



BROADCASTING PULSE

News Letter of Association of Akashvani & Doordarshan Engineering Employees (AADEE)

www.aadee.org.in

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Wish you all a Very Happy & prosperous New Year 2019

*** AADEE - A New Dawn & A Ray of Hope ***

Dear Comrade AADEEians,

It is very painful for anybody to lose or to leave own house where he/she lived for decades! Similar is the case for leaving the Association for which they have given their blood and sweat expecting that it will protect members like her children.

ARTEE was once known as the strongest in the electronic media when she use to raise her voice for the protection of the members and taking care of the welfare of them despite strong resistance from the management.

But the scenario has been changed for last some years where we have seen the downfall of Association to such a point that the leaders of the day were not even bothered that the members are leaving the department with tears on their eyes after facing recoveries and re-fixation in violation of all the existing rules and logic!

The downward journey started in 2011 with the immature decision of the new leadership to jump into an unplanned agitation under the banner of SSS, without taking members into confidence which resulted in the de-recognition of not only ARTEE but all the 10 recognised Associations in addition to throwing the office bearers to various corners of the country. It is stated very clearly by Ministry of I&B in their reply to the Hon'ble Parliamentary Standing Committee for Labour, when they sought reasons for de-recognition of Associations! (we have the copy of this reply forwarded by the Hon'ble Standing Committee). Though the tireless efforts of the real volunteers of ARTEE ensured the recognition of Associations after a strong and long battle through all corners, the selfish people who were gone underground after managing change of posting to demanded places from the same authorities, compromising the interest of the Association and that too after their own gift of de-recognition of Association, resurfaced again with the single motive to take over ARTEE by hook and crook. They succeeded in tampering the elections-.....page 02

**** Join AADEE ****

* To protect yourself & to bring back the Old Glory of Subordinate Engineering Employees of AIR & DD *

Membership form & Subscription form attached

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Heartiest Congratulations to all - Orders issued for starting the Recognition process. It

was due to the restless efforts by AADEE since its first representation dated 29 March 2017 & Meeting with the then CEO(IC) on 3rd April 2017 on this issue. Thereafter there were a number of meetings with almost all officials in Ministry & PB. Central office is grateful to our comrades at various places for their efforts in approaching dignitaries on this issue which resulted in speeding up the matter. AADEE is the only one Association who submitted signed forms (from 3919 members) on 29th December 2017 while filing the application! *It is the time for us to show the strength of organizational will power by making AADEE the only one recognized Association for Engineering employees since there is no necessity for other Associations who had recognition for four years (2013-2017)but could not succeed in getting the quarterly meetings with Secretary & other senior officials, which is mandatory as per rules. Such meetings (4 per year, 16 Nos for four years) might have settled almost all our issues!* A larger number of members will bring more bargain power. You have seen the organizational strength prior to 2011 and fate for 6 years thereafter! ***It is time to decide your bargaining power for next 5 years.*** We can't offer you the sky or stars but **we can assure you the sincerity to work for the welfare of our members and cadres. Gives us the strength; let's work together for a better tomorrow. JOIN AADEE TO RESTORE THE DIGNITY AND SELF RESPECT – already proved within these two years....**

AADEE representatives had meeting with Smt. Smriti Irani, Hon'ble Minister on 15.3.2018. AADEE is the only Association got meetings on agenda points with Secretary I&B (Shri Amit Khare on 15.6.2018), Senior Economic Advisor (AS-B) I&B (Shri Rohit Parmar on 19.6.2018) and Shri S.S. Vempati, CEO, Prasar Bharati on 27.7.2018 and established it's presence through regular interactions with other senior officials of Ministry, PB, DG:AIR & DG:DD.

*** AADEE - A New Dawn & A Ray of Hope *.....from cover page**

- which was later proved through the inquiry by the high level committee of the Prasar Bharati! Instead of concentrating on the activities to bring back the old glory of the Association and to start the organizational movements for the implementation of various issues related to the cadres from Helper to Assistant Engineer, some of which were upheld even by the highest court of the country, the leaders were interested only to file court cases on each and every issue *after breaking the issues in a piece meal manner!* Losing their own confidence in the organizational strength to settle the important issues with the support of the verdicts of Hon'ble courts, the leaders preferred to file cases in groups of office bearers to ensure benefit to them only! By taking the example of the leaders, hundreds of cases were filed across the country on the same issues, giving excuses for the management to deprive the members from the benefits despite the legal decisions on these issues! The leaders who offered the benefits like ACP etc within 3 months at the time of election in 2013 ended up with the speaking orders from the management to withdraw the benefits even from the employees who fought the issues on their own and even after attaining legal finality!

Meanwhile the hard earned money of the Association which was collected from the members was drained off for irrelevant issues which were created by the same leaders! A CWC meeting was held at Mathura on 08 & 09 2015 to bring illegal amendments in constitution, which was later proved against law, after the directions of Hon'ble High Court, Delhi despite making huge expenditure towards fees for senior lawyers! Again a convention was called at a huge expenditure at Allahabad on 20/11/ 2015, only to withdraw the illegal amendments passed in the CWC and to ensure third consecutive term for the present President! Accordingly an affidavit was submitted by the President in Hon'ble High Court, Delhi on 09/12/2015 assuring to conduct the election as per the corrected bye-laws. After the futile efforts of delay tactics by the leaders, Hon'ble District Court directed Prasar Bharati on 06/12/2016, to ensure the free and fair elections in ARTEE by appointing an observer.

On fearing the difficulties in manipulating the elections in the presence of the observer from Prasar Bharati, Umesh Chandra preferred to oust some active leaders from ARTEE on flimsy grounds in the meeting of CWC held at Agra on 28/12/2016.

On realizing the total destruction of the staff welfare in the hands of the present leadership, some volunteers across the country gathered at Delhi to find out solutions and ultimately decided on 21st January 2017 to ensure a New Dawn for the welfare of the members by forming a new Association with the motto “ **One for All and All for One**”! Accordingly **AADEE** was formed on 21/01/2017, fifty years after ARTEE formed at Allahabad!

Members gathered were observed that even though the proverb “Old is Gold” is valid normally, there was no fun in keeping quiet when the “Gold is Sold Out”. It was also opined that all will continue as real ARTEEians even though we are compelled to construct a new home for ARTEE, of course with a new name but with the soul of original ARTEE!

AADEE - Vision & Mission

Mission:-

- **Ameliorating the consequences of the 4 years (2013-16) of incompetent and ineffectual handling of subordinate engineering cadre issues by the leadership of beloved ARTEE.**
- **To regain the old glory with which the subordinate engineering brethren can hold their heads high with dignity and self respect.**

Vision:-

- **A strong Association under an able and proven leadership.**
- **To form a common platform with other cadre Associations and lead it to achieve our long pending demands through negotiations.**
- **Negotiations with authorities from a position of strength and dignity and also using diplomacy.**
- **Also to use coercion - if need be- fully utilizing the organizational strength and camaraderie among other cadres, as we have done in the past, to achieve our goals.**
- **To maintain good relations with other cadres and administration, creating a friendly and pleasant environment at work places for our members.**

Why AADEE??:-

Since the formation of Prasar Bharati we all were staring at the uncertainties surrounding our status and funds to cater our salaries and allowances. It has been a long and hard struggle, achieving 6 CPC, MACP and culminating finally in the gazette notification amending Section 11 of the PB Act in 2010-11 declaring the employees joined upto 05/10/2007 as

Central Government Employees. We were in a position of great strength after the successful 48 hour strike which made us the envy of Associations and Unions in other departments. The period after that was for consolidation of that great unity and success in alleviating various cadre related problems including extending Government status to post 05 Oct 2007 recruits. We hence lost 4 golden years to the inept leadership.

The Unity among different cadre Associations which helped us to achieve our near impossible goals has been crushed by the present ARTEE leadership. They have surrendered ARTEE and its pride to the administration beyond resurrection. It is quite clear as ARTEE is unable to organize a single protest in those 4 years (having Recognition as per RSA Rules). Administration has been finding new ways to deny the rightful dues to our cadres despite favourable court verdicts. The administration, sensing the weakness in the prime Association, has started reopening even settled issues. The efforts of Ministry to start recoveries even from serving employees by denying MACPs on the excuse of 25-2-99 scales, inordinate delay in framing RR for the merged post of EA/SEA despite clear direction of Hon'ble CAT, ban on entry of Association leaders in the sections of DG: AIR (order dated 24.03.2014) etc. are some of the glaring examples.

Another perfect example of incompetence of ARTEE leadership was the return of MIB order to grand 4500 scale to 4K Techs recruited between 25-2-99 and 05-10-2007. Despite MIB enclosing a very clear advice from DOLA to grand revised scale of 4500 with consequential benefits to all appointed before 05 Oct 2007, our Directorate sent the file back to MIB with flimsy queries. Such an activity was never happened in any department! This was again a case of administration's denial attitude and incompetence of ARTEE leadership to counter it with organizational strength. We are proud to say that the situation has been changed a lot after the formation of AADEE.

