would require one to visit the Doctor and consumes energy, time and money. It is quite obvious that an employee when sick may prefer taking medicines at home and may become fit to join duties after taking rest for two-three days. Therefore, medical leave should be granted for up to 03 days</p>

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		<p>without any mandate to produce medical certificate.</p> <p>The Chair In-principle agreed to the proposal of the union for examination in light of the AAI Leave Regulations and the government guidelines in vogue.</p> <p style="text-align: right;">Action: GM (HR), Policy Cell</p>
11.	<p>Chronic disease: Some chronic diseases are permanent in nature like Diabetes, Hypertension, etc. for which medical report should not be insisted whereas the same can be asked for temporary chronic disease such as Thyroid, Tuberculosis, etc.</p>	<p>The union stated that there are diseases like diabetes, Hypertension, etc., concerning which the doctor prescribes the same medicine with different dosage at times. However, it is required to produce the chronic certificate for change in dosage also. In view of this, the union requested that a single chronic certificate should be produced.</p> <p>The Chair acceded to the request of the union. However, it was clearly stated that there should not be any variation with regard to cost of medicine.</p> <p style="text-align: right;">Action: GM (HR), Medical Cell</p>
12.	<p>Issuance of Unique Medical Card valid for all India: As per CJCM 2019, online system is being explored by Management as conveyed in the minutes of CJCM. Action taken on the issue may please be informed.</p>	<p>The union was informed that the issue is already under active consideration of the management. It is proposed to issue 'Medical Dependency Card' to each dependent of the serving employee having 03 years' validity.</p> <p style="text-align: right;">Action: GM (HR), Medical Cell</p>
13.	<p>Medical facilities for Dependent Child after retirement.</p>	<p>While pleading for grant of medical facilities to dependent child after retirement, GS, AAEU stated that there</p>

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		<p>are very few such cases and therefore, the request may be acceded to.</p> <p>The union was informed that as per prevailing rules, post-retirement medical benefits are available to the retired employee, his/her spouse, dependent parents and spastic children only. Further, retirement benefits should not exceed the permissible limits.</p> <p>Observing that union has been persistently stating that only few cases need be considered for aforesaid request, the Chair opined to examine the agenda.</p> <p style="text-align: right;">Action: GM (HR), Policy Cell</p>
<p>14.</p>	<p>Reimbursement of treatment for non-panel hospitals: If employee take treatment in Non-Panel hospital, then the bill is reimbursed as per CGHS rate. But if employee residing in rural areas where panel hospital is not available and in emergency if any employee required to admit in Non-Panel Hospital then the reimbursement should be made at par with the Panel Hospital rate.</p>	<p>The union stated that there are only non-panel hospitals in small towns and if an employee takes treatment, the reimbursement would be as per CGHS rates only, which are very low. In view of this, the union requested to take such hospitals on panel.</p> <p>The union was informed that it is not feasible to consider the issue of reimbursement of non-panel hospital bills at par with panel hospital bills.</p> <p style="text-align: right;">Info: GM (HR), Medical Section</p>
<p>15.</p>	<p>Room Rent Entitlement: The room rent entitlement was modified from the existing financial entitlement to category of rooms as "Multi bedded, Double bedded, Single</p>	<p>The union was informed that as per Order dated 14.08.2006, the room entitlement for IPD treatment is according to Basic Pay and in terms of limit on amount. Later</p>

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<p>room and deluxe rooms etc.," vide letter No. AAI/Admn/Med/2012 dated 25.03.2012. This has created lot of problems / confusion at the time of admission / processing the claims. There are no multi bedded rooms available in any of the hospitals at many of the cities except Delhi, and it is being called as GENERAL WARD with seven to ten beds. The above decision has been arrived by AAI Corporate by taking Escort Hospital in Delhi, where the cost of a single bed in a Multi bedded is more than Rs.5000/-. Taking into this account, the room rent at Delhi Escort Hospitals may be extended in financial terms to all AAI officials, which will be a best option to avoid all confusions. This issue was deliberated in the Central JCM held on 8th & 9th July 2012 at New Delhi, but till date no action has been taken.</p>	<p>on, vide CHRM Circular No. 9/2012 the room entitlement has been changed to category of rooms.</p> <p>Concerning agenda, GS, AAEU suggested to fix entitlement as per Basic Pay, in case, there is no system of double-bedded, multi-bedded categories, etc.</p> <p>The Chair opined to review the matter.</p> <p>Action: GM (HR), Medical Cell</p>
<p>16. Room tariff in the inpatient treatment: If the employee prefers higher category of rooms. In hospital for the indoor treatment, he has to pay the excess charges for the other services also given in the hospital not only the room rent. Why this disparity, if it is so, why this clause has not been clarified while making the agreement with the hospital authorities.</p>	<p>The union stated that if an employee prefers higher category of rooms for indoor treatment, he has to pay the excess charges for other services in addition to room rent.</p> <p>The Chair opined to negotiate the rates with hospitals.</p> <p>Action: GM (HR), Medical Section</p>
<p>17. Reduction of Rate Interest in HBA at PAR: After Pay Revision, HBA interest rate till 20 lakhs is 6.5%, earlier it was 9.5% from 6 to 20 lakhs. Those who had</p>	<p>The Chair opined that the matter may be examined.</p> <p>Action: GM (Fin)</p>

