

Tamil Nadu Electricity Board Engineers' Sangam



தமிழ்நாடு மின்சார வாரிய பொறியாளர் சங்கம்

Regd. No. 124/MDS (Recognised)

(Affiliated to All India Federation of Power Diploma Engineers)

144, Electricity Avenue, Anna Salai, Chennai - 600 002.

44, Ramasamy Garden Street, Royapettah, Chennai - 600 014.

Phone : 28521968, E-mail: tnebes@yahoo.co.in

PRESIDENT

Er. A. ANTONY PADOVARAJ

9443872166

GENERAL SECRETARY

Er. V.S. SAMPATHKUMAR

9840956783

GENERAL TREASURER

Er. G. KARTHIKEYAN

9841150516

To

THE CHAIRMAN cum MANAGING DIRECTOR,
TANGEDCO,
Chennai-600 002.

Lr.No.GS/TNEBES/F1/D171/ 2021, Dt.17.02.2021.

Respected Sir,

Sub: Points submitted to Respected Chairman cum Managing Director during the discussion held with our Sangam on 17.02.2021.

--

TNEB Engineers' Sangam, whole heartedly thanks the Respected Chairman cum Managing Director for having invited us for a detailed discussion on our chartered demands.

We sincerely thank the Respected Chairman cum Managing Director for

- Initiating the steps for filling up of entry level posts in various categories. At the same time we sincerely insist the Respected Chairman cum Managing Director to take necessary steps for filling up of the huge vacancies of 1500 Nos. in the Technical Assistant posts too.
- Extending the orders of G.O. 304, 17.06.2020 on COVID-19, partially in the Board. We also pray the Respected CMD to implement the said G.O. fully as in the Government Departments please.
- Issuing the orders on enhancement of funeral day expenses for fatal accident while on duty.
- Considering our genuine demand on the wellbeing of the Board and withdrawing the Board Orders on outsourcing of O&M works and outsourcing of Substations.

We put forth the following genuine demands including the pending ones submitted earlier on 09.12.2020 for kind consideration.

- In view of the code of conduct implementation, instruct the personal management to release all pending promotions immediately.

Tamil Nadu Electricity Board Engineers' Sangam

- Government has disbursed an amount of Rs. 25 lakhs to the families of the front liners deceased due to COVID-19. Similar benefits to be extended to the front liners of the Board also considering the monumental work carried out by them braving the known tough situation.
- All the recent orders pertaining to abolishment and redeployment of various posts in the existing offices of Hydro, Thermal and Distribution areas need to be cancelled for the wellbeing of the Board.
- Redeployed posts in the ongoing Thermal Projects to be retained considering the nature and various types of works carried out in these areas. Day to day and precise monitoring of these works are very much essential for completing these projects in time and also to avoid hiccups after commissioning.
- Board has constituted a committee to study the staff pattern in the existing Thermal Power Stations. The work has been entrusted to NPC at an estimated cost of Rs.2.87 crores. We feel the present exercise is totally unnecessary as the same exercise was carried out earlier by NPC itself. Considering the financial condition of the Board, Sangam demands to drop this proposal altogether. If at all this study is required Sangam suggests to carry out this exercise utilizing the experience and the expertise of our Board Engineers.
- New post sanctioning to be done for the newly formed Section Offices (63 Nos.) and newly commissioned Substations (80+ Nos.) for catering better service to the public. Presently this responsibility has been shouldered additionally on the Section Offices.
- While orders on outsourcing of O&M works and Substations has been withdrawn, out sourcing of EHT lines and Hydro Power Project too should be dropped and withdrawn immediately, honouring the settlements made with the trade unions.
- Payment of Surrender Leave Encashment (SLS Encashment) has not been done uniformly in all circles. The cutoff date of 27.04.2020 as per the orders to be followed and implemented scrupulously. Hence payment for all the pending employees during this intermittent period need to be paid immediately for doing justice to these employees.
- Cancellation of orders withdrawing check off system for deduction of contribution from members to unions concerned has been issued. The withdrawal orders to be implemented wholly, by restoring the earlier orders followed all along over a decade.
- Board has to honour the 12(3) settlement made with the trade unions at all costs. In case of matters inviting changes in service conditions Board should

Tamil Nadu Electricity Board Engineers' Sangam

hold discussions with trade unions giving due respect to the settlements in force to maintain good industrial relations.

- Citing financial crunch as a reason for privatization doesn't augment well. Board should utilize the expertise and experience of the trade unions in this regard to tide over the financial crisis.
- The trade unions should be permitted to meet the respected Chairman cum Managing Director at least once a week, as followed in the past, to settle their grievances then and there.
- Entering of the eagerly and highly expected Tripartite Settlement on restructuring of TNEB between Trade Unions, Board and Government duly discussing with Unions, accepting the concerns and points raised by the Unions. An earliest settlement in this regard would be a befitting reward to the employees and Pensioners who had contributed untiringly for the welfare and upliftment of the Board.
- Work Load and Wage Revision talks to be initiated and settled at the earliest which is due since 01.12.2019. Until then an amount of Rs. 3000/- may be given as interim relief to all Employees.
- Time bound promotion system to be devised and formulated in the Board, ensuring at least 3 promotions in an individual's career.

We request the Respected Chairman cum Managing Director to consider the above said genuine demands, settle the issues early and thereby maintain smooth industrial relations please.

Thanking you, sir,

Yours sincerely,



(V.S.SAMPATHKUMAR)
General Secretary