

Proceedings No.B2/59791/2009

Dated 18.11.2009.

Representing the Management:

1. Thiru C.P.Singh, I.A.S.,
Chairman.
2. Thiru N.P.Nesamani,
Member (Distribution).
3. Thiru K.Balasubramanian,
Member (Generation).
4. Thiru R.Kathirvel,
Secretary
5. Thiru R.V.Rajah,
Chief Engineer/Personnel.
6. Thiru G.Rajagopal,
Chief Financial Controller/General.

1. Tamil Nadu Electricity Workers' Federation:
 - (1) Thiru C.Veeraragavan, President.
 - (2) Thiru V.Ramachandran, General Secretary.
 - (3) Thiru M.Thangavelu, Treasurer.

2. Tamil Nadu Electricity Board Accounts and Executive Staff Union:
 (1) Thiru K.Chandrasekaran, President.
 (2) Thiru S.V.Angappan, General Secretary.
 (3) Thiru R.Chandrasekaran, Finance Secretary.

3. Tamil Nadu Electricity Board Workers Progressive Union:
(1) Thiru M.Duraikhannu, President.
(2) Thiru S.Rathinsabapathy, General Secretary.
(3) Thiru V.Govindan, Treasurer.

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4. Central Organisation of Tamil Nadu Electricity Employees:

- (1) Thiru K.Vijayan, President.
- (2) Thiru S.S.Subramanian, General Secretary.
- (3) Thiru D.Govindaraj,

5. Minsara Pirivu Anna Thozhir Sangam.

- (1) Thiru T.Vijayarangan, General Secretary.

6. Tamil Nadu Minvariya Janatha Thozhilalar Sangam:

- (1) Thiru S.Elango, President.
- (2) Thiru K.Selvaraj, Treasurer.
- (3) Thiru S.Pari, Joint Secretary.

7. Tamil Nadu National Electricity Workers' Federation (Xavier Group):

- (1) Thiru T.V.Xavier, General Secretary.
- (2) Thiru S.Ambinathan, Treasurer.
- (3) Thiru P.V.Raman, Additional General Secretary.

8. Tamil Nadu National Electricity Workers' Federation (Swarnaraj Group):

- (1) Thiru R.Swarnaraj, General Secretary.
- (2) Thiru A.Kalyan Raman, Vice President.
- (3) Thiru D.Antony Samy, Organising Secretary.

9. Tamil Nadu Electricity Board Engineers' Sangam:

- (1) Thiru G.Muralikrishnan, President.
- (2) Thiru V.Ashok Kumar, General Secretary.
- (3) Remington V.Rayen, Treasurer.

10. Tamil Nadu Electricity Employees Congress (NLO):

- (1) Thiru M.Congres Pon Pandian, President.
- (2) Thiru S.Solomon, General Secretary.
- (3) Thiru K.Viswanathan, Vice President.

11. Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam:

- (1) Thiru R.Manoharan, President.
- (2) Thiru M.Subramanian, General Secretary.
- (3) Thiru Urani Raj Pandi, Treasurer.

12. Bharathiya Electricity Employees Federation:

- (1) Thiru V.Marimuthu, President.
(2) Thiru R.Murali Krishnan, General Secretary.
(3) Thiru P.I. Anand Nagarajan, Working President.

13. Tamil Nadu Electricity Board Card Billing Staff Union:

- (1) Thiru M. Alphonse, President.
(2) Thiru D.Rathinavel, General Secretary.
(3) Thiru M.Karandamalai, Organising Secretary.

14. Tamil Nadu Electricity Board Dr. Ambedkar Employees Union:

- (1) Thiru K.R.M.Adhi Dravidar, President.
(2) Thiru K.G.Samy, General Secretary.
(3) Thiru G.Thaniga, Treasurer.

15. Tamil Nadu Electricity Board Stores Staff Union:

- (1) P. Raman, President,
(2) E.Kuppysamy, General Secretary,
(3) P.Pattabi, Deputy General Secretary.

16. T.N.E.B. Drivers Union

- (1) Thiru R.Dayalan, General Secretary.
(2) Thiru D.Ethirajulu, Treasurer.

17. Tamil Nadu Electricity Board Secretariat Association.

- (1) Thiru K.Muthukumar, President.
(2) Thiru V.Narayanan, Vice President.
(3) Thiru N.Kesavan, Treasurer.