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	taken HBA before the Pay Revision may be given the same rate of interest. The anomaly may be reconciled.	
18.	Appointment on Compassionate ground: The appointment of the families of the deceased from 2008 to 2018 are not compensated either by appointment or financially. It is requested to compensate in either way.	<p>The union stated that the families of deceased employees between 2008 to 2018 have neither been given any appointment on compassionate grounds nor given any benefits of Social Security Schemes. As such, the union requested to compensate these families either by compassionate appointment or financial assistance.</p> <p>The union was informed that the status of such cases will be checked as per records and put-up accordingly.</p> <p>The Chair opined to put-up the matter with relevant records for consideration.</p> <p style="text-align: right;">Action: GM (HR) -RAM</p>
19.	As per Airports Authority of India (Recruitment & Promotion) Regulation 2020 Clause No. 13.1(ii) regarding recruitment of dependents of deceased employees it is requested to implement the same.	<p>The union was informed that the matter regarding amendment of R&P Regulations, 2020 is under process and the guidelines issued vide CHRM Circular No. 09/2018 regarding discontinuation of compassionate appointment in AAI is also a part of it.</p> <p style="text-align: right;">Info: GM (HR), Policy Cell</p>
20.	Children of AAI employees (especially deceased employees) should be given preference in jobs on contract as per their eligibility.	<p>The union was informed that the matter may be considered.</p> <p style="text-align: right;">Action: ED (MIS)</p>
21.	Initiating disciplinary proceedings of anonymous / pseudonymous complaints	<p>The union was informed that in pursuance of CVC guidelines, anonymous or</p>

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	<p>which is against CVC order dated 07.03.2016 should be stopped.</p>	<p>pseudonymous complaints are not being entertained in AAI.</p> <p>Info: GM (HR), Disciplinary Cell</p>
22.	<p>Implementation of SRS schemes as per central guidelines: As per SRS-2014, three assured upgradations, each after completion of 10 years of service, are granted to the employees as stagnation relief benefit. But, in case of the employees whose total service length are more than twenty years but, less than 30 years, he got his second promotion is less than 20 years are being deprived of the 3rd upgradation. It is proposed that such employees may be sanctioned the 3rd upgradation before their superannuation, so that they also can get the benefit of SRS-2014 in line with Govt. guidelines.</p>	<p>The union was requested to look into the practicality of the matter. It was informed that it shall be appropriate to examine the issue prospectively rather than retrospectively.</p> <p>Having the matter deliberated at length, the Chair opined to put-up the matter for consideration of the management.</p> <p>Action: GM (HR), Policy Cell</p>
23.	<p>Establishment of Fire Training Centre at Hyderabad: This union has been requesting for FTC at Hyderabad for quite long time. We extend our heartfelt thanks to AAI management for accepting the demand of this union and constituting the committee to study the feasibility of establishing the FTC at Hyderabad. Accordingly, duly constituted Committee has already visited various infrastructure available at Hyderabad during the last week of April, 2022. Till now no action with regard FTC Hyderabad.</p>	<p>The union stated that fully equipped training infrastructure is ready at prime location of Hyderabad. Thus, requested that the AAI management must make use of this opportunity and CRPF should not be allowed to capture the facility / Land as NSG has already vacated. In addition, the union mentioned that such a training centre would yield high revenue to AAI.</p> <p>The union was informed that a committee was constituted to study the feasibility of establishment of FTC at Begumpet. The Committee Report is already under</p>

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		<p>consideration. It was also held that Planning Dte. may see for processing.</p> <p>Action: ED (Plng.) / ED (LM)</p>
24.	<p>TA/DA to redeployed staff: In 2009, when the employees sent under re-deployment were again transferred to Delhi to Northern Region. TA/DA was given to some of them by the dependent and some other were denied on the pretext that they have given in writing "Transfer on OWN COST". While all these employees were sent to different stations under re-deployment, so it is urged that TA/DA should be given to all those employees who were not given by adopting a similar policy.</p>	<p>The union strongly stated to consider the issue as the same is being raised by them in almost all the JCM meetings since last 05 years. The union stated that those employees who have not completed 03 years were granted TA/DA. Further, there is no transfer policy for Group 'D'. In view of this, the union requested to consider the agenda.</p> <p>The Chair opined to consider the agenda and put-up for consideration.</p> <p>Action: GM (HR), NR</p>
25.	<p>Risk Allowance at Srinagar Airport: All employees of Public Sector Undertakings (including Central Government) are getting Risk Allowance who are posted in Srinagar, whereas, AAI employees are not getting the same. Therefore, risk allowance should also be released to AAI employees posted at Srinagar Airport.</p>	<p>The union was informed that the benefits of special concession / incentives to the Central Govt. employees working in Kashmir Valley in attached / subordinate offices or PSUs falling under control of the Central Govt. are extended to AAI employees vide order dated 26.09.2022. Further, as per DPE guidelines perks & allowances are being paid under 35% ceiling prescribed under the Cafeteria approach. Any allowance paid over and above this ceiling are paid as per DPE / Central Govt. guidelines only. In view of this, the union was requested to provide a copy of DPE guidelines in the instant matter for consideration of management.</p> <p>Action: GS, AAEU Info: GM (HR), Policy Cell</p>

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26.	Full implementation of letter No. AAI/IV/Traffic Hand/2008-EW/1303-54 dated 09.07.2012 signed by Senior Manager (HR) regarding promotion of employees in the post of Traffic Hand, who is presently working as Traffic Hand since 2012 in Northern Region.	<p>The union was informed that there is multiplicity of cadres at Group-D level. The same are being assessed / reviewed towards consolidation of such cadres.</p> <p>Currently all Group-D cadres under Operation Dept. are under consideration for renaming to "Operation", with the condition that they shall continue to undertake the work as per existing profile.</p> <p style="text-align: right;">Action: GM (HR) -RAM Info: All Regions</p>
27.	Change in Pension Option from A to B: Pension not started for those who opted for change from option A to B. The difference not yet transferred to CPF account of individuals. The individuals and their families are facing difficulties after retirement and death of employees.	<p>The union was informed that the matter is being vigorously followed-up by means of several written correspondences, in-person meetings, and Video Conferences. The concerned members of management are persistently taking up the issue with the Highest Level of EPFO Officers and are striving to expedite the process of refund of excess Pension Contribution remitted to EPFO.</p> <p style="text-align: right;">Info: GM (HR) -ND</p>
28.	KYC Updating: Steps to be taken to match the records with Service Book. It is also requested the record may be updated from the attestation form which was submitted at the time of joining to IAAI / NAA / AAI. On that basis Police Verification was done and full name is available in attestation form.	<p>The issue is being taken-up.</p> <p style="text-align: right;">Info: GM (HR) -ND</p>

