

Association of Former Executives of Hindustan Aeronautics Ltd(R)
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***PROCEEDINGS OF THE 14TH ANNUAL GENERAL BODY MEETING OF
'ASSOCIATION OF FORMER EXECUTIVES OF HINDUSTAN AERONAUTICS LTD'
(Regd.) – HALE, HELD AT HAL MANAGEMENT ACADEMY (HMA), ON
17th SEPTEMBER 2023 AT 11:30 HRS.***

Meet of Ex-HAL Seniors with CMD-HAL:

The AGM proceedings started with an invocation by Kumari Anshika and Kumari Rishika. Shri Ashok Tandon, Vice President HALE welcomed Mr C B Ananthkrishnan, Director Finance and CMD-HAL, Director HR and Director Operations and EDs/GMs of HAL present. He extended a warm welcome to the members of HALE and invitees. The Vice President HALE requested CMD-HAL to address the seniors present. (There has been a tradition of HAL CH/CMD addressing HALE members on the day of AGM).

Shri Ananthkrishnan, CMD-HAL expressed his happiness to be with the senior members of HAL family. He expressed that the seeds sown by the seniors during their service period are now bearing the fruits in terms of good all-round performance of HAL.

CMD informed that the Company is growing, with turnover crossing all-time high of Rs. 26500 Crore in the year 2022-23 and several new projects such as IMRH, LCA Mk1A and Mk2 are launched/ progressed. The order book position is going to cross Rs 1 lakh crore mark soon with new orders expected for Su 30, LCA, LUH, LCH.. The financial position of the Company is sound with 24% increase in PBT at Rs.650 Crore. He informed that HAL's performance was recently appreciated by the Hon. Prime Minister of India, Shri Narendra Modi ji on the floor of the Parliament.

He expressed that HALE had been raising the matters concerning the welfare of retired executives from time to time,, especially the issue regarding enhancement of value/quantum of Medical Insurance in respect of Pre 2007 retirees.

He informed that Medical Insurance for Pre 2007 retirees would be restored to pre existing level, and a Circular is being issued from HAL CO, when the existing Policy will be renewed, effective from 1st February, 2024. The members present welcomed the announcement and thanked the CMD for considering the long outstanding demand of very senior members of HAL family.

CMD, during his speech mentioned that HALE had suggested for a 'one time grant' to very senior retirees This proposal could be considered at an appropriate time. Mentioning about EPS 95 pension case, CMD assured that necessary support will be extended by HAL to implement enhanced Family Pension as per the decision of the Government.

Shri Mallikarjun Swamy, Vice President HALE expressed sincere thanks to the CMD for attending the session, addressing the members and apprising the progress & prospects of HAL. He also thanked the Director (Operations), Director (HR), EDs and GMs of HAL present.

(CMD/ Directors /EDs and GMs of HAL left the meeting venue at this stage)

AGM Proceedings:

Quorum:

The number of members present for AGM was 240, thus meeting the requirement of quorum of 100 members.

Condolence Message: The members observed two minute silence in the memory of those members who left for the heavenly abode during the year. One such member was Late Mr G. Jamadagni, Patron and First President of HALE . Mr Mallikarjun Swamy highlighting the contributions made by Shri Jamadagni informed that he spearheaded formulation and Introduction of Medical Insurance Scheme in HAL for the retired employees, besides his contributions during the service period.

Proceedings of the 13th Annual General Body Meeting:

The meeting of the 13th AGM of HALE was held from 11:40 to 13:15hrs on 06th November 2022. Shri Naushad requested Shri Ashok Tandon Vice President, HALE to chair the AGM in the absence of Shri N C Agarwal, President,HALE who was abroad, hence unable to attend the meeting.

Sri Ashok Tandon Vice-, President HALE, presided over the AGM. The Annual Report of 14thAGM, for the year 2023-23 was

presented by Sri A. Naushad, Hon Gen Secretary. It was unanimously adopted by the General Body.

REPORT ON ACTIVITIES OF HALE SINCE 13th AGM:

Sri A. Naushad, Hon. General Secretary made a Power Point presentation to the General Body on the activities conducted during the year, since the last AGM held on 06th November 2022, covering the following:

- The EC had 6 Meetings during the year. A number. of sub groups also met on various issues.
- EPS'95 – The decision of the Supreme Court was apprised and further progress will be covered by the Vice- President in his address.
- Medical insurance - HALE organised a camp for the Top-up /Renewal of the Insurance for the benefit of members. Around 200 members participated in the Camp..
- Updated on the addition in HALE Membership- Additonal 71 members joined HALE during the year.
- Apprised on creation / Updation of WhatsApp groups for dissemination of Information from HALE-EC to Members.
- Tie-up with Sakra Hospital for concessional Health Checks/discounts continues.
- Tie-up with Fortis Hospital for concessional Health Checks/discounts continues.
- During the year, an MoU with Apollo Hospitals for concessional Health Checks/Discounts was concluded.

- MOU was signed with Vayah Vikas, a registered Trust for the upliftment of Senior Citizens. Sessions on “Empowerment of Senior Citizens” through Lecture Sessions on “Legal Issues” and “Digital Literacy” for the benefit of Members of HALE.

Thereafter, Sri S. Ganesan, Treasurer made a Power Point presentation on, the annual Accounts for the year ended on 31st March, 2023. He highlighted the salient points, i.e. earnings from Bank Interest, new membership fee, expenses during the Year, Expenditure on perusing the case of EPS in the Supreme court during the Year . He also highlighted the total FD's as of 31st March, 2023. Treasurer requested AGM to approve the Audited Annual Accounts as presented. The same was approved by AGM.

