

Draft Memorandum of Settlement under Sec 18(1) of the Industrial Disputes Act, 1947 reached between the TANGEDCO and its Workmen.

Parties to the settlement : TANGEDCO & ITS WORKMEN

Names of the Representatives :

REPRESENTING EMPLOYER : 1. Thiru. G. Rajagopal,
Director/Finance (TANGEDCO).
2. Thiru. S. Akshayakumar,
Managing Director (TANTRANSCO) (A/c).
3. Thiru. D. Jeyaseelan,
Director (Distribution) .
4. Thiru. Sankar,
Director (Generation).
5. Thiru. S. Chinnarajalu,
Secretary.
6. Thiru. K. Muthu,
Chief Engineer/Personnel (a/c).
7. Thiru. S. Arulsamy,
Chief Financial Controller/General/
TANGEDCO

REPRESENTING WORKMEN :

I. Tamil Nadu Electricity Worker's Federation:

1. Thiru C.Veeraragavan, President.

2. Thiru V.Ramachandran, General Secretary.

II. Tamil Nadu Electricity Board Workers Progressive Union:

1. Thiru G. Ganapathy, President.
2. Thiru S.Rathinsabapathy, General Secretary.

III. Central Organisation of Tamil Nadu Electricity Employees:

1. Thiru K.Vijayan, President.
2. Thiru S.S.Subramanian, General Secretary.

IV. Minsara Pirivu Anna Thozhir Sangam:

1. Thiru. B. Sampathkumar, State President
2. Thiru T.Vijayarangan, State Secretary.

V. Tamil Nadu Minvariya Janatha Thozhilalar Sangam:

1. Thiru K. Selvaraj, General Secretary.
2. Thiru M. Santha Gunalan, Organising Secretary.

VI. Tamil Nadu National Electricity Worker's Federation (Xavier Group):

1. Thiru. T.V.Xavier, General Secretary.
2. Thiru. S. Ambinathan, Treasurer.

VII. Tamil Nadu Electricity Worker's Federation (Swarnaraj Group)

1. Thiru R.Swarnaraj, General Secretary.
2. Thiru. C. Kaliya Perumal, State Secretary.

VIII. Tamil Nadu Electricity Board Engineer's Sangam:

1. Thiru A. Antonypadovaraj, President.
2. Thiru V.Ashok Kumar, General Secretary.

IX. Tamil Nadu Electricity Employees Congress (NLO):

1. Thiru S. Solomon, General Secretary.
2. Thiru. M. Hariram, Joint General Secretary.

X. Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam:

1. Thiru M.Subramanian, President.
2. Thiru R.Manoharan, General Secretary.

XI. Bharathiya Electricity Employees Federation:

1. Thiru V.Marimuthu, President.

2. Thiru Chandran, General Secretary.

XII. Tamil Nadu Electricity Board Card Billing Staff Union:

1. Thiru M. Alphonse, President.
2. Thiru D.Rathinavel, General Secretary.

**XIII. Tamil Nadu Electricity Board Dr. Ambedkar
Employees Union:**

1. Thiru K.R.M.Adhi Dravidar, President.
2. Thiru K.G.Samy, General Secretary.

XIV. Tamil Nadu Electricity Board Engineers Union:

1. Thiru. S.Manoharan, President.
2. Thiru. R.Govindharajan, General Secretary.

Number and broad description of the Workmen Covered by the Settlement] Total number of Regular Work] Establishment employees covered is] 1207. [Employees working in all General Construction Circles Thermal Power Stations (General Construction Circle, Chennai I & II, GCC/Trichy, GCC/Madurai, GCC/Salem and GCC/ Coimbatore)].
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SHORT RECITAL OF THE CASE

As per the Tamil Nadu Electricity (Re-organisation & Reforms) Transfer Scheme 2010, in G.O. (Ms) No. 100, Energy (B2) Department, dated 19-10-2010, a company namely Tamil Nadu Generation and Distribution Corporation Limited (TANGEDCO) is constituted from the erstwhile Tamil Nadu Electricity Board.

Whereas the employees of TANGEDCO have been demanding promotional avenues to the Regular Work Establishment employees in all the General Construction Circles.

And whereas TANGEDCO constituted a Committee under the head of Chief Engineer /Transmission/Chennai with the following Members namely the Chief Engineer/ Distribution/Tirunelveli Region and Superintending Engineer /General Construction Circle -I/Chennai.

And whereas, the Committee conducted the meetings among the members taking into account the existing staff pattern Division-wise, category-wise and analyse the requirement of staff strength and pattern by detailed study in all the General Construction Circles. After a detailed study, the Committee submitted its report.

And whereas, the recommendations of the General Construction Circle Committee was referred to the Wage Revision Committee headed by the Director/Finance/TANGEDCO. The Wage Revision Committee has analysed the report submitted by the General Construction Circle Committee headed by the Chief Engineer /Transmission/Chennai in detail and also the financial commitment involved in the implementation of the recommendations of the General Construction Circle Committee.

And whereas the Wage Revision Committee has examined the Regular Work Establishment staff strength in all the General Construction Circles and the General Construction Circle's report in this regard and has made certain recommendations. The recommendation of the Wage Revision Committee was given to the unions by issuing 9-A notice for inviting their views. Most of the Unions have furnished their replies.

The Management and the Trade Unions had direct negotiation regarding the above issues. A Notice under 9-A Notice of the Industrial Dispute Act was issued to the Unions and remarks were received from the Unions.