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<p>29.</p>	<p>Deputation period to be increased to the official posted at PPP Airport: Deputation period (02-year +01 year) is 03 years. Those officials interested for posting at PPP Airport, kindly make provision to post them at least 10 to 15 years.</p>	<p>The union was explained that as per the Concession Agreement provisions, the request regarding increase of officials posted at PPP Airports cannot be considered. However, the interest of employees is taken due care of.</p> <p>The Chair opined to conduct a meeting with SIU to discuss upon the suggestions given by the union.</p> <p style="text-align: right;">Action: GM (SIU)</p>
<p>30.</p>	<p>Implementation of the Lateral Movement / Re-mustering: IDP scheme to be extended from NE-6 level as there are many vacancies at the level of Sr. Supdt. particularly in Terminal Management, Commercial, Land Management, GFS, etc.</p>	<p>Elaborating the agenda, the union suggested that stagnated employees at level of NE-6 may be given an opportunity to opt for the posts at NE-8/NE-9 under Lateral Movement. Also, common cadres can be grouped.</p> <p>In response to this, the union was informed that Lateral Movement is possible only when there is post in that cadre. The union was further informed that IDP Scheme was introduced in AAI vide CHRM Circular No. 2/2014 for filling the post (one level up) in various disciplines from the executives / non-executives of other disciplines. The vacant post is filled amongst the employees of other department who are holding regular post at the level next below the level of posts intended to be filled up through IDP-2014 and are meeting the prescribed eligibility criteria for promotion in their own cadre.</p>

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		<p>As such, IDP scheme is adopted based on the request received from the user department / borrowing department, if any. And, HR Dte. has not received any such request from any of the mentioned departments.</p> <p>The Chair opined to look into the matter in light with inputs from the union.</p> <p style="text-align: right;">Action: GS, AAEU Info: GM (HR) -GLV / RAM</p>
<p>31.</p>	<p>Employees Defined Contribution Pension Scheme: Out of total 1054 employees eligible for getting the EDCPS pension who have submitted their claims, only 80 cases are approved and annuity are being paid by the annuity providers. Implementation of EDCPS is abnormally delayed for the reason's best known to the management.</p> <p>Further AAI contribution to the scheme from 01.01.2017 is yet to be credited to the individual corpus thereby uncertainty to the individual corpus, prevails over determination of actual annuity benefit. Apart from this it is submitted that in 188th Board meeting held on 15.5.2019 from 2007 provision made in accounts with some figure for interest was calculated yet to be credited.</p> <p>EDCPS - Forms to be kept ready while in service to be submitted immediately after retirement so that any deficiency / discrepancy can be sorted out.</p>	<p>The Chair stated that the amount to be payable as per DPE guidelines, would be worked out and paid. The claimant shall be intimated separately. The clarification shall be made within one month.</p> <p style="text-align: right;">Action: GM (HR) -ND / EDCP Trust</p>

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32.	<p>Retirement Gift: AAICLAS which is subsidiary of AAI is extending the gift to their officials to tune of Rs.10,000/-. Hence, it is requested that AAI may also enhance the amount for the purchase of gift to the retired employees to the tune of Rs.10,000/- from Rs.6,000/- per retired employee.</p>	<p>The union was informed that it has been proposed to review the retirement gift and memento be given in spite of cash, which should bear AAI logo.</p> <p>The union welcomed the proposal.</p> <p>The Chair opined to put-up the proposal for consideration of the management.</p> <p>Action: GM (HR), Policy Cell</p>
33.	<p>Percentage of marks in respect of Non-Executive for being eligible for JE & AM etc. against DR quota of 25% vacancy be reduced to 50% from 55% in any one of qualification i.e., MBA/ Graduation / Post Graduation or equivalent as the employees have reasonable / good number of year service experience. Moreover, all employees need to write the exam and to appear interview as like as outside candidates.</p>	<p>The union requested to reduce the criteria of percentage of marks from 55% to 50% for departmental candidates, as they have relevant work experience.</p> <p>The union was informed that the matter is already under consideration of the management.</p> <p>Action: GM (HR), Policy Cell</p>
34.	<p>Hotel empanelment: Hotel should be empanelled for Non-Executives in all airports for touring employees.</p>	<p>The union was informed that the matter may be taken with the concerned Airport Director by the local union representatives.</p> <p>Info: GM (Admin)</p>
35.	<p>Double HRA facilities may be given for the permanent residential employees of NER on transfer within NER airports and for the permanent residential employees of NER transferred to other regions.</p>	<p>The union was informed that the double HRA facilities are being provided in line with the Govt. guidelines in vogue. It was clarified that the request of the union pertains to seeking of additional HRA rather than terming it as double HRA.</p> <p>Having the agenda deliberated at length, the Chair opined that the union may</p>