Similar was the story in generalization of ACP as per Patna case, in which Directorate of AIR after making mockery of collecting the CR of all 1832 affected employees, issued a speaking order on 14/10/2015 stating that not a single employee is eligible for Patna ACP! *Later President ARTEE confessed that he was told by one of the senior most official one day before and warned him of personal action if he intervenes!*

The situation is so grave that we the true warriors, who once toiled hard to evolve a strong ARTEE, can't just be mute spectators. We have waited patiently for almost 4 years to save our beloved ARTEE from the clutches of this inept leadership through democratic means. But the present leadership with a thick skin is hell bent upon holding on to power, using all unfair methods, flouting all democratic values. They have been citing dissidence within for their ineptness. There has been dissidence in the past too by some leaders with efforts like declaring themselves as office bearers, demanding cancellation of registration at Registrar of Societies and even approaching Hon'ble High Court, Allahabad challenging the existence of ARTEE, which lead to cancellation of registration even. But despite all such odds the leadership at that time was able to deliver and never allowed ARTEE and its members to lose face as is happening now.

Hence we have decided to resurrect the old organizational strength through a new body AADEE with the same old SOUL. The name of ARTEE was adopted only in 1984 after changing the name thrice between 1967 & 1984. So let's consider that we have changed the name once more with AADEE in the year 2017. The history witnessed that ADTEA was formed in 1962 and ARTEE was carved out of it in 1967 which later become the largest one in AIR&DD! Let's together rewrite the history in 2019 to ensure that AADEE will be stronger than ARTEE!

"We will ensure that our subordinate engineering brethren can once again hold their heads high with SELF RESPECT AND DIGNITY."

Let's make together our motto "**One for All, All for One**" a reality!

Refund of Recovered amount with interest

AADEE was established after witnessing that our seniors are retiring since December 2014 with tears due to recoveries after serving the department for 3-4 decades. We are happy that the legal battle through Smt. Syamali Biswas, who won the direction for return of recovered amount with 9% interest has boost the morale of our seniors who lost huge amount as recovery. As declared, we are determined to bring the smiles back to the faces of our seniors. "Those who are not bothering about their parents in the need of the hour can never be called as a Human".

No Recovery/Re-fixation after 20/7/2018

Whoever retired after 20/7/2018 and who are approaching retirement can represent to the authorities including the PAO & HOO pointing out that being member of AADEE which is the applicant before Hon'ble CAT in OA No.2449/2018 & WP(C) No.12524/2018 before Hon'ble HC Delhi, the status quo orders are applicable for them and thereby any action in violation by the HOO or PAO on their last pay will invite Contempt of the order of Hon'ble HC Delhi since their Controlling authorities are the respondents in this case. CCA is the Controlling authority for the PAO and others for the HOO.

Constitution & Election Bye Laws

Experiencing the misdeeds in the last two elections of ARTEE, we have decided to incorporate electronic voting system in our Association. Since it was time consuming to complete the formalities of Registration, Recognition etc and to start immediate actions to arrest the negative developments in the welfare of the subordinate engineering cadres, it was decided in the meeting held on 21st January 2017 to start with an ad-hoc body and also to ensure provisions in the constitution for the transparent functioning of the Association. The salient features provided in the constitution are:

- The elections for various posts will be conducted through electronic system of voting.
- The CWC will automatically cease to work after 2 years and 3 months if not handed over to the next elected body.
- Election should take place every 2 years and no member can hold the same post for more than two terms for any elected post.
- In Central Office, only three posts, Additional GS, Treasurer & Assistant Treasurer are reserved for the candidates from Delhi. Members from any station across the country can contest for any other post of Central office.
- In Zones, only the post of Zonal President reserved for the candidates from Zonal HQ. Members from any station within the zone can contest for any other post of Zonal office.
- Members from any station within the State can contest for the post of State Secretary (of that State).
- If the person elected to the post designated to particular place/state is relieved from the place or outside to the state as the case may be, he/she will cease to hold the post.
- Almost all issues, President will act as per the decision of Central Executive/Council/National Committee. Instead of Individual responsibility we prefer collective responsibility.
- Any action on members will be initiated through the concerned Unit only. President cannot take direct action, in normal cases, on members on anti Association activities.

Patron (Special Invitees to Central Council, CWC & Central Committee)

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| Shri P.N.Kohli, Former President, ARTEE |
| Shri. D. P. Sharma, Former President, ARTEE |
| Shri Prokosh Chakroborty, Former VP, ARTEE (former AE, O/o ADG(EZ), Kolkata) |
| Shri Kuldeep Bhan, Former VP, ARTEE (former SEA, NC,AIR, Delhi) |
| Patron – West Zone |
| Shri Milind P Joshi, Former VP (WZ), ARTEE. (EA, O/o ADG(E), AIR &DD, Mumbai) |

Coordinator – Senior Citizen (Special Invitees to CWC & Central Committee)

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|----------------|---|
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EAST ZONE

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| Joint Secretary (Women) | Smt. Mamata Debnath, Sr. Technician, O/o The ADG(E), EZ – TV, Kolkata, West Bengal, Mob.No. 09477242980, Email: mom.debnath@yahoo.co.in |
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North East Zone

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| State Secretary(HP) | Vacant |
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West Zone

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**First ever CWC meeting of AADEE took place at Bhopal on 31 May 2017
First ever State Convention held at Thiruvananthapuram on 09 Sept. 2017**

What is the importance of Recognition:

- ❖ *As per the Government Rules an official redressal system is available under Joint Consultative Mechanism (JCM) in the format of :*
- ❖ *Departmental Council (Headed by Secretary of the Ministry),*
- ❖ *Office Council (Headed by Director General) and*
- ❖ *LISCC (headed by Head of Office) to discuss and settle staff related issues on regular intervals.*
- ❖ *It is mandatory for these councils to hold the meeting in every three months.*
- ❖ *These meetings are decision taking meeting with decision on agreement & disagreement.*
- ❖ *Action Taken report should be tabled in every meeting.*
- ❖ *For participating in these meetings you need recognition.*

Unfortunately, despite having recognition, both the erstwhile recognised Associations ARTEE & ADTEA failed miserably in getting any meeting with Secretary, I&B. It should have been 16 meetings (4 per year)each with Secretary -Ministry, CEO- Prasar Bharati, DG- AIR & DG- DD, which might have settled almost all our issues! Hence there is no fun for recognition of these Associations who thought it is only for the privilege for their leaders!

They question the earlier leaders for not conducting such councils in between 1998 to 2011 without even knowing the fact that we were under Prasar Bharati from 15/9/1997 to 09/01/2012 and thereby we were out of this scheme since the JCM Scheme is only for Government employees!

Though Govt notified PB Amendment Act on 08 January 2012 bringing back the government status, Associations were de-recognised. Once we got recognition on 06 March 2013, we should have concentrated on starting of these councils. But dirty politics of leaders and ignorance of the members destroyed everything!

- ❖ **President, GS & Shri Kuldeep Bhan, Patron of AADEE, along with leaders of three Associations had discussions with Smt. Smriti Irani, Hon'ble Minister on 15th March 2018.**
- ❖ **Leaders of AADEE had exclusive meeting with Shri. Amit Khare IAS, Secretary, Ministry of I&B on 15.6.2018**
- ❖ **Leaders of AADEE had a detailed meeting for more than one hour with Shri Rohit Kumar Parmar, Senior Economic Adviser [in charge of Addl. Secy.(Broadcasting)]on 19.6. 2018 on almost all issued related to our cadres.**
- ❖ **Leaders of AADEE had a detailed meeting for 45 minutes with Shri Shashi Shekhar Vempati, CEO, Prasar Bharati on 27.7. 2018 on almost all issued related to our cadres.**

Salaries of entire employees might have been downgraded if there was no case vide OA No. 2449/2018:-

On withdrawal of case by ARTEE, MIB issued orders on 31/1/2018 to re-fix the pay of all serving employees, considering 25.2.1999 scales against one MACP. AADEE succeeded to get a general status quo order from Hon'ble CAT on 20.7.2018 on re-fixation as well as recovery but unfortunately it was partially vacated by Hon'ble CAT on 30.10.2018. AADEE filed an appeal before Hon'ble High Court Delhi and on 26.11.2018 got the restoration of status on recovery as well as re-fixation granted by the order dated 20.7.2018 thereby restraint the DG:AIR from issuing the re-fixation orders for the salary of December 2018.