Addressing the members, Sri Ashok Tandon, Vice President, HALE deliberated in detail on the following:–

Status of the Court case relating to EPS-95 enhanced Pension:

The positives of the SC judgement dated 4th November 2022 were apprised as follows:

- Enhancement of Pension for post 2014 retirees.
- Exempted trusts are to be at par with Non- exempted PF Trusts.
- Additional time given to opt for higher pension on full wages for post 2014 retirees.
- No upper limit, those in employment can exercise the option for higher pension.

However, EPFO declined from paying higher pension to pre September 2014 retirees. The judgement specifically stated that pre September 2014 retirees who exited the scheme without exercising the option are not eligible for higher pension.

HALE consulted the Sr Advocate Mr. Gopal Shankarnarayanan and decided to file a Clarificatory Petition (CP). The Associations of Retired officers of BEL & BEML also joined in filing the CP.

The basis of our Petition was that in March 1996, a provision was added to para 11(3) of the EPS-95, giving the employer and employee an option to contribute 8.33% of actual salary (above the cap of Rs.5,000 or Rs.6,500) to the EPS. Such a higher salary would be considered a pensionable salary, for which a joint option was to be given.

However, HAL & many other PSUs had given a certificate to the EPFO, under para 26(6) - stating that no such joint option was ever exercised.

As per our Advocate, it is deemed to be so as the Company have been deducting PF contribution on actual wages and the same was being checked & confirmed by EPFO officials during their inspection of PF trust accounts.

Hence, CP stated that the judgment dated 4-11-2022 required an amendment to read that 'joint option given under rule 26(6) of the Scheme and not under rule 11(3) of the PF scheme so that all pre Sep. 2014 retirees also become eligible for higher pension.

The final judgement was delivered by the Supreme Court on 7th August 2023, dismissing the Petition, stating:

- The prayer asked for in this application cannot be considered by this court as an application for clarification for a judgement -For this reason, all the Miscellaneous applications / CP along with

interlocutory application seeking clarification of the aforesaid judgement shall stand dismissed.

- The court also dismissed the Contempt petition as they did not find any case of willful disobedience of order impugned.

Several queries were made by the members on EPS-95 case and clarifications/reply furnished. In response to a query, it was informed that as per the legal opinion, HALE would not be eligible to file another WP, hence some other person (other than HALE) can only file it. Another option would be to file a contempt case that EPFO did not implement the judgement of the Supreme court.

In view of the legal opinion, the Executive Committee, as of now, has decided not to take any further legal action in the matter.

It was also informed that Association of retired officers of BEML has expressed that they would not be interested to take any further legal action in the matter, it being a weak case. It was stated that filing of a new Petition would involve an expenditure of around Rs 25 Lakh.

MoU with Vayah Vikas:

It was informed that HALE signed an MoU with Vayah Vikas (VV), on 21st April 2023. Vayah Vikas (VV) is a registered Trust with a dream to build and strengthen an ecosystem for seniors that empowers them to lead productive and meaningful life.

Vayah Vikas is working towards creating a community of senior citizens where members would be enabled through an online platform to avail a wide range of services starting with Legal, Financial, Health & Wellness

Services will be enabled through a partnership with service providers aligned to our vision and a few services to be designed and operationalized directly.

VV has a vision to create a nationwide movement through the voice of the elderly and lead to policy reforms in favor of the rapidly growing elderly population in the country.

It was also informed that VV had been promoted by persons of eminence viz Mr. Kris Gopalkrishnan Ex Director and Co- Promoter

of INFOSYS, Dr. Devi Shetty, Dr. Alexander Thomas, Ms. Gauri Kumar IAS Retd, Prof Srinath Reddy, PHFI, Mr. Arun Seth Nasscomm/ HelpAge, Prof. Nandimath, NLSIU and Dr. Girdhar Gyani APHI.

MOU with Apollo Hospitals

It was informed that HALE signed an MoU with Apollo hospital on 01-02-2023 for a period of 2 years. The MoU provided for the following special discounts to the members ;

Emergency Services- Free ambulance pickup in the radius of 5 KMs from the hospital

5% discount on IP services for cash Patients, (excluding pharmacy consumables, implants & Doctor fee)

30% discount on Health check packages

30% discount on Lab & investigations (Only on in-house tests, rest will be actuals)

In response to a query, it was informed that HALE would take up with the corporate office/ Insurance company to allow reimbursement of expenditure incurred on follow up treatment of critical diseases like Cancer as inpatient treatment, till completion of the treatment i.e. without restriction of 90 days after discharge from the hospital.

The representatives of Mediassist and Insurance Company clarified the queries of members on medical insurance related queries.

The President also informed that there has been excellent support from CMD, Director (HR) and HAL Corporate Management to HALE.

Shri Shankar Ranganath representing Vayah Vikas(V V) made a detailed presentation on the activities of V V and requested the members to join the organization and avail the benefits.

The AGM was concluded with Vote of Thanks by Sri Mallikarjun Swamy, Vice President, HALE. He thanked all the ex Senior Executives, members , Reps from New India Assurance Company, Medi Assist, who participated in the AGM, CMD-HAL & HAL Corporate Management, CEO(BC) & his team for extending support in terms of transportation, photography, security, Ambulance and Fire Brigade support, ED(HMA) & team for excellent arrangements, coordination and help, in successful conduct of the AGM.

The 14th AGM concluded at 13:45 Hrs. with a vote of thanks to the Chair.

(A Naushad)
Hon Gen Secretary