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		<p>provide relevant DPE/DoPT guidelines in this regard for further examination.</p> <p style="text-align: right;">Action: GS, AAEU Info: GM (HR), Policy Cell</p>
36.	<p>Air Travel Facilities for Non-Executive on tour / training / transfer be given for all non-executives as -</p> <p>a) Some stations do not have Rail connectivity and proper bus service facility.</p> <p>b) Railway tickets are almost book at the time of booking or no confirm ticket due to time constraint.</p> <p>c) For almost all non-executive employees needs permission for Air Travel and it takes many days to sanction. In the meantime, cost of air tickets also becomes higher.</p> <p>d) The journey time involves 4-6 days to & fro by train & other means of transport to join new tour / training place. The additional both ways journey cost DA and salary to AAI.</p> <p>Considering all these factors, facilities for Air Travel on tour / training / transfer be given for all non-executive employees.</p>	<p>The union stated that journey by train in AC –II / III tier usually takes 1 ½ to 2 days. As such, AC ticket and TA comes out slightly more than the air ticket. Accordingly, the union requested that air travel facilities may be extended to non-executive on tour, training, transfer, etc.</p> <p>The Chair In-principle agreed to examine the matter for journeys with distance of more than 500 KMs restricted to the entitlement of E-1/E-2.</p> <p style="text-align: right;">Action: GM (HR), Policy Cell</p>
37.	<p>Pay Protection to the employees inducted in AAI through Direct Recruitment: including ex-serviceman. Reference to the CHRM circular No. 40/2020 dated 04.06.2020.</p> <p>As per the above policy employees inducted in AAI through Direct</p>	<p>The union was informed that as per existing provision, pay protection up to a maximum of 3 (three) increments in the form of Personal Pay is given to all employees who have been recruited in AAI through Direct Recruitment. Further, pay protection is not the matter of right. It was also clarified that while calculating</p>

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<p>Recruitment since 2015 from other PSU, Central / State Government are granted Pay Protection upto maximum of 3 years increments in the form of PP.</p> <p><u>Supplementary Point No.4</u></p> <p>Pay Protection to the employees inducted in AAI through Direct Recruitment: Reference to the CHRM circular No. 40/2020 dated 04.06.2020. As per the above policy employees inducted in AAI through Direct Recruitment since 2015 from other PSU, Central / State Government are granted Pay Protection. Up to maximum of 3 (three) increments in the form of PP. Whereas in few of the cases the applicability of pay protection is questioned on the pretext that employees have joined AAI after break in service from previous organization. Employees joined AAI from other organization viz., PSU Central / State Government are to be granted pay protection, who have forwarded their application through proper channel of the previous organization.</p>	<p>the pay protection, the pension of ex-serviceman needs to be taken into consideration. In Railways, employees are drawing CDA pay scale, however, pay scale in AAI is special provision.</p> <p>The Chair opined that the union may submit details of specific cases along with DPE guidelines in this regard for consideration of the management.</p> <p>Action: GS, AAEU Info: GM (HR), Policy Cell</p>
<p>38. Staff Canteen: Creation / Establishment of staff canteen in all airports to have hygienic good quality food for employees / staff.</p>	<p>The union stated that many airports have poor canteen facility.</p> <p>The union was informed that the proposal is being prepared by Commercial Directorate.</p> <p>Action: ED (Commercial) Info: GM (Admin)</p>

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39.	Abolition of 2 years' experience for departmental candidate in HR, MT driver etc.	Considering that the criteria for relevant experience of two years is not required when the employee is already rendering services in AAI, the Chair opined that the agenda may be examined in light of the aforesaid position. Action: GM (HR), Policy Cell
40.	Club Facilities: Officers Club facilities for all non-executives.	Stating that the non-executives may become executives and avail Club facilities, the Chair opined to drop the agenda. POINT DROPPED
41.	PWD employees are drawing allowance similar to the Govt. of India Guidelines. Recently Govt. of India as per 7 th CPC issued circular enhancing benefit for PWD employees working GOI / PSU. It is requested same benefit may please be extended in AAI also.	The union was informed that on the said matter, a letter has already been sent to MoCA on 06.07.2022 and reply of MoCA is awaited. Action: GM (HR), Policy Cell
42.	Reinstatement of HBA transfer Policy Employees who have taken HBA from other financial institutions should be extended the opportunity of transfer of HBA to AAI who have taken prior permission from AAI to avail loan.	The union was informed that there is an enabling clause in CHRM Circular No. 28/2011 which inter-alia states that the employees who have availed the housing loan from outside financial institutions directly other than AAI may be permitted to avail the loan from AAI for repayment of the loan availed from banks / financial institutions directly in case the same has been availed with prior permission from AAI to acquire the property. Info: GM (HR), Policy Cell
43.	Demonstrator / OJT allowances: Demonstrator allowances granted to non-	Having the agenda deliberated at length, GM (FS) was requested to supply required data to Policy Cell. Upon receipt of data

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	executives is very meagre. Request for enhancement.	from Fire Dte., HR Dte. will examine the matter for perusal of the management. Action: GM (FS) / GM (HR), Policy Cell
44.	Tenure of Stations Reference point No.04 of CJCM 2020, regarding revision of tenure stations. It was explained in details but the action is still pending. It is required to revisit on the same.	The union stated that tenure stations of 03 years at unpopular stations are quite unmanageable due to various problems being faced by employees at such places. However, if it is of 02 years, employee may manage without disturbing the family. Concerning this, while quoting example of Guwahati Airport, the Chair stated that the union may provide the list of stations where tremendous hardships are being faced by employees. The union again requested to review the policy citing examples of Diu, Hollongi which are presently tenure stations of 02 years. The Chair opined the union to submit a detailed justified proposal in this regard. Action: GS, AAEU Info: GM (HR), Policy Cell
45.	Reference point No. 59 of CJCM 2020, regarding merger of Traffic Hand with ATM, ED (HR)-1 opined that AAEU may provide specific cases and requisite data for examination. In spite of providing requisite data by AAEU, no action has yet been taken till date regarding the issue.	The union was informed that the reporting structure of Traffic Hand cadre vary between ATM and Operation Dte. across regions / Airports. A manpower study in non-executive cadres has been proposed to be conducted, in which this aspect shall be examined. Action: GM (HR) -RAM