18. Tamil Nadu Elec. Board Adm.Staff and Officers' Association.

- (1) Thiru C.Vellaikannu, General Secretary.
(2) Thiru V.Kalyansundaram, Vice President.
(3) Thiru M.Chandrasekaran, ECM.

19. T.N.E.B. Draughtsman Union.

- (1) Thiru M. Kamalanathan, President.
(2) Thiru S.Balaji Subramanian, General Secretary.
(3) Thiru R.Naga Rathinam, Treasurer.

T.N.E.B. ENGINEERS' SANGAM

20. Agila India Minvariya Kanakeetalar Matrum Panam Vasulippavargal Sangam

- (1) Thiru T.Ganesan, General Secretary.
- (2) Thiru P.Sukumar, Joint General Secretary.
- (3) Thiru N.Aruchamy, Joint General Secretary.

21. Tamil Nadu Minvariya Assessor and Podhu Thozhilalar Sangam.

- (1) Thiru K.Veerassamy Yadav, General Secretary.
- (2) Thiru P.Velu, Deputy General Secretary.
- (3) Thiru P.Sadayan, Office Secretary.

22. T.N.E.B. Paattali Thozhir Sangam.

- (1) Thiru S.Velmurugan, State General Secretary.
- (2) Thiru A.K.Moorthy, State Peravai President.
- (3) A.Gnanasekaran, Peravai Secretary.

23. Tamil Nadu Minvariya Desiya Murpokku Thozhilalar Sangam

- (1) Thiru M.S.M.Rasheed, State President.
- (2) Thiru T.Elango, State Secretary.
- (3) Thiru L.Manikandan, Circle President (Central Chennai).

24. Tamil Nadu Power Engineers' Organisation.

- (1) Thiru T.Jayaraj, President.
- (2) Thiru T.Arivazhagan, General Secretary.
- (3) Thiru V.K.Thanikaarasu, Treasurer.

25. Navabharath Employees Federation.

- (1) Thiru K. Palanivelu, General Secretary.
- (2) Thiru V.M.K.Mani,
- (3) Thiru K.R.Sethu.

26. Tamil Nadu Minvariya Dravidar Thozhilalar Sammelanam.

- (1) Thiru M.Sathyaseelan, Joint General Secretary.
- (2) Thiru P.Mohan, Deputy President.
- (3) Thiru M.Chelladurai, Joint General Secretary.

27. Tamil Nadu Minvariya Kavalaligal Sangam.

- (1) Thiru T.Paramasivam,
- (2) Thiru G.Pandian,
- (3) Thiru A.Ramesh,

Number and broad description of the Workmen covered by the Settlement } About 75,000 Workmen.
} Various categories of
} employees in Class-III
} and IV services.

The mere inclusion of any category of employees in this Settlement does not confer any right on any employee to claim to be a "Workman" within the meaning of the Industrial Disputes Act, 1947 when otherwise such employee is not a "Workman" as defined in the said Act.

SHORT RECITAL OF THE CASE:

Whereas the previous Wage Settlement made for a period of five years from 1st December 2002 expired on 30th November, 2007;

And whereas the employees of the Tamil Nadu Electricity Board have been demanding the Wage Revision with effect from 1st December, 2007;

And whereas the Tamil Nadu Electricity Board constituted a Wage Revision Committee with Member (Accounts), Member (Distribution), Member (Generation), Secretary, Chief Engineer/Personnel and Chief Financial Controller/General of the Board to negotiate with Unions for revision of work allocation and staff pattern and revision of Pay Scales and other allowances to be effective from 01.12.2007. Consequent on the vacancy caused by the retirement of Member (Accounts), the Committee was headed by the Member (Distribution) as Chairman of the Wage Revision Committee;

And whereas, several rounds of negotiations were held by the Wage Revision Committee with the representatives of Workmen and finally, the Hon'ble Minister for Electricity met the representatives of the Unions on 09.11.2009 and discussed with them, their demands and the proposals relating to revision of Wages and revision of Work allocation and staff pattern in the following areas covered by the Settlement on work allocation and staff pattern now in vogue, as per the Settlements, dated 15.10.2005:-

- (i) Field Staff of O&M Distribution Circles;
- (ii) Revenue accounting staff in O&M Distribution Circles;
- (iii) Assessment and Collection Staff of O&M Distribution Circles; &
- (iv) Stores Staff;

T.N.E.B. ENGINEERS' SANGAM

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And whereas the parties, with a view to continue the cordial relationship existing between them, want to have an amicable settlement on both revision of work allocation and staff pattern and consequential revision of wages;

And whereas the Management of the Tamil Nadu Electricity Board in its Letter No.76485/A3/A31/2007-9, dated 16-11-2009, addressed the Commissioner of Labour, Chennai for arriving a settlement under section 12(3) of the Industrial Disputes Act, 1947;

And whereas conciliation was held before the Commissioner of Labour on the issue on 18.11.2009.