Organisational Matters:

❖ **Recognition of AADEE as per CCS(RSA) Rules.**

We have started the efforts with our letter to CEO in March 2017 and meeting with then CEO (I/C) on 03 April 2017 which resulted in sending the letter from PB to Ministry for starting the process. It was not an easy task to convince the officials of the Ministry. A lot of hurdles at various levels were occurred – PB told to approach MIB being Government employees and MIB advised to PB since they have the administrative control. After submitting all the documents including the papers procured from DOP&T through RTI, the Ministry was supposed to clear the file when the three Associations namely, ARTEE, ADTEA & PSA filed court cases and thereby Ministry got an excuse of “matter sub-judice”. Later it was stopped at the table of AS(B) on the dispute that which section will take the initiative. It was only after the discussion Shri D.J. Chauhan, Hon’ble MP, AS(B) granted us a meeting and thereafter cleared the file. Every time the file was moved after the intervention from Hon’ble MPs. Ultimately the Ministry issued advice to PB to start the process. PB referred the matter to both DGs for implementation. But unfortunate delay tactics at the O/o DG,AIR prolonged the issue compelling AADEE to file complaints with Hon’ble Minister & CEO, PB and also demanding PB to process the recognition as done in 2012 to avoid further delay. CEO, PB has taken the bold decision to call for the file and since the file was not sending by the DG:AIR on lame excuses, PB decided do the process at PB Secretariat by calling fresh applications from Associations. The final decision was conveyed to us in the meeting held on 27/7/2018. But further standstill on the issue compelled us to approach Hon’ble Ministers and MPs and after the kind intervention of Shri Sadananda Gowda, Hon’ble Union Minister, Shri Subramanian Swamy, Shri R. K. Sinha Hon’ble MPs PB took up the matter in the Management Committee (MC) meeting held on 11/10/2018 in which the DG:AIR was directed to complete the verification process as per the schedule issued on 30/10/2018, eventhough DG:AIR took a stand that recognition cannot take place since some of the office bearers are charge sheeted. Again DG:AIR made efforts for a tricky game of ignoring AADEE from the list, but the timely intervention of Hon’ble MPs compelled PB to further forwards the letters from Hon’ble MPs and after receiving the letters DG:AIR included AADEE also in the list. After approaching Shri Anurag Singh Thakur, Hon’ble Chairman and other Hon’ble Members of the Parliamentary Standing Committee for IT, Telecom and I&B, they have decided to include this issue as one of the agenda points before the Committee for the current year. The role of Shri Prasun Banerjee, Hon’ble MP, Howrah in taking up our matter before the Hon’ble Committee proved the efforts of our representatives including S/s Bhaskar Basu, Subrata Goswamy, Samir Kumar Das and others at Kolkata. Shri Chandrashekhar, Zonal Secretary, South Zone was vocal in the regular intervention of Shri Sadananda Gowda, Hon’ble Minister. Interestingly DG:AIR issued a letter on 12/12/2018 to President, AADEE advising him to re-consider replacing of Anilkumar by somebody as General Secretary eventhough there is no provision in CCS(RSA) to make such a demand. The Central Council decided to continue with Shri Anilkumar as GS and conveyed the same to DG:AIR in clear terms with support of the provisions in CCS(RSA) Rules. Ultimately DG:AIR was compelled to issue the orders. We are grateful to Shri Sadananda Gowda, Hon’ble Minister and Hon’ble MPs for regular intervention in the matter.

Registration Certificate:

After completing all formalities, including the NOC from 11 offices of The Registrars in Delhi, we have got our Registration certificate. Unlike the certificate issues by Allahabad, the certificate issued by Registrar of Societies, New Delhi is valid for unlimited period. Registration certificate is available in our website www.aadee.org.in. So members are requested to keep one copy of this certificate in your file.

Transparency is the Moolmantra –

AADEE is the only Association conducting CWC meeting in Open Session. No question of taking decision in close door and imposing on members! Rather, any member can observe and participate in CWC meeting. It is proved in both the CWC meetings; first at Bhopal on 31st May 2017 & at New Delhi on 27th June 2018.

Political Campaign with Booklet on facts and figures of TV Terrestrial Transmission

AADEE brought the culture of organisational movement back to the department through vigorous political campaign to protect LPTVs from Closure or to convert to FM Transmitters by using the infrastructure and employees. We have prepared a booklet with all facts and figures on Terrestrial Transmission and submitted to almost all Hon’ble Ministers and Members of Parliament. Our volunteers including Shri Chandrashekhar & Team Mangalore, Shri BB Das & Team Bhubaneshwar, Shri Satya Panda & Team Sambalpur, team Kolkata headed by Shri Bhaskar Basu and a very good number of our office bearers.

❖ **Steps to strengthen AADEE to ensure that only AADEE is recognised from Engineering category.**

It is a fact that members will stand only with that Association who will sincerely work to protect their interests. We, AADEE proved beyond doubt for the last two years that despite being a new Association waiting for recognition, we tried our best to protect the interest of our members. Due to the past experience of surrendering of other subordinate engineering employees' Associations, it is necessary for us to ensure that AADEE should only be recognized from the engineering category to avoid leg pulling from ARTEE & ADTEA who have been working on personal agenda. Hence it is the need of the hour to bring all facts before the employees to ensure that all are joining with AADEE. It is also a reality that in last recognition time, being the GS of an Association I could submit the forms of only 5200 members but after verification process the strength was 7814! Hence now it is only AADEE has a proven and declared membership of more than 4000 whereas the old Associations are afraid to show their real list of members! Hence I am sure that a good campaign by telling the truth to members will ensure a strength of more than 7000 in our cadre! The incident of glass gate issue in which disowning the agitation movement by the President ARTEE after calling the agitation through email & claiming the victory through WhatsApp message and even complaining the authorities against its own members for the same agitation has proved beyond doubt no employee can trust such an Association lead by such traitors in case of any serious efforts become necessary to protect the interests of the employees. Such an Association is the most dangerous factor for any employee. Hence it is utmost necessary for the interest of employees' movement to ensure that any Association lead by such traitors should not get the number required for Recognition. On the other side, when the NFADE started agitation with Shri Pawan Kumar Kohli, the then GS, ADTEA as the Convener, after accepting the agitational programme and participating the agitation upto last but one stage, the President ADTEA bargained to make Anilkumar as their member if their Association has to cooperate with the agitation against harassment of DG,AIR for that two out of three employees from Engineering cadre targeted were ADTEA members. Such an effort to blackmail an employee when majority from their own Association was in trouble and the agitation was led by their own leader proved the inability to claim themselves as the leaders of a welfare Association. Hence any movement to protect the interest of subordinate engineering cadres in future with the support these two Associations will not only difficult but will be very dangerous also since their activities/affiliations to the cause of the members are unpredictable.

So the only solution to protect the subordinate engineering cadres is to ensure that AADEE is the only representative for these cadres so that we can fight fearlessly for the interest of our cadres. Each and every office bearer/member of AADEE can bring these facts to the notice of every subordinate engineering employee.

As per Central Civil service (Recognition of Service Associations) 1993, the Association representing 35% of members of particular category after deduction of subscription for the current financial year will be granted recognition and second highest Association if getting subscription from more than 15% will also be recognized. Maximum number of two Associations are allowed from one category! Though we have crossed the cut off, our aim should be to get 7000 members so that no one should score 15% since they have not utilized the recognition last time even for getting meetings of Department Council or DG Office Councils. There should have been 16 numbers of meetings each of Department Council (Chaired by Secretary, Ministry), Office Councils of DG:AIR & DG:DD for the period from 06 March 2013 to 21st April 2017, if happened should have settled a number of issues from recovery/refixation of pay on retirement, merger of EA&SEA, Tri cadre merger, Seniority Cum Fitness quota for Helpers, ACP for our cadres, Cadre Review, starting of FM in all LPTVs, Security of stations, timely Digitalisation of TV Transmitters, installation of 630 HPTVs of DD etc... Now the threat is once these councils get started due to the efforts of AADEE, these Associations will compete to support the management for their silly benefits as earlier.

❖ **Process for election in time using electronic voting system.**

As per the constitution of AADEE, The outgoing President, with the approval of Governing Body (Central Council), will nominate any member of the Association as Returning Officer to hold the election for the incoming Central Working Committee to be filled through election as per election byelaws. As per the election Bye-Laws, The Returning Officer with help of two Assistant Returning Officers will ensure smooth conducting of Elections through Electronic mode of voting. General Secretary, with the help of Treasurer and Assistant Treasurer will assist the RO in collecting the details such as mobile number, email address etc of members for ensuring the free and fair election through electronic mode of voting. He/ She, along with two AROs, will ensure publication of draft voters list in the website of the Association within 30 days of notification of election process and the final list of voters will be available in Association website within another 15 days. The CWC, in its meeting held at Delhi on 26.6.2018 authorised the Central Executive to start the process for procuring of the soft ware/server space for the electronic voting after completion of Recognition process, since the tenure of the present body will come to end on 21st April 2019.

❖ Down gradation on the excuse of pay revision dated 25.02.1999 of pay of all engineering employees in general and retirees in particular.

