

Speed Post



Government of India  
National Commission for Scheduled Tribes

6<sup>th</sup> floor, 'B' Wing, Loknaya Bhawan  
Khan Market, New Delhi-110 003.

File No. RD/1/2019/MCVL1/SEOTH/RU-III

Date: 15.07.2019

To,

✓ Chairman and Managing Director,  
Air India Limited,  
Airlines House, 113,  
Gurudwara Rakabganj Road,  
New Delhi - 110 001

Sub: Minutes of the Sitting taken by Ms. Anusuiya Uike, Hon'ble Vice Chairperson, NCST on 08.07.2019 on the issue of by alleged discrimination and harassment by the Management of Air India.

Sir,

I am directed to enclose herewith a copy of Proceedings of the Sitting taken by Ms. Anusuiya Uike, Hon'ble Vice -Chairperson of National Commission for Scheduled Tribes (NCST) on 08-07-2019 for information and necessary action.

It is, requested that action taken report in this regard may please be sent to the Commission within one month.

Encl: As above



Yours faithfully,

(R.K. Dubey)  
Assistant Director

Copy to:

1. Shri. Rahul Deore,  
B-160, New Air India Colony,  
Kalinga, Santacruz (E),  
Mumbai (Maharashtra) -400029
- ✓ 2. SAS, NIC, NCST upload on the web site.

## NATIONAL COMMISSION FOR SCHEDULED TRIBES

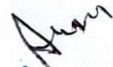
(File No. RD/1/2019/MCVL1/SEOTH/RU-III)

PROCEEDINGS OF SITTING HELD ON 08.07.2019 AT 12.30 PM CHAIRED BY MISS ANUSUIYA UIKEY, HON'BLE VICE CHAIRPERSON, NATIONAL COMMISSION FOR SCHEDULED TRIBES (NCST) IN THE MATTER OF SHRI RAHUL D. DEORE, DEPUTY CHIEF CABIN CREW, AIR INDIA, MUMBAI REGARDING RESTORATION IN SERVICE.

Date of sitting: 08.07.2019

Attendance sheet: Annexure

1. The petitioner Shri Rahul D. Deore, Deputy Chief Cabin Crew, Mumbai vide his representation dated 25.01.2019 has represented that he is being discriminated and harassed by the management of Air India by violating the norms of natural justice.
2. The NCST has taken up the matter and discussed the grievances of petitioner with the officers of Air India.
3. In the previous sitting dated 12.03.2019 The commission has issued recommendations of awarding "Minor Punishment" in the matter. Reminder dated 01.05.2019 has been issued to Air India for Action Taken Report was not submitted within stipulated time. It is also clear that the Respondent, for reasons best known to them have disregarded the same.
4. During the course of the discussion Respondent stated following points.
  - (a) As per the recommendations of NCST, the suspension of Petitioner stands revoked with immediate effect.
  - (b) It has been decided to award a punishment of "Reduction to a lower post/grade" for a period of Five years.
  - (c) It has been decided to train Petitioner on Airbus fleet and deploy him on domestic flights only during the aforesaid punishment period.
5. The petitioner states following points :
  - (a) The punishment of "Reduction to a lower post/grade" for the period of five years is very harsh and would result in significant monetary loss.
  - (b) The punishment ranging from "issuance of warning letter" to "two increments stoppage" has been awarded in past numerous cases and the same could have been applied here also.
  - (c) The petitioner was recruited to fly on wide body aircraft and has flown on international sectors for approximately 10,000 hours. With no restriction from any country about his entry, It's unnecessary to restrict him to

  
सुश्री अनुसुईया उइके/Miss Anusuiya Uikey  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

domestic flying and training him on narrow body aircraft. Moreover, the punishment of "Restricting one to domestic flying for a particular period" is not enumerated in the Certified Standing Orders (A) and so cannot be impose upon him.

6. The commission observes that the punishment of "Reduction to a lower post /grade" for the period of five years is very severe and detrimental to his socio-economic development.
7. The commission observes that the punishment of restricting petitioner to domestic flying duties by getting him trained on airbus fleet is not as per company service rules and is arbitrary in nature.

Recommendations from the Commission hereby :

- The commission recommends to award minor punishment instead of "Reduction to a lower post/grade" for the period of five years, as the same was incorporated/awarded for past few cases.
- The services of Petitioner to be maintained in the same grade of Deputy Chief Cabin Crew with continuity in service and all consequential benefits.
- The commission recommends international flying duties for Petitioner to be retained.
- DOPT guidelines for Scheduled Tribes to be adhered to.

Action taken/compliance report on the commission's recommendations should be furnished within 15 days positively.

*Anu*  
सुश्री अनुसुईया उइके/Miss Anusuiya Uikey  
उपाध्यक्ष/Vice Chairperson  
राष्ट्रीय अनुसूचित जनजाति आयोग  
National Commission for Scheduled Tribes  
भारत सरकार/Govt. of India  
नई दिल्ली/New Delhi

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

(File No. RD/1/2019/MCVL1/SEOTH/RU-III)

Sub : Representation dated 25/01/2019 of Shri Rahul Deore, B- 160, New Air India Colony, Kalina, Santacruz (E) Mumbai (Maharashtra) Regarding alleged discrimination and harassment by the Management of Air India.

Attendance of participants in the Sitting held on **08/07/2019 at 12.30 PM** in the National Commission For Scheduled Tribe, HQ, New Delhi.

**NATIONAL COMMISSION FOR SCHEDULED TRIBES**

- |                             |                          |          |
|-----------------------------|--------------------------|----------|
| 1. Ms. Anusuiya Uikey,      | Hon'ble Vice-Chairperson | In chair |
| 2. A. k. Singh,             | Secretary                |          |
| 3. Dr. Lalit Latta,         | Director                 |          |
| 4. Shri Gaurav kumar,       | PS to Vc                 |          |
| 5. Shri Alok Kumar Dwivedi, | Consultant               |          |

**OFFICERS OF AIR INDIA**

- |                            |                       |
|----------------------------|-----------------------|
| 1. Smt. Meenakshi kashyap, | GM-IR, Air India      |
| 2. Shri. Vikash Gupta,     | AGM(Pers.), Air India |

**PETITIONER**

- |                |                      |
|----------------|----------------------|
| 1. Rahul Deore | Dy. Chief Cabin Crew |
|----------------|----------------------|