And now in pursuance of the Conciliation held before the Commissioner of Labour, Chennai, this Settlement under Section 12 (3) of Industrial Disputes Act, 1947 is arrived at.

TERMS OF SETTLEMENT

1. It is agreed that the existing work allocation and staff pattern of (1) Field Staff of O&M Distribution Circles; (2) Revenue accounting staff; (3) Assessment and Collection Staff; & (4) Stores Staff will be revised as mentioned in Part-I of the Appendix to this Settlement which will be part and parcel of this Settlement.

2. Consequent on the revision of work allocation and staff pattern referred to in para-1 above, it is also agreed that the scales of pay of the employees of the Board will be revised with effect from 01.12.2007 and Special Pay and Allowances with effect from 01.09.2009 as mentioned in Part-II of the Appendix to this Settlement, which will also be part and parcel of this Settlement.

3. It is also agreed that based on the representations, to avoid hardships, the Board agreed not to make any reversion/retrenchment consequent on the present revision of work allocation and staff pattern. Many demands raised by the Unions for creating promotional avenues and formulating staff pattern in non-workload areas will be examined separately. Consequent on the present revision of work allocation and staff pattern, changes if any, in the duties and responsibilities of Revenue Accounting and Assessment and Collection Staff to be

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made due to introduction of Computerisation, change in the pattern of billing and revenue collection to provide better service to consumers and also to make better use of personnel, will be finalized in consultation with the parties of the settlement.

4. Setting right anomalies, if any, will be made after due consideration by constituting a separate committee.

5. It is also agreed that the wages of Temporary Casual Labourers/Contract Labourers shall be enhanced from Rs.70/- to Rs.120/- with effect from 01.12.2009.

6. It is also agreed that the existing procedure of allowing Selection Grade on completion of 9 years of service, be continued with the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay, subject to the usual conditions in force. Further, it is also agreed that the existing scheme of allowing Special Grade ordered with effect from 01.12.2002 to those employees who have completed 20 years of total regular service in the ordinary grade post and Selection Grade post put together and stagnating without promotion, should be modified with effect from 01.12.2007. The pay of employees who have moved to Special Grade on or after 01.12.2007 shall be fixed on the date of award of Special Grade by granting the benefit of one increment equal to three percent of the Basic Pay including Grade Pay in the same Pay Band and Grade Pay.

7. The following issues raised by the Unions will be discussed and examined separately:

- (i) Upgrading the remaining posts of Lineman equivalent posts as Line Inspector equivalent in areas other than Distribution Circles and upgradation of Wireman in Distribution Circles. Promotional avenue in Thermal/ Hydro/GCC/Civil side employees will be decided separately within a period of three months.

- (ii) Pay parity on par with Government in categories of Draughtsman, Head Draughtsman, Staff Nurse, Technical Assistant, Steno-typist, Tester (Chemical), Section Officer/Secretariat Branch, upgradation of pay scales of certain categories such as Superintendents of

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Administrative/Technical Branches, Record Clerk etc., and pay anomaly pointed out by Unions/ individual employees will be decided by forming a separate Committee and suitable orders issued thereon.