We have started the efforts from the day 1 of formation of AADEE to stop this re-fixation. Since it was already going on since 2014, it was not easy to get it stopped directly. The problem started with the clarification by DOP&T vide their noting dated 10.07.2013 intimated the Ministry of I&B that *“The issue relating to grant of 3rd MACP to 41 Assistant Engineers of the CCW, AIR (Prasar Bharati) in the GP of Rs. 7600:- on completion of 30 years of regular service has been examined by this Department. Pay scales of employees on deemed deputation would be governed by their terms of appointment. The Administrative Ministry has informed that appointment of the concerned employees in the Prasar Bharti (BCI) is entitled to pay and all other benefits as admissible to an employee of the Central Govt. However, the officials were also granted the upgraded scale of Rs. 7500-12000 vide Ministry I & B Order dated 25.02.1999, which is not admissible to an employee of the Central Govt.”* Accordingly they directed to adjust this upgradation granted on 25.2.1999 against one MACP. But unfortunately no Associations existing at that period (2013 to 2016) could approach the authorities to convince them that the Recruitment rules, Promotional Avenues and almost all other service conditions of the AE of CCW are totally different from subordinate Engineering cadres of the Broadcasting wing. They were also failed to bring the facts that the pay scales of EA, SEA & Technician were protected by the verdicts of Hon’ble Courts including the Apex Court and the scales granted to our cadres were only after recommending by the Anomaly committee of 9 secretaries which was part of the 5th CPC but the order used the word upgradation for PB was only due to the fact that we were sent to PB by that time and Pay Commissions didnot recommend directly for the employees of any autonomous body. Failure of the Associations (both ARTEE & ADTEA) in bringing the facts before the authorities resulting the order dated 08.09.2014 issued by Ministry of I&B making the advice dated 10.7.2013 made applicable for all our cadres! Otherwise the moot question is why such recoveries did not take place for a long period of fifteen years from 1999 to 2014! As the recovery has been taking place since last 4 years it is a hectic job to settle it permanently.

So the best solution was to work on different ways to come out of the objections raised by the department. So we started working on different angles:

i) Made efforts to speed up the merger of EA & SEA so that one step of down-gradation can be stopped. Accordingly we followed up the matter organizationally at various levels. On the other hand, we have decided to extend our full support to the case, OA No.210/2018 filed before Hon’ble CAT Ernakulam demanding merger of EA & SEA for which the expenditure for the OA was met from the contributions of our members of AIR & DDK Thiruvananthapuram. The remaining amount of the collection from members of AIR & DDK Thiruvananthapuram has already been deposited to AADEE’s legal fund by Shri J.Anilkumar SS, Kerala who is coordinating the case at Ernakulam. This case was later got stuck due to similar case (OA No.1021/2018) pending at Delhi. [Unfortunately now this person (of OA No.1021/2018) demanding for EA-SEA promotion, swallowing earlier demands.]

ii) Took over the case of Smt. Syamili Biswas who filed case due to the ignorance of President ARTEE, as she was left to fight alone in CAT, Delhi, by telling that since she has retired from service, ARTEE is not responsible to fight for her! Though won the case at Principal bench of Hon’ble CAT Delhi she was not in a position to defend the case when the department filed appeal before Hon’ble HC, Delhi. Realising the seriousness and sensitivity of the case we took over it and paid the advance to advocate through the donations received from our members. Since the case filed in Hon’ble CAT Delhi did not took the important supporting points like Rajasekaran case (EA pay revision), Rengaiyah case (SEA pay revision), cases won by Sound Recordists on protection of Rs 6500-10500 pay scale etc, we were compelled to file another case demanding interest on the amount of recovery on her behalf for including all these facts since Hon’ble Court objected to including these facts which were not included in CAT. As everybody aware, ***we won the case in which Hon’ble High Court Delhi directed the department to refund the amount of Rs.6,90,000/- recovered from her gratuity with an interest of 9% per annum. Department has already paid her the recovered amount and on the process for the payment of Rs.2,34,000/- as interest. This is really a healer to our seniors who retired between December 2014 & May 2018 with recoveries as they can claim their dues with interest now.***

iii) Smt. Malavi Khandelwal, Secretary – Women in Central Office of AADEE and 20 others got a favourable order in MA 2694/2018 of OA No.1003 of 2017, in which Hon’ble CAT Delhi vide its verdict dated 29.6.2018 issued instructions to the department to maintain the status quo in respect of fixation of pay as well as recovery. Since it was a general order, we have submitted representations to all authorities requesting to obey the directive from Hon’ble CAT. (eventhough some Associations got such order for applicants-their members, it was learnt that some part of the management made the objection that till deduction of subscription through Check off system, no employee can be considered as member of any Association and thereby no applicants exists in that case- The Associations created a wrong culture of limiting court verdicts only to applicants for taking credit for the last 4-5 years never thought of such a danger in creating such a system!)

iv) On the other hand AADEE recognising the fact that the merger of Tricadre (EA,SEA&AE) w.e.f.1.1.1996 & ACP on that basis from 1.8.1999 as the alternate for withdrawal of 25.2.1999 scales filed case under OA No.2449/2018 before the

Principal Bench of Hon'ble CAT Delhi along with demand of Merger of Tech, Sr.Tech. M.Tech, D.Tech & DED the permanent solution for these cadres to permanently come out of the complications of the order dated 25.2.1999. We are determined to protect our members from re-fixations/ down-gradations and to bring smiles back to their faces. But the orders dated 31.1.2018 & 05.2.2018 issued by Ministry of I&B in continuation to their order dated 08.9.2014 were getting implemented on our cadres and the official negotiations can take place only after getting the Recognition, we have challenged these orders in OA No.2449/2018 before the Hon'ble CAT Delhi. We have made DOP&T, Ministry of Finance, Ministry of Law and Chief Controller of Accounts as respondents in addition to Ministry of I&B, PB and both DGs. While advocate for respondents argued the no association including AADEE is recognized, our advocate pointed out the difference between Registration & Recognition and also pointed out that if the Hon'ble Court is not giving a general decision, almost all the 10thousand employees of Engineering & programme cadres will be compelled to file the cases individually which will create a flood of court cases. Hon'ble Court, in the hearing held on 20.07.2018, issued general instructions to maintain status-quo in respect of fixation of pay as well as recovery. Unfortunately, in the hearing held on 30.10.2018 Hon'ble CAT withdrawn the stay on re-fixation while maintain the stay on recovery. Sensing the threat of using this opportunity by the department to downgrade our cadres, we have filed a Writ Petition before Hon'ble High Court Delhi on 19th November in a silent way and the Hon'ble High Court Delhi vide its order dated 26/11/2018 set aside the order dated 30.10.2018 and restored the order dated 20.07.2018 of Hon'ble CAT Delhi thereby maintaining status-quo on re-fixation as well as recovery as on 20.7.2018! The department was late in filing the Caveat on 22/11/2018 evenafter issuing the copies to applicants in the OA No.2449/2018, thereby become their efforts useless. We have fielded Adv.Sudhir Nadrajog a senior advocate in addition to our advocate Shri M.K. Bhardwaj in this case. As per this order dated 26/11/2018 the order dated 20/7/2018 issued by Hon'ble CAT Delhi maintaining status-quo is become operative till taking a final decision by the Hon'ble CAT Delhi in our case OA No.2449/2018. **Hence whoever retired after 20/7/2018 and who are approaching retirement can represent to the authorities including the PAO & HOO pointing out that being member of AADEE which is the applicant before Hon'ble CAT & HC, the status quo orders are applicable for them and any action in violation by the HOO or PAO will invite Contempt of the order of Hon'ble HC Delhi since their bosses are the respondents in this case.** We are satisfied upto some extent that by these orders, we succeeded in making a halt to the ongoing recovery since 2014 to our seniors who left the department with tears after serving the organisation for 3 to 4 decades. We are determined to fight till getting justice to our cadres.

❖ **Opening of Seniority – cum- Fitness quota for promotion from Helper to Technician.**

Our Helper brothers are deprived of promotions to the cadre of Technician through seniority cum fitness, even though they have been deployed for duties like that of Technician and EAs at field stations. Non promotion through seniority cum fitness (normally called as regular promotions) is the basic reason for the deprival of pay scale of Technician on ACP for these hapless Helpers. Hence we have been making efforts for the last two years for opening promotion channel for Helper which will solve a number of problems of our Helper brothers & sisters. Earlier Ministry was not ready to listen to our request; thereafter agreed in principle to consider for 10% of the vacancies against our demand of 25%. Then they sought data of Helpers joined after 05/10/2007 to primarily prepare the proposal for government employees. After our vigorous efforts with the help of our Zonal committees we ensured the data to Directorate. It was later sent to Ministry. Meanwhile 2nd clarifications sought from Doordarshan in which Ministry sought certificate from DG:DD that the amendments in RR will not have any impact on the demand of parity & ACP, for which it is learnt that DG:DD has given negative comments. Now we took up the matter again with the Additional Secretary (Senior Economic Adviser) who in turn assured us re-examine the case. In the meeting held with CEO, PB on 27/7/2018, CEO PB also assured to consider the case sympathetically. We have been following up the case to get a positive recommendation from Prasar Bharati. Instead of jumping into the court case for ACP filed by 42 individuals it should have been the strategy for ARTEE & ADTEA to get this Seniority Cum Fitness quota for promotion through, while the ACP being implemented to the individual candidates. But in an ambition for taking the credit, these Associations jumped into the case resulting not only destroying the case won by 42 individuals but complicated the matter of promotion through Seniority Cum Fitness also. AADEE is determined to reach to a logical conclusion for SCF for Helpers.

