

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LTD
(ABSTRACT)**

Tamil Nadu Generation and Distribution Corporation Ltd – Settlement under section 12(3) of the Industrial Disputes Act, 1947 - Merger of Mazdoor posts with Field Assistant posts – Orders – Issued.

(Administrative Branch)

(Per.) (F.B) TANGEDCO Proceedings No.10

Dated : 13.04.2018

Panguni-30 , Hevilambi Aandu
Thiruvalluvar Aandu – 2049.

READ :-

- 1) (Per.) (FB) TANGEDCO Proceeding No. 12 (Adm. Branch) dated 08.05.2013.
- 2) (Per.) (FB) TANGEDCO Proceeding No. 13 (Adm. Branch) dated 08.05.2013.
- 3) (Per.) (FB) TANGEDCO Proceeding No. 21 (Adm. Branch) dated 03.09.2016.
- 4) CE/Per. Memo No.003493/14/G.58/G.582/2016-2, dated 03.09.2016.
- 5) Memorandum of Settlement under Section 12(3) of the Industrial Disputes Act, 1947 dated 22.02.2018.

PROCEEDINGS:-

The Contract Labourers/ Temporary Casual Labourers who have been directly engaged by the Board on need basis on daily wages @ Rs.250/- (now Rs.380/-) based on the Court orders and as per the approval of the Committee constituted vide (Per.) B.P (CH) No.9 (Adm. Branch) dated 09.01.2008, are absorbed as Mazdoor (Trainee) and subsequently they are posted as Mazdoors. Later on, as per the approval of the Board, these Mazdoors are promoted as Field Assistants by relaxing the prescribed educational qualification (i.e.) ITI with NTC/ NAC.

2) Besides this, certain individuals who have not possessed the minimum educational qualification of 8th Std. pass are also appointed as Mazdoors on compassionate grounds, based on the Court orders and as per the TANGEDCO Proceedings 1st and 2nd read above.

3) Based on the demands of the Unions, a clause was included in the Memorandum of settlement secured with the Unions under section 12(3) of the ID Act, 1947 dated 22.02.2018, and it has been agreed to merge the post of Mazdoor with the post of Field Assistant.

4) While merging the post of Mazdoor with the post of Field Assistant, the following procedure shall be followed:-

- i. The Mazdoors who have completed 58 years/relinquished their rights for promotion as Field Assistant shall be continued in service as Mazdoors till their age of 60 years.
- ii. The Mazdoors who were undergoing punishment for 3 years, as (Per.) B.P (F.B) No. 27 (Adm. Branch) dated 07.11.2002 shall be continued as Mazdoors and after completion of the punishment period, they shall be posted as Field Assistant subject to their eligibility.
- iii. The Mazdoors who are not willing to join as Field Assistant shall be permitted to continue as Mazdoors till their age of 60 years after obtaining an undertaking from them.
- iv. The remaining Mazdoors who have not completed 58 years shall be posted as Field Assistant by relaxing the prescribed educational qualification (i.e.) ITI with NTC/ NAC.

5) The above orders shall take effect from the date of settlement (i.e.) 22.02.2018.

6) Consequent to the merger of Mazdoor post with the Field Assistant post, there will be no further appointment/ absorption of Mazdoor in future, except those who are covered in para 4 (i) (ii) & (iii).

7) The receipt of this Board's proceedings shall be acknowledged.

(BY ORDER OF THE BOARD)

(Sd..xxx 16.04.2018)
(M.BALASUBRAMANIAN)
CHIEF ENGINEER/ PERSONNEL

To
All Chief Engineers.
All Superintending Engineers.
The Secretary / TANGEDCO / Chennai-2.
The Chief Financial Controller/General & Revenue/Accounts Branch/Chennai-2.
The Chief Internal Audit Officer/Audit Branch/Chennai-2.
The Residential Audit Officer/TANGEDCO/Chennai-2.

Copy to:

The Chairman cum Managing Director's Table.
The Managing Director /TANTRANSCO.
All Directors/TANGEDCO and TANTRANSCO.
The Director General of Police/Vigilance.
The Legal Adviser.
The Industrial Relations Adviser/TANGEDCO.
All Deputy Secretaries/BOSB/Chennai-2.
The Deputy Chief Engineer/Administrative Branch.
All Senior Personnel Officers/Administrative Branch.
The Personnel Officer / Implementation/Administrative Branch.
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The Assistant Personnel Officer/Tamil Development – for Publication
in the TNEB Bulletin (2 copies).
B.P Section (2 copies).
A.10 Section/BOSB
Tamil Nadu Electricity Workers' Federation.
Tamil Nadu Electricity Board Accounts & Executive staff Union.
Tamil Nadu Electricity Board Workers Progressive Union (LPF).
Central Organisation of Tamil Nadu Electricity Employees (COTEE).
Minsara Pirivu Anna Thozhir Sangam.
Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
Tamil Nadu National Electricity Workers' Federation INTUC (2 Groups).
Tamil Nadu Electricity Board Engineers' Sangam.
Tamil Nadu Electricity Employees Congress.
Tamil Nadu Electricity Board Thozhilalar Aykiyya Sangam.
Tamil Nadu Electricity Board Engineers' Association.
Tamil Nadu Electricity Board Finance & Accounts Officers Association.
Bharathiya Electricity Employees Federation.
Tamil Nadu Electricity Board Card Billing Staff Union.
Tamil Nadu Electricity Board Dr.Ambedkar Employees Union.
Tamil Nadu Electricity Board Engineer's Union.
All other signatory Unions.
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