- (iii) Further sanction of Assistant Administrative Officer for the remaining Division and for the newly formed Circles and also sanction of Assessment Officer for the remaining left out 21 Distribution Divisions and Creation of Assessment Officers in Central Offices of the Distribution Circles.
- (iv) Allowing two Record Clerks for Revenue Branch, providing Leave Reserve Assessor and two Commercial Inspectors in Sub-Division. Providing additional Technical Assistant for MRT/Special Maintenance and Special Grade Foreman for other areas.
- (v) Rectification of pay anomaly to certain seniors resulting in drawal of less pay than the junior arose and continue to exist, consequent on the introduction of Special Grade with effect from 01.12.2002 (i.e. before coming over to the revised scale of pay with effect from 01.12.2007) duly allowing the higher pay as allowed to the Junior in Special Grade scale of pay notionally from the date on which junior drew such higher pay with monetary benefit from 01.12.2007.
- (vi) Adoption of G.O.Ms.No.408 dated 25.08.2009 regarding counting of Temporary Casual Labour service for pensionary benefits.
- (vii) To remove stagnation in promotion, the Board would like to evolve such promotion policy that every regular employee on time scale of pay, will be assured of three promotions in their entire service. The modalities on this will be discussed and finalized in consultation with the parties.
- (viii) Regularising the services of Assessors appointed during 1982 on contract basis for allowing pensionary benefits.
- (ix) Reducing the period of training to the Helpers, Office Helpers, I.T.I. Helpers, Assistant Engineers and other categories/Enhancing the consolidated wages of Trainees from Rs.2,500/- to Rs.4,000/- per month.
- (x) Allowing Isolated Locality Compensatory Allowance to the employees of Distribution Circles who are working in the remote area on par with their counterparts in the Project and Generation Circles.
- (xi) The existing ratio adopted for promotion/appointment to various categories will be reviewed within a period of six months by

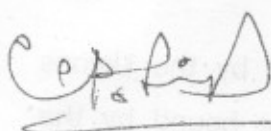
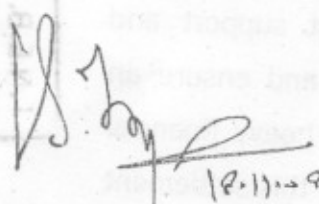
11. It is also agreed that the recent orders on revision of Pension issued by the Government to their pensioners will be implemented for pensioners of the Board also in toto.

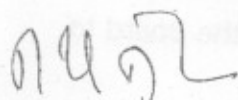
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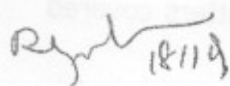
Unless otherwise indicated in specific clauses, this Settlement will be in force for a period of four years with effect from 01.12.2007 till 30.11.2011 or till such time a new settlement is reached on this subject, whichever is later.

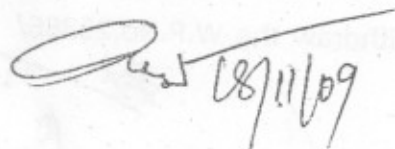
Both the parties agreed to the above terms:

Signature of the Board's
Representatives

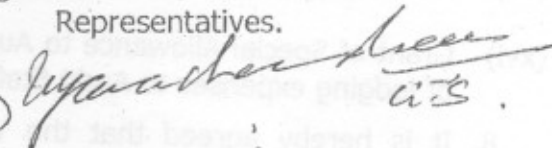


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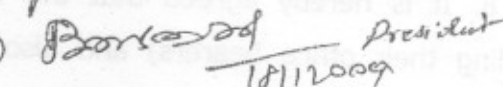

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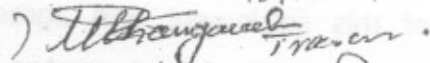

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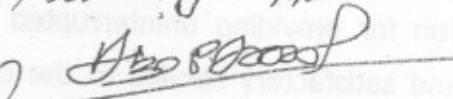

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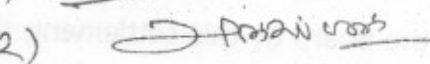
Signature of the Workmen's
Representatives.

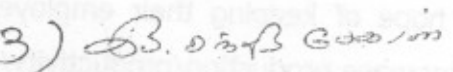
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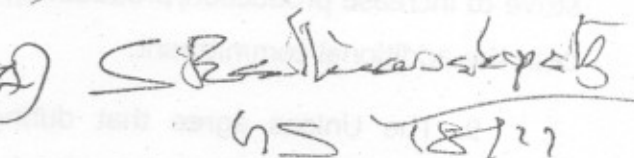
2) 
President
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3) 
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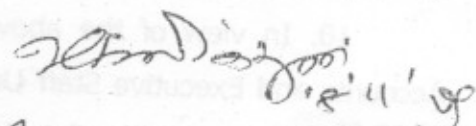
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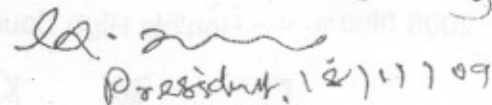
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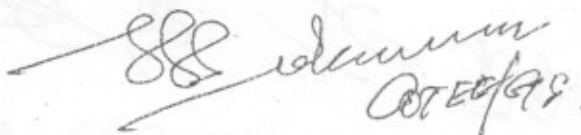
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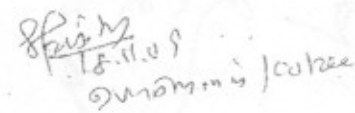
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M. Durikun 12/11/09