Orders for Generalisation of benefits

May it be in Rajasekaran case for EA of Rengaiyah case for SEA, it was implemented to all in the cadre. But ARTEE started a new culture in 1 Pay scale for 1 cadre case that benefit should be applicable to its members making department happy on dividing the cadres whereas it should have been applicable for all. President ARTEE had even written letters to authorities not to extend the benefit for others. It is only AADEE ensured the generalization of orders if some of our colleagues won the legal battle – such as Pay scale for EA joined after 25.2.1999, Technician in parity with Lighting Assistant, GP Rs.5400/- under Non Functional Upgradation to AE on completion of 4 years etc. The existing Associations while creating a wrong culture of limiting court verdicts only for applicants basically to take credit for the last 4-5 years never thought of such a danger that in unrecognized period department can take a stand that nobody is the member of Association till deduction of subscription for that financial year from the salary of the employee! Officials of MIB,DOP&T and Finance stated that they agreed with restriction since the demand of Associations were in the financial interest of the Govt.

❖ **Merger of EA & SEA in PB-II with GP Rs.4600/- w.e.f. 01.01.2006 as per the recommendations of 6th CPC and M.C.Aggarwal Committee and in lines with MACP benefits already granted by ignoring the promotion from EA to SEA.**

On the recommendations of 6th CPC and as per the orders of DOP&T, DG:AIR, being cadre controlling authority, issued orders in 2009 itself to grant the benefits ignoring the promotion from EA to SEA considering these cadres will be merged. Thereafter, DG:AIR constituted a committee under the chairmanship of Late Shri M.C.Agarwal, ADG E(D) to recommend the process of merger, who in turn recommended to merge the posts of EA & SEA with name "Broadcast Engineer" with Grade Pay of Rs.4600/- and with qualification, for future intake, as Bachelor in Engineering / Technology. Since then, the same proposal had been repeatedly recommended by DG: AIR, the cadre controlling authority, to PB and Ministry of I & B. The proposal has got the approval of all the nodal Ministries in the year 2012 but with designation as Junior Engineer (Broadcast) and the pay of PB II with GP Rs.4200/-. The dispute on pay scale & designation has also been cleared after the generalization of pay scale to all Engineering assistants joined upto 05.10.2007 and the clarification on designation submitted by PB to Ministry on 24th May 2017. Unfortunately the matter is still pending. We have been following up the matter for an early solution but the Ministry is taking the stand as the matter is sub-judice. Hence we requested CEO, PB to take up the matter with Ministry since PB has already agreed and recommended the proposal. CEO agreed to take up the matter with Ministry. Meanwhile some EAs under the leadership of Shri Vijay Haroor approached Hon'ble CAT Delhi in this matter and Hon'ble CAT, through its order dated 08/02/2018 directed the department to notify the modified recruitment rules within a period of three months from the date of receipt of certified copy of the order. On filing Contempt petition, the department preferred to appeal before the Hon'ble High Court challenging the decision of Hon'ble CAT.

v) Meanwhile five EA members of AADEE at DDK Thiruvananthapuram vide OA No.210/2018 before the Ernakulam bench of Hon'ble CAT filed a case demanding the merger of EA & SEA at the earliest and their write to appear the examination for promotion from SEA to AE since the merger of cadres of EA &SEA has already been approved by all departments. But the case kept pending since the department linked it with OA No1021/2018 pending before the principal Bench of Hon'ble CAT, Delhi. [Unfortunately now this person (of OA No.1021/2018) demanding for EA-SEA promotion, swallowing earlier demands.]

DG:AIR issued letters to ADG(E) Zones on 02/5/2018 directing them to start the process for promotion from EA to SEA. Realising the threat of promotion with the same pay (from PB II with GP 4600/- to PBII with GP 4600/-) we have submitted representations to all authorities including the Zonal ADGs to desist from this promotion process since the pay scales are already merged w.e.f.1.1.2006 and the benefit of MACP scheme was granted to all affected employees ranging from Technician to Assistant Engineer, ignoring the promotion from EA to SEA. Hence any move to grant the promotion from EA to SEA will deprive these cadres from one MACP and downgrade the employees whoever received MACP ignoring this promotion.

Again the DG:AIR issued order dated 26/11/2018 accusing the Zonal ADGs of non cooperation in conducting the DPC for EA-SEA promotion and declared that DG:AIR will conduct the DPC latest by 15th December 2018. We immediately met the ADG(A), AIR and expressed our protest in this step after admitting before the Hon'ble Court that department is on the process of merger. He has taken the excuse that process has started on the request of affected employees. Sensing the determination, we have issued letter to CEO and Secretary, Ministry of I&B on 30/11/2018 demanding immediate intervention and we have got an opportunity to have detailed discussion with Shri Dinesh Mahur, ADG(E&A) (looking after the charge of Member (Personnel) on 04/12/2018 along with DDG(A) & Consultant PBRB. After hearing all points of objection and going through all supporting documents he has discussed the matter telephonically with ADG(A),AIR and advised him to reconsider the matter. Though the ADG(A) informed that the process has been started only due to the demand of some EAs Shri Mahur advised him to have detailed discussion before taking a final decision. Though the date was deferred due to the intervention of ADG(E&A), DG:AIR went ahead with the process of promotion. Still we had an expectation that since Shri Vijay Haroor already won the case from the Hon'ble CAT Delhi directing the department to merge within 3months, he and ARTEE who already tookover the case may field a senior advocate in Hon'ble High Court Delhi on the hearing on 06/12/2018 and get a stay on the process of promotion. But unfortunately it is learnt that the Hon'ble judge, taking into account of the submissions by both the parties, had offered the solution for EA/SEA merger in two part:

1. Hon'ble Bench was agreed to order the EA/SEA merger mutatis-mutandis i.e, without affecting the current pay scale/salary drawn by the EA & SEA
2. That the pay scale and grade pay of the merged cadre and the effective date of merger will be decided by the Hon'ble CAT Delhi.

It is learnt that the counsel for both parties were agreed for the two part solution, but again the leader of ARTEE made

objections. Hon'ble court surprised on the intervention of the parties and commented that the contesting parties themselves don't understand the case properly and accordingly case again listed for 19.02.2018. We failed to understand the reason for this reaction to delay when the DG:AIR had already issued the orders for promotion process on 26/11/2018 and the immediate concentration might have to get an order from Hon'ble Court for merger so as to stop the process of promotion. After this episode, how can we blame if somebody doubts that President ARTEE is hand in gloves with the management!

Once we have noticed the game plan of ARTEE in this case and learned from senior officials that ADTEA also demanded in writing for the promotion from EA to SEA, we decided to use our efforts through organizationally, Hence we called upon all employees belongs to the cadres of Technician, Senior Technician, EA, SEA & AE irrespective of their affiliation with Associations to immediately represent the authorities to stop the promotion. In addition to circulating a write-up, stating impact of this promotion on our cadres, we have circulated the formats of representations to be send by each employee belongs to these five cadres (since these cadres will have direct impact on their MACP) through speed post. Kindly see the MACP condition of EA/SEA/AE with and without EA to SEA Promotion:

| Cadre | 1 MACP | | 2 MACP | | 3 MACP | |
|---|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| | Without Promotion (with merger) | With promotion EA&SEA different | Without Promotion (with merger) | With promotion EA&SEA different | Without Promotion (with merger) | With promotion EA&SEA different |
| EA- 25/2/99 6500-10500 Replacement | PB II GP 4800 | PB II GP 4600 | PB II GP 5400 | PB II GP 4800 | PB III 5400 | PB II GP 5400 |
| EA- 25/2/99 6500-10500 upgraded | PB II GP 4600 | PB II GP 4600 | PB II GP 4800 | PB II GP 4600 | PB II GP 5400 | PB II GP 4800 |
| SEA 25/2/99 7450 -11500 Replacement | PB II GP 4800 | NIL | PB II GP 5400 | PB II GP 4800 | PB III 5400 | PB II GP 5400 |
| SEA 25/2/99 7450-11500 upgraded | NIL | NIL | PB II GP 4800 | NIL | PB II GP 5400 | PB II GP 4800 |
| AE 25/2/99 Replacement | NIL | NIL | PB II GP 5400 | NIL | PB III 5400 | PB II GP 5400 |
| AE 25/2/99 upgraded | NIL | NIL | NIL | NIL | PB II GP 5400 | NIL |

| | | | | | | |
|--|------------------|--------------------|------------------|------------------|------------------|------------------|
| Senior Technician (with Tech – Sr.Tech promotion) | NIL | NIL | PB II GP-4600 | PB II GP-4600 | PB II GP-4800 | PB II GP-4600 |
| Senior Technician (with Tech – Sr.Tech merger) | PB II GP-4600 | PB II , GP-4600 | PB II GP-4800 | PB II GP-4600 | PB II GP-5400 | PB II GP-4800 |
| Technician (with Tech – Sr.Tech promotion) | PB II GP-4200 | PB II GP-4200 | PB II GP-4600 | PB II GP-4600 | PB II GP-4800 | PB II GP-4600 |
| Technician (with Tech – Sr.Tech merger) | PB II GP-4600 | PB II GP-4600 | PB II GP-4800 | PB II GP-4600 | PB II GP-5400 | PB II GP-4800 |

After going through these details most of the employees including a large number of EAs convinced with facts especially in the light of the exigency shown by the same officials of DG:AIR, who has destroyed all our benefits such as Patna ACP and started recovery/re-fixation ignoring the realities behind the pay revision and compelling each and every employee to approach court of law for their just rights, which has created a doubt on their intention on this promotion. Accordingly more than 1200 representation reached to the offices of Secretary Ministry of I&B, CEO PB and ADG(A),AIR thereby compelling the CEO PB to take a decision to stop the promotion process.