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<p>46.</p>	<p>Reference point No. 60 of CJCM 2020, regarding upgradation of Jr. Mate (HK) to "Group-C" as Assistant (HK) / Jr. Assistant (HK). At present they are performing supervisory duties in HK department but, their pay scale and designation is treated as "Group-D". This matter also may be expedited.</p> <p>AAI has acquired the Jr. Mate cadre from contractual supervisors and regularized on 06.12.1996 as Jr. (Mate) in scale of Rs.2550/-. However now both are placed as Sr. Attendant at NE-3 level. Currently there is no career progression of these employee and they are place as similar to Group-D Housekeeping employees since posts are not available at Group-C level. This anomaly to be addressed by creating posts at junior most Group-C level. i.e. Jr. Asst. (Mate) and they shall be placed on these posts and their services may be utilized for Supervisory housekeeping work at respective stations. At present they are performing supervisory duties.</p>	<p>The union was informed that a manpower study in non-executive cadres has been proposed to be conducted, which shall look into consolidation of cadres. The proposal regarding Jr. Mate cadre shall also be reviewed during the study.</p> <p style="text-align: right;">Action: GM (HR) -RAM</p>
<p>47.</p>	<p>Reference point No. 35 of CJCM 2020, Internal recruitment NE-6 level Electrical / Civil passed by Board issued by administrative order No. A110132/3/2011-MPC(Pt.1) implemented in South Region is yet to implement the same in other regions. Action to be taken.</p>	<p>The union was informed that there is no restriction imposed on the Internal Recruitment in applicable cadres as per the provision of R&P Regulations.</p> <p>The union is requested to submit specific case, if any, for further course of action.</p> <p style="text-align: right;">Action: GS, AAEU Info: GM (HR) -RAM</p>
<p>48.</p>	<p>TA/DA entitlement for the non-executive should be modified as per their pay scales</p>	<p>The union was informed that TA/DA entitlement is defined vide CHRM Circular</p>

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<p>or as per their basic pay in place of designation.</p>	<p>No. 59/2019 on the basis of designation. However, the union may submit detailed justified proposal.</p> <p style="text-align: right;">Action: GS, AAEU Info: GM (HR), Policy Cell</p>
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Supplementary Points:

Sl. No.	Agenda	Deliberation
1.	<p>In 2018, a number of posts in non-executive cadres were abolished, including post at Jr. Assistant level in various cadres, which also have respective Group-D cadres. Employees in such Group-D cadres are deprived on promotion to Jr. Asst. level through DPC & Departmental Examination in their respective cadre as per R&P Regulation clause 22(vii(a)). Therefore, a study to be conducted at all regions and based on which posts in such cadres are to be restored at Jr. Asst. Level for career progression from Group-D level in terms with provision under R&P Regulations.</p>	<p>The union was informed that a proposal has already been accepted to conduct a manpower study in non-executive cadres, in which this aspect shall be considered.</p> <p>The Chair directed to complete the manpower study within 02 months.</p> <p style="text-align: right;">Action: GM (HR) -RAM</p>
2.	<p>Promotion avenues are to be created for employees in blind alley cadres. Such smaller cadres are to be clubbed and the clubbed pool of post shall be re-structured in the ratio of 30:30:40 for Jr. Asst./ Sr. Asst./ Supdt. levels, for career progression of employees. If no employee available in lowest NE-4/5 cluster, then post shall be restructured in the ratio of 40:60 for Sr. Asst./ Supdt. Such measures have already been adopted in the past. Many cadres in Non-executives recruited at NE-4</p>	<p>The union was informed that consolidation of smaller/ blind alley cadres shall be considered during the manpower study proposed to be conducted in non-executive cadres.</p> <p>The union suggested that some posts from inoperative cadres (like Engineering Asst.) are to be shifted to operative cadres (like Aerobridge operator), to fulfil the requirement of</p>

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	<p>and above level are not having any line of promotion after Sr. Supdt. Employees in such cadres are stagnated for years. Those cadres may also be clubbed to give them carrier and proper utilization of their services in AAI.</p>	<p>post in such cadres. The union further stated that there are cases where one cannot apply for the departmental exam in just because the word 'Engineering' is not mentioned in their diploma.</p> <p>The Chair opined to provide training to employee in inoperative cadre and to utilize their services in operative cadres. In addition to extend opportunity to such employees, fulfilling the requisite eligibility criteria, to switch to operative cadres through departmental exam. Further, union was advised to provide specific details accordingly.</p> <p style="text-align: right;">Action: GM (HR) -RAM / GS, AAEU</p>
<p>3.</p>	<p>Merger of Engg Non-Executive Cadres: Reference CHQ letter No. A.60011/02/2021/ MPP/56 dated 21st September, 2021. It was informed that proposal of merger of cadre shall not be camouflaged merely as re-naming of cadre. Whereas the case was actually re-naming of the cadre. As per the sanctioned strength RHQ, SR is maintaining two category VIZ, Sr. Asstt. (Engg-Elect.) & Sr. Asstt. (Electrical) The crux of the issue is both the category employees were inducted at the level of NE-6 with the qualification of Diploma in Electrical Engineering. The matter was already agreed in the SR RJCM 2016 where it was agreed to change/amend the</p>	<p>The union was informed that the proposal has already been analysed and decision was conveyed to RHQ-SR that cadre of Engg-Elect having induction at NE-6 level with the entry level qualification of Diploma in Electrical Engineering, have the career progression to Executive levels. In other cadres viz. ACR, E&M, Operator and Electrical etc. the career progression shall be up to Sr. Supdt. (SG)-E2 level.</p> <p>The Chair opined to review the matter. Accordingly, the union was</p>