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President, 12/11/09


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18.11.09
President

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(ԵՄ. Զ.) ՄԱՅԻՍ

Տ. Բաժնի

(ԳԻՏԱԿԱՆ ՆԱԽԱԳԻՏՈՒԹՅԱՆ)

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18.11.2009

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State Vice President

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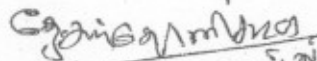


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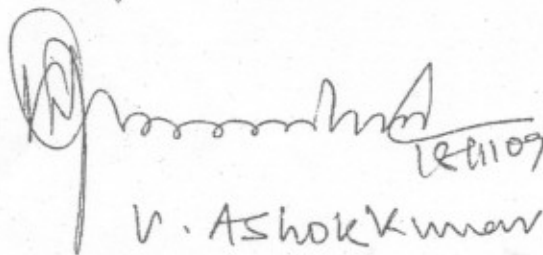
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G. Nurali Krishnan.

TNEB Eng. Socy
President.

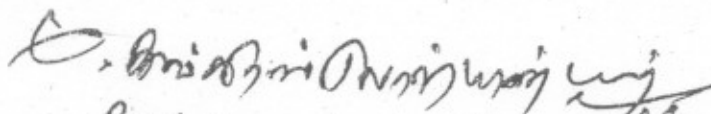

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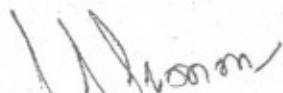
V. Ashok Kumar

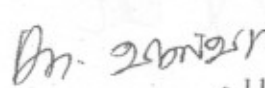
CIS / TNEB Engineers' Sangam


18/11/09

Renuja (K. V. R.)
Gen Sec / TNEB


President / TEEC / NLO. 18/11/09


18/11/09
S. Solomon
General Secy.


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Chandru

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G. Secy / TNBBTAS.

Chandru

(Ch. Chandru)
President / TNBBTAS

V. R. Pandi
Treasurer / TNBBTAS.

Ch. Chandru
18/11/07
GIS / T.N.E.B. / CBSU

G. Chandru
18/11/09
President / TNBB / CBSU.

Chandru
President / TNBB
18/11/09, CBSU.

Ch. Chandru

State President TNBB
DR. Ambekar Employees Union

Ch. G. S. Amy

General Secretary
TNBB DA-AMBEBAR
Employees Union

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C. VellaiKannu ^{AS} ~~en~~

V Kalyanasundaram ^{VP} ~~en~~

M Chandrasekara ^{ACM} ~~en~~

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S. BALAJI SUBRAMANIAN. GS. S. B. G. ~~en~~

M. KAMALANETHAN. President ~~en~~

R. NAGARATHINGAM ~~en~~

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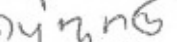
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Dr. Varghese
தினா புவியியல்
அ.க. இ. அ. க. ம. வ. 2. சிவசு.

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 (T. JEDARAJ)
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V-K. THAKKAR
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 Deputy General Secy / T/1880

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সংগ্রহ-সম্বন্ধে স্মৃতি.

CAT. 

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தமிழ்நாடு தொழிலாளர் சங்கம்
மதுரை மாவட்டம் கீழைமலை

- 1) ഉറപ്പ് - ശക്തി, സത്യം, സൗഹൃദം

Signature

- 2) R. unguis, ବର୍ଣ୍ଣାସୀ
 ଚଣ୍ଡାଳମୂଳମାନି,

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- 3) Mr. John A. B.
Baker
Kathleen Baker

T/af. 2/10/20


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S. Parin
(S. PARI)
Joint Secretary
TNED Tamarla Sangam.

L. V. Kumar
(L. VINOD KUMAR)
Jr. Secy, BOSS, Amichan

~~J. P. Sankar~~
General Secretary
Nava Bharathi Employees Federation

M. Variram
M. VARIRAM
TREASURER/TEEC/NLO

BEFORE ME


COMMISSIONER OF LABOUR,
CHENNAI

Copy to:

The Principal Secretary to Government,
Labour and Employment Department,
Government of Tamil Nadu,
Chennai-600 009.