Meanwhile we were waiting for the decision of Shri Vijay Haroor to handover his case and file so as to file a Contempt Motion before the Hon’ble High Court Delhi through a senior advocate so as to get necessary orders for stopping the demotion in the name of promotion and to get the merger of cadres implemented immediately. Though we had started discussions with Shri Haroor since 05 December 2018, he was not taking a final decision.

Accordingly we decided, after taking the CWC into confidence, to file a fresh case demanding immediate implementation of merger of cadres in the light of various verdicts and to stop the untimely promotions which will put the future of the subordinate engineering employees in general & EAs in particular into total darkness. Hence we filed an OA No.4703/2018 with S/s Ashwani Dagar, Naveen Kumar (Mahajan) & Prakash Chandra (Thapliyal) three senior EAs who are probable in the promotion list along with two SEAs, one AE, Two Senior Technicians and One Technician as applicants before the Principal Bench of Hon’ble CAT, Delhi. On hearing the facts and going through the earlier verdicts, Hon’ble CAT granted a stay on the process of promotions from EA to SEA by stating that: “On going through the facts of the case, I am convinced that since the merger of cadres Engineering Assistants and Senior Engineering Assistants has been repeatedly decided by the Tribunal and the Hon’ble High Court, the decision of the respondents to hold DPC and grant promotions within these cadres in the same Pay Band + Grade Pay prima facie, is not seem to be justified. Hence the order dated 26.11.2018 as well as subsequent letters issued for promotion from Engineering Assistants and Senior Engineering Assistants are stayed. The respondents are restrained from issuing orders of promotion from the post of Engineering Assistants to Senior Engineering Assistants till the next listed date.”

Ultimately, we succeeded in stopping the total destruction of the cadre by some over-smart officials and some of our colleagues who were looking for this promotion at a huge cost of future benefits, perhaps under utter desperation due to the inordinate delay in merger of these cadres for which some of them also fought before the courts. Though the immediate threat is averted, the department and some over enthusiastic EAs who are eyeing on 30-40 posts of AEs to get vacant next year for their promotions, with an excuse that they want status rather than pay. Here also we failed to understand how the

designations Engineering Assistant, Senior Engineering Assistant and Assistant Engineer all having the tag of Assistant is superior in designation compared to the proposed ones of 'Broadcasting Engineer' & 'Senior Broadcasting Engineer' which we are fighting to get through.

On the other hand vide OA No.2449/2018 we are trying to get the cadres of EA, SEA & AE merged w.e.f.1.1.1996 in the pay scale Rs.6500-10500 and to get the ACP be implemented ignoring the promotion in the similar lines of Patna ACP verdict of Shri B.K. Roy & others. We do agree that it is a herculean task, after a complete mess created in last 2-3 years by some greedy leaders in their ambition to achieve it without proper homework. But still we are confident that we can win the war if we move in the proper way with utmost patience and without giving any further chance to the department to get it defeated.

But we fear, promotion from EA to SEA at this juncture will completely derail our dream of getting the EAs retired in the equivalent pay of GP7600, Technician with 5400 & Helper with 4800. Yes it is the dream today but we have to first see the dream to make it reality. It may be noted that Rs.2000-3200 was dream for EAs when most of us joined service, scale of Technician 5000-8000 was dream till we achieved it and promotion for Helper through Seniority Cum Fitness is a dream today but will be a reality in the near future. Similarly the status of Central Government Employees was a very distant dream for all employees of AIR & DD and even we were told by a number senior trade union leader that we are crushing our head against the wall! But CG Status is a reality now. So we are confident that one day we will win this struggle also.

We should aware that any move for immediate small benefit will go against the long term benefits of the employees. It is very unfortunate that some of us now are blaming the OM dated 25.2.1999 by simply forgetting the amount we received till today through that order which cannot be recovered from us as per the law. The fact is the OM dated 25.2.1999 was never imposed on any employee as it was granted only after submitting the undertaking by the individual employee. Those who were daring enough to refuse it, later received the scales through Hon'ble court which attained legal finality only in 2015 after 16 years of issuing the order dated 25.2.1999. If the persons blaming today were really interested it was upto their decision not to accept it. Still we have genuine justifications for accepting it that time due to notification of PB and challenging it today after restoration of Government status, which we are presenting properly in our case.

But, unfortunately the EA to SEA promotion if granted is not with an option for the unwilling employees as the refusal of the same after issual of promotion orders will affect their future MACPs. On the other hand, if it is allowed to happen, the promotion has to take place from GP 4600 to GP 4600 by granting one increment and this promotion will be counted against one MACP as per the orders/clarifications of DOP&T. We fail to understand the benefit for this promotion, sacrificing all the future dreams to just change the designation ("Sr.Engg. Assistant") and of course getting the eligibility for further promotion (if granted) to the post of Assistant Engr.(for us, AADEE, all these posts are to be merged w.e.f.1.1.1996 eventhough department has never taken any initiative for the same and thereby cannot blame the employees that merger was not granted as we were not interested in it) which may face a drastic cut in posts after the HR Audit in the light of closing down of LPTVs, NABM, R&D etc as planned by the management. It is learnt that the department is trying to closedown Short Wave & Medium Wave. Orders are already issued for close down of some SW transmitters. Hence nobody is sure about the future promotions and even if it is available no EA can take it for granted that he will definitely score the competitive examination, eventhough he can make efforts for the same! It is also a fact that the eligibility of a person for promotion will be decided as on 1st January for the vacancies from 01 April of the year to 31st March of next year. Hence if these EAs dream that the vacant AE posts will be available for them they are in a fool's paradise since those persons who were SEA on 1.1.2018 is only eligible for vacancies created in the year 2018-19 as per the existing rules.

Whereas for merger of EA&SEA, the department was compelled to propose it after granting the benefits considering the scales are merged on the recommendations of 6th CPC, submitted affidavits before Hon'ble Courts, got approval of all nodal ministries way back in 2012 eventhough with disputed scale & designation for which PB stood in favour of scale & designation as requested by us!(These facts were not available in SEA&AE cadres and thereby was not possible to stop promotion). Now some officials of DG:AIR who are looking for a loophole to sabotage this merger got some supporters from amongst us with very shortsighted and purely selfish motive to get the promotions through. We are confident that no

Looking for financial support to fight out the issues: As done in the cases of getting status quo from Hon'ble HC Delhi on re-fixation & recovery and Shyamali Biswas on recovery, we may compelled to field senior/ approach higher courts in case of any negative development in this case also. We need a very good amount to defend all these cases in addition to other expenditure like publication of this news letter etc. Some of our members/well wishers responded to our call and we hope that others will also respond positively. Kindly donate for the legal fund for AADEE. Every single paisa will be accountable.

sensible human being will demand promotion at this juncture from 4600 to 4600 GP at the cost of a possible higher scale with a more attractive designation. Some seniors told us a very valid point that **“on retirement not the designation but the monthly pension and other benefits which really matters.”**

Once the management succeeds in implementing promotion between the cadres of EA & SEA they will start promotion of Tech to Sr. Tech in the same GP. Since these promotions will not only downgrade all the cadres from Technician to AE in their MACP but also will crush the dream of our cadres to retire with the pride, we decided to fight it out through all means.

❖ **Merger of Technician with Senior Technician in the light of the Technician parity with Lighting Assistant.**

On our continuous efforts even before the final decision on the pay scale of 5K to Technician, we have got the recommendations from DG:AIR & Prasar Bharati for the merger of the cadres of Technician and Senior Technician since there pay scales were same w.e.f.1.7.1983 and Lighting Assistant got their pay revised to 5k and we started efforts for the same. Since both cadres are now placed in the same pay scale w.e.f. 01/07/1983, we demanded merger of both these cadres along with dying cadres of Diesel Technician, DED & Mast Technician as a single cadre with designation “Junior Broadcast Engineer” to make in tandem with Broadcast Engineer. Accordingly Ministry of I&B, vide their letter dated 29/5/2017 advised DG:AIR to examine the proposal of AADEE and provide the comments. DG:AIR send their proposal to PB Secretariat who in turn sought some clarifications from DG:AIR. After regular follow up with DG:AIR, even though they sent the reply to PB the same was not complete in all aspects. Accordingly PB advised the DG:AIR to give proper clarification with supporting documents. After vigorous follow up the DG:AIR again sent the proposal to PB. Now the matter is with PB Secretariat to finalise it before sending to Hon’ble Minister. We are following up with the officials concerned.. Meanwhile the senior Economic Adviser assured us to consider the proposal positively once it receives from PB. CEO, PB in the meeting held on 27/7/2018 assured to consider this case immediately.