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	<p>nomenclature of the cadre as per the R&P. Further as per R&P ruling Sr. Assistant (Electrical) is Induction Level Post NE-6.</p>	<p>requested to provide details of such employees inducted at NE-6 level with the entry level qualification of Diploma in Electrical Engineering, to review the same.</p> <p style="text-align: right;">Action: GM (HR) -RAM / GS, AAEU</p>
<p>4.</p>	<p>Pay Protection to the employees inducted in AAI through Direct Recruitment: Reference to the CHRM circular No. 40/2020 dated 04.06.2020. As per the above policy employees inducted in AAI through Direct Recruitment since 2015 from other PSU, Central / State Government are granted Pay Protection. Up to maximum of 3 (three) increments in the form of PP. Whereas in few of the cases the applicability of pay protection is questioned on the pretext that employees have joined AAI after break in service from previous organization. Employees joined AAI from other organization viz., PSU Central / State Government are to be granted pay protection, who have forwarded their application through proper channel of the previous organization.</p>	<p>Same as Agenda Point No.37.</p>
<p>5.</p>	<p>Creation of Promotional avenue for the Group- D employees: There are many Group-d Employees in Electrical, Electronics, Comm. Equipment holding the designation of Sr. Atnd. (NE-3) but drawing the Group- C scale viz., NE-4/NE-5/NE-6, as the case may be are stagnated. Whereas those Group-D employees are being utilized for the higher</p>	<p>The Chair opined that relaxation in qualification may be given to the employee, if he is having licence with sufficient experience and presently working, so as to grant an opportunity for promotion for which a trade test may be conducted.</p>

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	responsibility duties (Group-C level) due to acute shortage at Group C level. As one time measure such group - D Employees may be considered for regular promotion to the grade of Jr. Asst. / Assistant subject qualifying the Trade test in the particular trade.	The Chair further opined that the union to give details of all such cases and submit a justified proposal for consideration of the management. Action: GM (HR) -GLV / RAM / GS, AAEU
6.	Non-Compliance of reservation roaster in the case of recruitment at the level JET (HR) in the year 2002. Non-observance of Reservation policy and Own Merit concept for the posts - reserved for SC - Reg.	The union stated that the notification was issued for written test and interview. However, the selection was made on the marks of interview only. Thereafter, the appointment was given to 17 candidates without following any reservation policy. Observing that the issue is serious in nature and may have large repercussions before the Hon'ble NCSC, the Chair opined to put-up the matter with facts & figures for consideration of the management. Action: GM (HR) -RAM

Additional Points:

With due permission of the Chair, following agenda items were also deliberated:

A. Northern Region

Sl. No.	Agenda	Deliberation
1.	Issue of Mali cadre	The Chair opined to review the matter again. Action: GM (HR) -RAM
2.	<u>Football Tournament:</u>	The union was informed that FS personnel from all India participate in the tournament.

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	<p>The union stated that inter-zonal tournament for football is pending for 2022-23.</p>	<p>However, due to shortage of fund, it is not operative.</p> <p>The Chair opined that Sports Control Board may examine and put-up.</p> <p style="text-align: right;">Action: Secretary, SCB</p>
3.	<p><u>Promotion from NE-8/9 to E-2:</u></p> <p>The union apprised that in order to become E-2 form NE-8/9, 08 years' gap is required and no increment is granted during this period. In view of this, the union requested to reduce this time while stating that it gets practically extended to 10 years. The issue is prevailing in many cadres apart from HR.</p>	<p>The Chair opined to examine the matter for consideration of the management.</p> <p style="text-align: right;">Action: GM (HR), Policy Cell</p>
4.	<p><u>Issue of PPP Airports – especially Jaipur and Lucknow</u></p> <p>The recent order is practically not feasible. The service book, etc. are being forwarded to RHQ, NR and the work load is getting increased. The union suggested that the staff at PPP airports may be increased rather than performing any such action.</p>	<p>The Chair opined to examine the matter in light of the recent manpower study being conducted w.r.t employees posted at PPP Airports.</p> <p style="text-align: right;">Action: GM (HR), MPP Cell</p>
5.	<p><u>Lease</u></p> <p>The union stated that there is no requirement of survey, which is being carried out at Lucknow, since limit is already fixed.</p>	<p>The Chair opined to abstain from doing any survey and fix the limit accordingly.</p> <p style="text-align: right;">Action: GM (HR), NR</p>
6.	<p><u>Transfer of Fire Staff</u></p> <p>The union requested to retain the employees of FS at respective stations, till 31.03.2023, who are presently under transfer.</p>	<p>RED, NR agreed to consider the request of the union.</p> <p style="text-align: right;">Action: GM (HR), NR</p>

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B. Southern Region and Chennai Airport:

Sl. No.	Agenda	Deliberation
1.	<p><u>Retrieval of trolley:</u> The union requested for trolley retrieval workers as due to age factor the same is not being handled properly. Further, since there are four terminals now at Chennai Airport, the union requested to look into the matter.</p>	<p>The Chair opined to look into the possibility of suitably resolving the issue. Action: APD, Chennai Airport Info: GM (Admn)</p>
2.	<p><u>On-wheel Increment:</u> The union stated that during the merger, the employees doing operator duty and driving were given increment of Rs. 180/- and not 3% of Basic Pay. The management has preferred an appeal before the Division Bench against the order of the Hon'ble High Court of Kerala. However, the union requests for implementation of order, accordingly.</p>	<p>Since the matter is subjudice before the Hon'ble Court of Law, the Chair opined that RED, SR may look into the matter. Action: GM (HR), SR</p>
3.	<p><u>Shortage of E&M Staff</u> The union requested for recruitment of staff in E&M Workshop while stating figures. The union further stated that due to shortage of employees, their transfer is recurring.</p>	<p>The Chair opined to examine the feasibility of outsourcing the facility at small airports and decision be taken dynamically at Regional level. Action: GM (HR), SR</p>
4.	<p><u>Eligibility criteria in Fire Cadre</u> The union requested to consider physical endurance test in addition to having essential qualification and passing written exam for Fire cadre.</p>	<p>The union was informed that possessing essential qualification and qualifying written exam is sufficient as the incumbent is subjected to appropriate training program post selection enabling him to execute his duties.</p>