Whereas the parties with a view to continue the cordial relationship existing between them, want to have an amicable Settlement.

And in pursuance of the above decision arrived at between the parties, a Settlement is reached on the following terms:-

TERMS OF SETTLEMENT

- i. It is agreed that the existing staff strength in all the General Construction Circles will be revised as in Annexure –I of this Settlement.
- ii. It is agreed for Creation of 318 posts and abolition of 457 posts in various categories in all the General Construction Circles. The details of creation and abolition of posts are in Annexure-II & Annexure III.
- iii. It is agreed that the Lineman equivalent posts in Regular Work Establishment category (except Drivers) in General Construction Circles will be abolished and Line Inspector equivalent posts will be created on par with the Distribution Circles and Thermal Power Stations.

- iv. It is agreed that the Line Inspector equivalent posts in General Construction Circle will be commonly termed as "FOREMAN Gr.II" and Wireman equivalent posts will be commonly termed as "FITTER".
- v. It is agreed that the relaxation of educational qualification for the existing employees covered under this Settlement will be considered for future promotions. This relaxation will not be applicable for the future recruits.

It is agreed by both parties to approach the Commissioner of Labour for converting this 18(1) Settlement to a Settlement under Section 12(3) of the Industrial Disputes Act, later.

Agreed to the above terms.

Signature of
TANGEDCO's Representatives

Signature of
Workmen Representatives

Copy to:

- 1. The Secretary to Government, Labour and Employment Department, Ch-9.**
- 2. The Commissioner of Labour, Chennai-6.**
- 3. The Assistant Commissioner of Labour (Conciliation), Chennai.**
- 4. The Labour Officers, Thoothukudi and Salem.**

ANNEXURE - I**PROPOSED RWE STAFF STRENGTH IN THE GENERAL CONSTRUCTION CIRCLES**

Sl. No.	Name of the post	GCC - I & II / CHENNAI	GCC / TRICHY	GCC / MADURAI	GCC / SALEM	GCC/ COIMBATORE
1	Special Grade Foreman Spl.Gr.Foreman Driver Rs.10100-34800+4600 G.P.	13	9	8	8	8
		1	1	1	1	1
		14	10	9	9	9
2	Foreman Gr.I Foreman Driver Rs.9600-34800+ 4300 G.P.	34	31	35	21	25
		7	3	4	2	3
		41	34	39	23	28
3	Line Inspector equivalent categories Senior Gr. Driver Rs.5400-20200 + 2700 G.P.	101	105	83	45	92
		9	7	10	5	7
		110	112	93	50	99
4	LineMan equivalent Categories Driver Rs.5400-20200 + 2500 G.P.	0	0	0	0	0
		5	4	6	4	3
		5	4	6	4	3
5	Wireman equivalent Categories Rs.5400-20200 + 2200 G.P.	35	48	39	12	25
6	Helper (Field Assistant) Rs.5400-20200 + 1900 G.P.	40	58	63	27	25
7	Mazdoor Rs.4900-10000 + 1400 G.P.	6	22	24	70	23
		251	288	273	195	212
		Total			1219	

ABOLITION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (RWE) ANNEXURE - III

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman	4600/-	0	0	0	0	0	0
2	Foreman Gr.I	4,300/-	0	0	0	0	0	0
3	Line Inspector (equivalent)	2,700/-	0	0	0	0	0	0
4	Lineman (equivalent)	2,500/-	38	43	35	12	42	170
5	Wireman (equivalent)	2,200/-	24	10	0	0	8	42
6	Helper	1,900/-	53	0	0	0	46	99
7	Mazdoor	1,400/-	36	38	42	0	0	116
	TOTAL		151	91	77	12	96	427

ABOLITION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (DRIVERS)

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL	
1	Special Grade Foreman	4600/-	0	0	0	0	0	0	
2	Foreman Gr.I	4,300/-	0	0	0	0	0	0	Abolition
3	Line Inspector (equivalent)	2,700/-	0	0	5	2	0	7	RWE 427
4	Lineman (equivalent)	2,500/-	4	8	7	2	2	23	Driver 30
5	Wireman (equivalent)	2,200/-	0	0	0	0	0	0	<u>457</u>
6	Helper	1,900/-	0	0	0	0	0	0	
	TOTAL		4	8	12	4	2	30	

ANNEXURE - II
CREATION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (RWE)

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman	4600/-	10	7	6	7	6	36
2	Foreman Gr.I	4,300/-	11	20	23	9	15	78
3	Line Inspector (equivalent)	2,700/-	9	14	0	0	22	45
4	Lineman (equivalent)	2,500/-	0	0	0	0	0	0
5	Wireman (equivalent)	2,200/-	0	0	6	6	0	12
6	Helper	1,900/-	0	19	54	14	0	87
7	Mazdoor	1,400/-	0	0	0	49	0	49
	TOTAL		30	60	89	85	43	307

CREATION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (DRIVERS)

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman	4600/-	0	0	0	0	0	0
2	Foreman Gr.I	4,300/-	4	2	3	1	1	11
3	Line Inspector (equivalent)	2,700/-	0	0	0	0	0	0
4	Lineman (equivalent)	2,500/-	0	0	0	0	0	0
5	Wireman (equivalent)	2,200/-	0	0	0	0	0	0
6	Helper	1,900/-	0	0	0	0	0	0
	TOTAL		4	2	3	1	1	11

Creation

RWE	307
Driver	<u>11</u>
	<u>318</u>