❖ **Provision of DR vacancies in JTS cadre of Engineering wing of AIR & DD on one time exemption basis for promotions as a relief to those deprived Diploma/ BSc AEs who are left out despite the said provision in RR 2008, under saving clause defined in DOP&T Guidelines, as an immediate solution and to incorporate protection clause in RR 2013 for Diploma/BSc holder AEs as per RR 2012 of CPWD, in the ratio of 33.33%, 33.33%, 33.33 % as permanent solution.**

The recent promotions of 323 AEs to the post of ADE brought smiles on those AEs and mood of sadness crept on another good number of Diploma/ BSc AEs who were expecting their chances in the promotion on the basis of the missing qualification restrictions in the amended RR of 2008 which was later amended again through the RR of 2013. Though some of the AEs approached for legal remedy, they have not received any reprieve to it. Since any efforts to stop the promotions might have created a legal battle which can prolong upto a decade by that time all the posts may get abolished, we decided to put efforts on this angle after issuing the promotion orders so that the Degree holders may not in between for any fight. We were little bit careful about some old incidents were there was a thought that lack of compromises resulted in permanent set back to the promotional avenues of diploma/BSc AEs.

Accordingly we demanded for converting the 329 posts lying vacant in Direct Recruitment Quota for the AEs who were supposed to get promotions if the qualification bar was not imposed to the vacancies created in between 2008 & 2013. After submitting detailed letters with all logical supporting documents, we succeeded in getting meetings with secretary & Senior Economic Adviser (in charge of Additional Secretary-Broadcasting) in Ministry of I&B in which we succeeded in establishing the facts. Ultimately the Senior Economic Adviser assured to look into the matter if the proposal is forwarded by Prasar Bharati Secretariat since as per the PB Amendment Act 2011, all the posts are lying with PB. Accordingly we took up the matter with CEO, PB in the meeting held on 27/7/2018 and he assured to explore the possibilities after discussing with the senior officials. We are following up the matter

On the other side we have to concentrate on the Cadre Review Proposal submitted by Shri R.K.Singh with the approval of the then DG:AIR to get the RR amended by granting the promotional channel of 33.33% for Diploma Holders/ 33.33% for Departmental Exam/ qualified (with Degree) and 33.33% for DR as continued in CPWD evenafter the amendments in RR notified in the year 2012 also. We have been following up with the Ministry of I&B for this amendment. We are determined to ensure justice to all members.

❖ **Cadre Review for all our cadres by reducing the number of cadres, upgrading the qualifications and increasing the promotional opportunities.**

Since the 6th CPC has included the employees of AIR & DD only in the last moment that too due to the efforts of NFADE and the benefits were granted as per extant rules without any detailed study on our cadres, Ministry of I&B advised PB to conduct Cadre review for all employees. Accordingly 3 different committees were constituted including the Committee headed by Shri R.K. Singh for preparing recommendations for Engineering cadres. After meeting the committee for 17

times and going through all the supporting documents in details the Committee recommended the proposal for cadre review with the approval of DG,AIR. Later given the clarifications including calculations of financial implications also to Prasar Bharati. Unfortunately the Cadre review Committee constituted later dumped this proposal on the demand of President ARTEE and the proposals thereafter by different committee has not been finalised till today. Now we have to restart from the report of RK Singh Committee.

❖ **Restoration of MACP Scheme for all our cadres.**

The MACP for our cadres were stopped in November 2014 by the department with the excuse that the Ministry of I&B vide their letter dated 08.09.2014 as advised by DOP&T through their communication dated 10.07.2013 that the pay scales granted as per 25.2.1999 will be counted against one MACP. The failure of the Associations to challenge these letters in time not only resulted the stopping of MACP for our cadres since November 2014 but started re-fixation/recoveries to our elders members on their retirement. We took up this matter already with various authorities by pointing out that the pay scales of Technician, EA & SEA are granted by Hon'ble Courts including the Highest Court of the country. We are determined to get the benefits for our cadres.

❖ **Implementation of ACP for all our cadres and as per Patna verdict for the cadres of EA,SEA & AE**

Our cadres are deprived of the benefit of ACP Scheme in the name of pay scales granted as per 25.2.1999 in which it is stated as upgraded scales. A large number of cases without proper planning has distorted the genuineness of the matter which was extended to 28 persons after a long battle by the Patna warriors, led by Shri B.K. Roy. Once the department is attacking the 25.2.1999 pay scales in the name of Prasar Bharati, we are determined to get it implemented for all through all ways,i.e, legally, organizational movements and negotiations as mentioned earlier.

❖ **ACP for Helper to the pay scale of Technician:**

As everybody aware matter of ACP for Helper is pending before the Hon'ble High Court, Delhi. We are closely monitoring the issue and determined to get it generalized once it has come out of the legal platform!

Once the benefit of Pay scale under ACP scheme has been implemented for 28 applicants by the DG: Doordarshan after the directive of Hon'ble CAT Delhi, officials in the O/o DG:AIR & Ministry were looking for an opportunity intervene in the matter to stop the implementation! Since the then DG:DD has taken a lenient view for Helper being one of the lower most cadre, we advised some Helpers of AIR stations to wait for the implementation of ACP for nearabout 800 helpers in DD network so that it will be the compulsion of the DG:AIR to extend this benefit to the remaining Helpers working in AIR!

But for the crazy for credit as usual, ADTEA & ARTEE filed cases in Hon'ble CAT demanding the same benefits for their members of AIR also, by making the Secretary, Ministry of I&B and the CEO, Prasar Bharati & DG:AIR as the respondents, giving handle to the Ministry & DG:AIR to intervene in the matter. Accordingly Government has approached Hon'ble High Court, Delhi with an appeal and the matter is sub-judice now!

Shri Hoobraj Singh, Secretary Central office and Shri Devanand Ade, JS, West Zone and other already got orders for implementation of ACP if it decided in favour for the applicants and once it is settled favourably, we will make all efforts to ensure the generalization of the same to all Helpers of the department.

❖ **Exam Quota for Helper restored to 20% from 5%:**

It has been the demand since long to open the promotional channel for Helper to Technician through seniority –cum-fitness. Earlier days there was no promotional channel for Helper which was later opened for 5% of vacancies through departmental examination in 1979! On repeated efforts of our former senior leaders it was first raised upto 10 % vide and then to 20% vide the gazette notification dated 15th February 1995. Some officials in the O/o DG:AIR when failed to locate this notification reduced the promotional quota for Helper to the post of Technician from 20% to 5 (five)% and restricted the promotions accordingly. When some of the members asked *Mr. Umesh Chandra that why he is not objecting to this anti employees action, he replied through social media that the real promotional quota as on 2014 is only 5% since there is no notification increasing the quota!* When some of the helpers brothers approached Anilkumar S & Kuldeep Bhan, they approached the senior officials in the Directorate in their personal capacity and pointed out them about the injustice! On this the senior officials pointed out that since they failed to locate the notification of 20% quota, *they sought the opinion from Mr. Umesh Chandra, being the President of largest Association and he told them that the promotional quota is only 5% and the 20% was managed by the senior leaders through some "jugad"!*

AADEE – One for all, All for AADEE in Telegram for regular interaction

Regular interaction of members with the representatives always increases the strength of the Association. In this direction we have made an initiative through utilizing the App "Telegram" in which we have created a group AADEE- One for all, All for AADEE" which can accommodate upto 10,000 members thereby HQ can give common reply to all issues. All are requested to install Telegram App so that can have regular interaction with GS & other office bearers. You can mail your queries to aadeeanil@gmail.com also.

We have submitted all the relevant documents including the gazette notification dated 15 February 1995 to the DDG(A) and accordingly they restored the promotional quota to 20% and accordingly 8 more Helpers got promotions from the same list!

We used to put pressure on authorities grant some promotions through Seniority-cum-fitness to our Helper colleagues. Accordingly the provision for promotion through seniority-cum-fitness was incorporate this in the proposed Cadre Review report prepared by R.K.Singh Committee in which Mr. Anilkumar was also a member. Later when the committee was re-constituted after the recognition of Associations, Mr. Umesh Chandra was made member of the committee as per his demand as the President ARTEE. Later it is proved beyond doubt that he blindly signed on the Cadre Review proposals without any objection, perhaps due to his own various issues before the authorities!

❖ **Ensure timely implementation of appointments on compassionate ground.**

It is the responsibility of any welfare association to ensure the support to the dependents of the employees died in harness so that the family members should survive even after the death of the employee. Compassionate Appointments are meant for extending the helping hand from the department to such applicants. A regular follow up by the associations will ensure that compassionate appointments are taking place upto the maximum possible extent. But unfortunately no such follow up action takes place for the last 4-5 years. We are determined to follow up this matter with all seriousness to ensure maximum support to the family of a Technician died in harness.