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		<p>The Chair opined to examine the matter with inputs to be supplied by the union.</p> <p>Action: GS, AAEU / GM (FS)</p>
5.	<p><u>EPS 95</u></p> <p>Elaborating one family pension case, the union stated that at the time of demise, EPS 95 pension was not implemented, however, final settlement was given to the family. Now, EPFO is demanding an amount of Rs. 3 lakhs in addition to an interest of Rs. 3.5 lakhs. The union further stated that there are 03 such cases in SR.</p>	<p>The union was informed the status. However, the union was requested to forward such cases to Pension Cell, CHQ through proper channel for further course of appropriate action.</p> <p>Action: GS, AAEU Info: GM (HR) -ND</p>
6.	<p><u>Incident at Calicut</u></p> <p>The union narrated one incident at Calicut wherein 11 officials were on duty. Suddenly, it was announced to come to the operations area. The officials followed the announcement. However, the duty officer In-charge of Fire has termed it as absenting from duty place. Although recorded audio is available, but it is not being considered. The inquiry officer has acquitted only one employee. Others have preferred appeal before the Hon'ble Court.</p>	<p>The Chair opined that the case may be examined on merits keeping in view applicable rule position.</p> <p>Action: GM (HR), SR Info: GM (HR) -ND</p>
7.	<p><u>Incident at Tirupati</u></p> <p>The union quoted that Jr Asst. (Fire) at Tirupati was performing his duties. Unfortunately, some incident happened one day and he was charge sheeted. The union further added that there is no Sr. Asst. (FS) at Tirupati and only Jr. Asst. (FS) is operating.</p>	<p>It was apprised that such circumstances are arising at various airports, which is a serious concern. The Chair opined that RED, SR and GM (FS) may put-up the matter with clarification.</p> <p>Action: GM (HR), SR</p>

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8.	The union stated that an employee couldn't succeed due to 2 marks. The employee was informed through RTI that marking was inadvertent and mistake was admitted. Thereafter, he was allowed to appear next year. Narrating the scenario, the union requested for restoring his seniority.	The request of the union was not agreed to. Info: GM (HR), SR
9.	The union requested to merge traffic hand.	The union was requested to provide requisite data so that merging of small cadres in addition to traffic hand be examined. The Chair opined that small cadres be merged. Action: GM (HR), SR / GM (HR) -RAM
10.	<u>Issue in seniority</u> The union requested to look into the issue of seniority arising due to merger.	The union was informed that High Level Committee has already taken care of this issue. The Chair opined that it may not be viable to reopen old cases. Info: GM (HR), SR

C. **Eastern Region and NSCBIA Kolkata:**

Sl. No.	Agenda	Deliberation
1.	<u>Recruitment of FS staff</u> The union stated that sanctioned strength of FS is less. Further, 108 employees are working against 186 posts. RCS Airports are also working with this shortage staff. The union	The union was informed that recruitment process has already been initiated. It was further informed that exam is scheduled for 04 th Jan, 2023. Info: GM (HR), ER

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	requested to initiate the recruitment process.	
2.	<p><u>Increase in sanctioned strength</u> The union requested for increasing the sanctioned strength for FS.</p>	<p>It was suggested that sanctioned strength should be taken care at induction level. The Chair opined that induction cadre posts in the discipline of Fire Service will be reviewed.</p> <p>Action: GM (HR) -RAM</p>
3.	<p><u>Recruitment in HR</u> The union highlighted shortage of HR staff and requested for initiating recruitment process.</p>	<p>The union was informed that needful will be done.</p> <p>Action: GM (HR), ER</p>
4.	<p><u>CFT</u> The union demanded for replacing the CFT.</p>	<p>The union was informed that needful action has already been taken, accordingly.</p> <p>Info: GM (FS) / GM (HR), ER</p>
5.	<p><u>Higher Education Loan for children</u> While stating that higher education loan is applicable for two children, the union requested that it should be granted two times in case of single child.</p>	<p>The request of the union was not agreed to.</p> <p>Info: GM (HR), Policy Cell</p>
6.	<p>The union stated that one blind person has been recruited at NSCBIA Airport. However, he has not been assigned any work.</p>	<p>After discussion with the officials regarding job, it is understood that the needs helping hand for record keeping/ maintaining registers etc. As on date job like telephone operating, manual type-writing etc. no more. Therefore, it is decided to place the official in front desk/reception along with two more contractual officials for supervision.</p> <p>Action: GM (HR), ER</p>

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7.	<u>Holiday Home</u> The union requested to include Bagdogra and Sikkim in Holiday Homes.	The Chair opined to look into the issue. Action: GM (HR), ER / GM (Admin)
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D. **Western Region:**

Sl. No.	Agenda	Deliberation
1.	The union stated that concerned authority at Ahmedabad Airport is not addressing the issues of union. It requires intervention at appropriate level.	The union was informed that presently, no issue is pending at Ahmedabad Airport. The Chair opined that issue, if any, may be taken-up with RED, WR. Info: GM (HR), WR
2.	Promotion avenues of Group D	The Chair opined that the union may provide specific inputs for examination. Action: GS, AAEU
3.	<u>Radio Cleaner</u>	The Chair opined that the union may submit detailed representation for consideration. Action: GS, AAEU
4.	<u>Mobile reimbursement</u> The union stated that portal for mobile handset reimbursement is not functioning properly.	It was informed to the union that there is no issue in ESS portal for applying mobile handset reimbursement. Info: GM (HR), WR
5.	<u>Issue reg. Succession certificate</u> The union stated that obtaining succession certificate is time consuming and expensive process. As there is column of nomination in AAI Service book, the AAI management may write to higher authority of EPFO to consider the same.	The Chair opined to examine the matter. Action: EDCPS Trust

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E. North Eastern Region:

Sl. No.	Agenda	Deliberation
1.	The union stated that name correction under KYC takes time as requisite pension papers require observation of CHQ for correction.	<p>The union was apprised that AAI is complying with EPFO centrally through CHQ. Therefore, all the name corrections and KYC updation on EPFO Portal are required to be forwarded to EPFO, Delhi (Central) Office through and by CHQ with due attestation of Authorized Signatory. It was further apprised that it is a mandatory requirement of EPFO Trust (UAN) that AAI records (Pension Cell records / EPIS), Claim Forms and supporting documents thereof (such as Aadhar, etc.) must be same. Therefore, any updation in employee details in Pension Cell records are done centrally by Pension Cell (HR), CHQ after due verification while ensuring compliance with EPFO instructions. EPFO does not entertain / accept mismatch in employee details and such errors lead to delay in Pension cases / claims forwarded by AAI.</p> <p style="text-align: right;">Info: GM (HR)-ND</p>
2.	<p><u>Credit letter:</u></p> <p>The union stated that the credit letter is being issued with the limit of Rs.7.5 Lacs for non-executives and Rs.10 Lacs for executives. Mentioning one order of 2015, the union requested that the reimbursement for those cases where</p>	<p>The Chair opined that the matter may be examined.</p> <p style="text-align: right;">Action: GM (HR) -ND</p>



	the limit exceeds over Rs.7.5 Lacs may be looked into.	
3.	<p><u>Issue of quarters:</u></p> <p>The union mentioned that the facility of retaining the quarter has been withdrawn for the officials who are transferred within NER. Accordingly, the union requested to effectuate retaining of quarters especially at NER.</p>	<p>The Chair opined to review the matter.</p> <p>Action: GM (HR), Policy Cell / GM (HR), NER</p>
4.	<p>Enhancement in HBA provision:</p> <p>The union requested to enhance the grant of HBA provision from Rs.30 Lacs to Rs. 40 Lacs, mentioning that the construction cost is more in NER especially at Aizwal, Nagaland, Manipur, Mizoram, etc. as compared to other states.</p>	<p>The Chair opined that the matter may be reviewed.</p> <p>Action: GM (HR), Policy Cell</p>
5.	<p>Construction of quarters at NER:</p> <p>Mentioning waiting list for allotment of quarters, the union requested for construction of the same.</p>	<p>The union stated that Type-D quarters are vacant and shortage of other types of quarters leading to waitlist. Mentioning this, the union requested for construction of other types of quarters at most of the stations at NER. The Chair opined to look into the matter.</p> <p>Action: RED, NER</p>
6.	<p>Proposal for Sports Club</p>	<p>The Chair opined that RED, NER may consider the proposal.</p> <p>Action: RED, NER</p>
7.	<p><u>Recruitment of FS / Shortage at NE-6:</u></p> <p>The union highlighted that sanctioned strength at induction level has to be increased and intermediate strength has to be reviewed.</p>	<p>The Chair agreed to review the Sanctioned Strength at induction level in Fire cadre.</p> <p>Action: GM (HR) -RAM Info: GM (HR), NER</p>

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8.	<p>Reimbursement for B-PAP / C-PAP</p> <p>The union stated that the reimbursement towards B-PAP is not applicable at NER at par with other regions. Accordingly, requested to look into the issue.</p>	<p>The union was informed that specific orders are already in vogue applicable on all India basis for reimbursement in respect of B-PAP and C-PAP. However, the union may submit representation mentioning specific case, if any.</p> <p style="text-align: right;">Action: GS, AAEU Info: GM (HR)- ND</p>
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F. Corporate Headquarters:

Sl. No.	Agenda	Deliberation
1.	<p>Redeployed Employees have gone to DGCA & CVC.</p> <p>The union stated that redeployed staff engaged at CVC have come back to CHQ. However, around 10-12 other employees, who have been to DGCA have not come back to CHQ. Accordingly, the union requested that these employees may be called back to resume services in CHQ.</p>	<p>The Chair opined that such employees may submit their representations to CHQ.</p> <p style="text-align: right;">Action: GS, AAEU Info: GM (HR) -RAM</p>

G. Additional points by the All India President, AAEU

Sl. No.	Agenda	Deliberation
1.	<p><u>PPP Airports:</u></p> <p>While citing provisions of the AAI Act and other statutes, AIP requested that interest of employees should be taken due care of and privatisation of profit making airports must be stopped.</p>	<p>While mentioning the provision contained u/s 12 & 12A of the Airports Authority of India Act, the Chair stated that the airports are being leased on govt. directives. The concerns of employees arising due to leasing of airports are being suitably addressed.</p> <p style="text-align: right;">Info: GM (SIU)</p>

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<p>2.</p>	<p><u>Better utilization of manpower:</u> While quoting provisions available under 12A of the AAI Act, AIP stated that it is not mandated to lease operational area. In addition, AIP suggested that the AAI Board should consider better utilization of overall manpower.</p>	<p>While addressing the issue, the Chair reiterated that the airports are being leased on govt. directives. In addition, the Chair opined to ensure that suitable measures are being taken for better utilization of manpower. Info: GM (SIU)</p>
<p>3.</p>	<p><u>Pension issue:</u> While mentioning the recent landmark judgment passed by the Hon'ble Supreme Court concerning pension scenario, the AIP stated that the management should take care of the interest portion and differential amount.</p>	<p>The Chair opined that the concerns relating to pension will be taken care of. Info: GM (HR) -ND</p>

5. **Expression of gratitude by union:** On a concluding note, the AIP, AAEU acknowledged the AAI management for opening the Airports like Bangalore, Begumpet stating that the same would lead to higher revenue generation. He thanked the Chair and management representatives for conducting the Central JCM meeting. The GS, AAEU also thanked the Chair and management side and hoped for expeditious espousal of action items deliberated in the meeting.

6. **Vote of Thanks:** Having no further agenda, the meeting was officially concluded by GM (HR), IR who extended vote of thanks to all the delegates from union and management side for attending the meeting and sharing valuable insights. Mentioning that such meetings are useful tools in shaping an important dialogue for policy-making to advance employees' welfare measures, the leadership of AAEU was acknowledged for their active participation and mutual understanding. The IAA team was also thanked for perfectly arranging the meeting and extending assistance as and when required. Stating that all the JCM meetings at Regional and Central level have been concluded successfully and wishing all the best to AAEU for ensuing trade unions referendum (2023), the meeting ended on a positive note.

Himanshu