❖ **Efforts to improve/ Renovation of Terrestrial Transmission.**

It is very painful to see that LPTVs/ VPTs of DD network are being closed own day by day as a part of the policy of PB, of course with the approval of Ministry, to do away with Terrestrial Transmission. After the formation of AADEE, we took up this matter very seriously with various authorities including Hon'ble Ministers, senior leaders etc to make AIR & DD a viable media to disseminate the policies of the Government by providing FM transmission from all installations of DD and convert the DD set up to Digital Service Provider of the Broadcasting arena in the country. In various meetings we have pointed out that we, the employees have been advocating since long to strengthen the National Broadcaster by incorporating AIR FM transmission from all LPTVs & HPTVs so as to ensure coverage of FM throughout the country by using existing infrastructure and without any additional sanction of posts. We have brought it to the notice of senior leaders that:

- ❖ Out of 1201 stations, only 531 stations are working in rental buildings. Remaining 670 transmitters are functioning from our own buildings or buildings provided by State Governments or local authorities. The day we stops transmission, these local authorities will take their properties back! Hence, later, it will not be possible to start the DTT or FM services from these places!
- ❖ It is learnt that PB need Rs.3600 Cr. for complete deployment of DTTs which itself shows the time needed for transition to digital! That is – it will take a very good time to convert all the 228 HPTVs and another 400 transmitters to start DTTB service meanwhile closing down of any Transmitter will create total absence of DD on this transition period!
- ❖ We the employees were never averse either to adopt the new technology or to earn more revenue for PB. That's why we requested to think seriously to make PB the DTT Service Provider for all commercial channels, along with the facility of Geo positioned advertising services to increase the revenue.
- ❖ Maximum utilization of in-house production facilities of our studios at DDK and PGF even by attracting Private players can also ensure more revenue.
- ❖ Strengthening of DD Transmission throughout the border area is inevitable for the country to overcome the cross border propaganda through foreign channels.
- ❖ DD adopted the Digital Terrestrial Television (DTT) Technology (DVB-T) way back by setting up 4 transmitters during 2002 – 2007 at four metro cities, but were failed due to non availability of receivers & not even having the awareness among the public.
- ❖ Whereas for DTH services, Government made campaign to popularise it by distributing 1,25,000 (65000+30000+30000 in 3 groups) set top boxes across the country. If we are correct, total expenditure for this DTH awareness campaign was Rs.200 Crores at that period. Such a serious effort for DTT will ensure the conversion into "Digital India" in Broadcasting field thereby one more dream of Hon'ble PM will become a reality!
- ❖ We really fear about the absence of Terrestrial network of DD after closing of analogue transmission, since the Digital TV Receiver are not available in affordable prices in the market!
- ❖ If DD can broadcast 12 to 28 channels through a single transmitter including some popular private broadcasters, it can attract masses towards DD as well as will bring very good revenue for Doordarshan. DD can be DTT service provider.

- ❖ *We should request the Government to think over making it mandatory for the mobile phone & TV makers to provide the chip in the mobile sets/TV to be distributed in the country so as to be compatible with DTT reception, which will be very cost-friendly compare to the dongle for the same.*
- ❖ It is very clear that AIR FM services can cover the entire country if we can install FM transmitters at all the TV transmitters whereas the coverage as on today is only 52%!

On the advice of Late Shri Anantha Kumar, Former Minister, we have prepared a presentation on the issue of closing of LPTVs and for repeal Prasar Bharati and submitted to almost all Hon'ble MPs and other dignitaries with the help of our volunteers like Shri Chandrashekhar from Mangalore, Shri Bhaskar Basu from Kolkata, Shri. B.B.Das from DDK Bhuvaneshwar and others...Though the proposed cut off date has been postponed from 31 March 2018, they have succeeded in close down of some of the LPTVs & VLPTVs. As assured CEO took initiative for the sanction of more than 100 FM Stations along with LPTVs. Though the decision of the Board meeting says there will 2103 (Two thousand one hundred and three) Technical staff be affected, it was assured by CEO, M(F) and other officials in various meetings that nobody will be send home as surplus. Department planned for closedown of National channel, R&D, CCW, ARU & NABM (planning to handover to IIMC) in addition to SW. But it will not be the fact if we allow to closedown all Medium Wave Transmitters as in their plan. Hence a strong AADEE is the need of the hour.

Frequently Asked Questions:

Q: Why AADEE on one side allowed the promotions from SEA to AE and the other side got stay orders in EA to SEA promotion? Is it not discrimination against EAs?

Ans: As per AADEE, taking promotion between the cadres of EA, SEA & AE is not advisable since it will go against our efforts of getting first ACP Rs.8000-13500 by considering three cadres as single cadre – Senior Broadcast Engineer.

The differences between the promotions of SEA to AE & EA to SEA were that:

1. There were no orders / decision by the department for merger of SEA & AE cadres: We don't have judgments supporting this merger. There is no incidents of stand taken by department before Hon'ble Courts that they have agreed in principle for this merger. Hence we cannot claim it either before the authorities or before Hon'ble Court. That is why we have requested all SEAs to avoid accepting this promotion. It is fact that a good number of SEAs did not attend the exam.

Whereas DG, AIR, the cadre controlling authority issued orders in 2009 to grant MACP, ignoring the promotion from EA to SEA as per the orders of Ministry of Finance and accepted this merger of cadres in 2010 on the recommendation of the committee constituted by DG himself. Thereafter they submitted the copies of approval from all nodal Ministries in a case filed by individuals before Hon'ble CAT Delhi in 2012. The only difference was those Ministries agreed with the proposal of MIB to merge in PBII with GP 4200/- and designation as Junior Engineer (Broadcast). Since all Associations were in de-recognition stage at that time there was no official meetings with the department. Though support in all means was offered to the individuals and their advocate, the applicants were reluctant. But the golden line is that Government of India accepted the merger of EA & SEA in principle. Thereafter we succeeded in getting recommendation from PB in May 2017 for this merger in PB II with GP 4600/- with designation Broadcast Engineer. It is only after this decision the DEEWA case attained legal finality on Rs 6500-10500 as CG replacement pay scale and Rs.6500-10500 implemented to all EAs joined upto 05.10.2007 through generalization order. These developments proved beyond doubt that EA-SEA merger should take place in 4600/- GP with designation Broadcast Engineer. A small but sincere push only required for the merger of EA & SEA.

2. Further, in all the earlier cases filed by individuals also, the demand for stay has not been agreed by Hon'ble Court stating that promotions will take place as per the existing Recruitment Rules (RR), i.e., somebody should be in SEA on the date of creation of vacancy.
3. But this time the officials made some of EAs understand that if they are promoted to the post of SEA by 31/12/2018, they will get the vacancies created due to AE to ASE promotions last year (2018). But, as per the above said rules, if an EA become SEA on 01/01/2019 he/she will be eligible for the vacancies of AEs to be created between 01 April 2019 to 31 March 2020 thereby they would have got 40-50 retirement vacancies to be created in next financial year. Nobody sure about further vacancies in ADE/DDE posts after closing 60 DMCs and 281 LPTVs as on today. (They might have closed entire terrestrial transmission by now as planned by PB & Ministry if AADEE was not available for such a severe political campaigning). We are still under the threat of closure of more stations including MW & SW. Even vacancies in AE also doubtful after the close down of LPTVs. So the condition may arise that these EAs will retire as SEA with PB II 5400 as given in the chart. Then they will accuse the Association for not stopping it in 2018!
4. The re-fixation, if any, in SEA-AE promotion will affect only on individuals and thereby they are the only stake holders. But in EA to SEA, it will have impact on all cadres from Technician to AE since it will be counted against one

MACP in the chain as clarified in the tabular format and thereby employees belongs to all these cadres along with the EAs are the stake holders and they have the right to protect the pay fixed as per rules.

Q: Why the DG:AIR who are not ready to implement the orders of Hon'ble Courts, if it is in favour of employees was so eager to grant this promotion by-passing the legal formalities such as Vigilance clearance before DPC, APAR for last 5 years, AIPR etc and threatened the zonal offices to conduct the DPC by Directorate themselves and ultimately put tremendous pressure on Zonal ADGs to complete the process immediately?

Ans: Possible Reasons: Our seniors have been retiring from service since the last 4 years with tears due to down-gradation of their salary and direct or indirect recoveries at the time of retirement. We succeeded in getting orders from Hon'ble High Court for payment of interest for the recovered amount in Smt. Syamali Biswas case and stay on re-fixation/recovery in AADEE case. Hence some officers searched for ways to re-fix/downgrade our pay and these promotions are golden opportunities for them to make re-fixation and thereby to stop the process of merger by proving that the employees by accepting this promotion accepted that EA & SEA cadres are different.

After going through the OA No.2449/2018 filed in 730 pages including 76 supporting documents as Annexures, the officials in Directorate & Ministry are convinced that the days are not far EA should be granted GP 7600/-, Tech GP 5400/- if they do not destroy our legal & logical grounds. We have argued in the case that we got this claim of Tri cadre merger as recommended by 5th CPC only after regaining the CG employee status in January 2012, finalization of Rs.6500-10500 as replacement scale for EA in DEEWA case in 2015 and granting same pay scale to all EAs joined upto 05/10/2007 by the order in 2018. They want to stop it through any means!

AADEE is determined to get our right provided by the 5th & 6th CPCs at any cost.

**** Join AADEE ****

- ✓ To protect yourself including your pay & perks and other service interests & to bring back the Old Glory of Subordinate Engineering Employees of AIR & DD
 - ✓ Membership form & Subscription form attached with this issue. Available in our website ww.aadee.org.in also
 - ✓ Please take necessary copies accordingly. Submit the Membership form to your unit secretary and the Subscription for the DDO/ Head Of Office and kindly ensure that your subscription amount of Rs.120/- deducted in favour of AADEE. Kindly send scanned copy of your forms to our mail: aadeecentral@gmail.com.
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