

DRAFT MEMORANDUM OF SETTLEMENT UNDER SECTION 12(3) OF  
THE INDUSTRIAL DISPUTES ACT, 1947 REACHED BEFORE  
THE COMMISSIONER OF LABOUR/CHENNAI

PRESENT: Dr. ATUL ANAND, I.A.S.,  
PRINCIPAL SECRETARY/COMMISSIONER OF LABOUR

Proceedings No. \_\_\_\_\_

Dated : 05- 2023

Parties to the Dispute : The Workmen and the Management of  
the TANGEDCO.

Representing the Management:

1. Thiru.Rajesh Lakhoni, I.A.S.,  
Additional Chief Secretary to Government/  
Chairman cum Managing Director,  
TANGEDCO/TANTRANSCO and T.N.E.B Limited.
2. Tmt. K.Malarvizhi  
Director (Finance)/TANGEDCO. (F.A.C),  
Chief Financial Controller/General.(F.A.C)
3. Thiru S.Manivannan,  
Managing Director/TANTRANSCO.
4. Thiru. M.Sivalingarajan,  
Director/Distribution.
5. Thiru D.Rajendran,  
Director/Generation.
6. Thiru. A.Manikkannan,  
Secretary/TANGEDCO.
7. Tmt. K.Mozhiarasi,  
Chief Engineer/Personnel.

Representing the Government

1. Thiru Prashant M.Wadnere, I.A.S.,  
Additional Secretary to Government  
Finance Department,  
Secretariat, Chennai-9.
2. Thiru A.Anantha Rajan,  
Deputy Secretary to Government  
Energy Department,  
Secretariat, Chennai-9.

Representing the Workmen:

1. Tamil Nadu Electricity Workers' Federation:
  - (1) Thiru M.Dhanasekar, President.
  - (2) Thiru S.Moorthy, General Secretary.
  - (3) Thiru N.Arul Doss, Treasurer.
2. Tamil Nadu Electricity Board Accounts and Executive Staff Union.
  - (1) Thiru S.Nagarajan, President.
  - (2) Thiru K.Chandrasekaran, General Secretary.
  - (3) Thiru P.Thiyagarajan, Finance Secretary.
3. Tamil Nadu Electricity Board Workers Progressive Union (LPF).
  - (1) Thiru K.Sasikumar, President.
  - (2) Thiru B. Manimaran, General Secretary.
  - (3) Thiru D.Meignanamurthy, Treasurer.
4. Central Organisation of Tamil Nadu Electricity Employees.
  - (1) Thiru T.Jaya Sankar, President.
  - (2) Thiru S.Rajendran, General Secretary.
  - (3) Thiru M.Venkatesan, Treasurer.
5. Minsara Pirivu Anna Thozhir Sangam.
  - (1) Thiru V.Sambath Kumar, President.
  - (2) Thiru T.Vijayarangan, Secretary.
  - (3) Thiru S.Aravindan, State Dy.Secretary.
6. Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
  - (1) Thiru K.Selvaraj, President.
  - (2) Thiru S.Pari, General Secretary.
  - (3) Thiru L.James Kennedy, Treasurer.
7. Tamil Nadu National Electricity Workers Federation. (Xavier group)
  - (1) Thiru K.Manoharan, President.
  - (2) Thiru T.V.Xavier, General Secretary.
  - (3) Thiru S.Balasubramani, Treasurer.
8. Tamil Nadu National Electricity Workers Federation. (Swarnaraj group)
  - (1) Thiru M.Kalyanasundaram, President.
  - (2) Thiru R.Swarnaraj, General Secretary.
  - (3) Tmt. C.Anusiya, Treasurer.
9. Tamil Nadu Electricity Board Engineers Sangam.
  - (1) Thiru A.Antony Padovaraj, President.
  - (2) Thiru V.S.Sampath Kumar, General Secretary.
  - (3) Thiru G.Karthikeyan, General Treasurer.
10. Tamil Nadu Electricity Employees Congress (NLO).
  - (1) Thiru K.Selvaraj, President.
  - (2) Thiru S.Solomon, General Secretary.
  - (3) Thiru M.Hariram, Treasurer.

11. Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam.
  - (1) Thiru C.Kannan, State President.
  - (2) Thiru M.Subramanaian, State General Secretary.
  - (3) Thiru V.Muthusamy, State Treasurer.
12. Bharathiya Electricity Employees Federation (BMS)
  - (1) Thiru S.Palani, State President.
  - (2) Thiru R.Saravanakumar, State General Secretary.
  - (3) Thiru L.Rajaram Bhat, State Finance Secretary.
13. Tamilnadu Electricity Board Card Billing Staff Union.
  - (1) Thiru K.Bakthavatchalam, State President.
  - (2) Thiru D.Rathinavel, State General Secretary.
  - (3) Thiru P.Elanseliyan, Deputy General Secretary.
14. Tamil Nadu Electricity Board Dr. Ambedkar Employees Union.
  - (1) Thiru K.R.M.Adhidraavidar, President.
  - (2) Thiru K.G.Samy, General Secretary.
  - (3) Thiru M.Ravichandran, Treasurer.
15. Tamil Nadu Electricity Board Engineers Union.
  - (1) Thiru S.Manoharan, President.
  - (2) Thiru R.Govindharajan, General Secretary.
  - (3) Thiru K.Kalyana Sundaram, General Treasurer.
16. Tamil Nadu Electricity Board Employees Federation.
  - (1) Thiru S.Manikandan, President.
  - (2) Thiru A.Sekkizhar, General Secretary.
  - (3) Thiru Lurdhu Pastin Raj, Treasurer.
17. Tamil Nadu Electricity Board Paatali Thozhir Sangam.
  - (1) Thiru M.Raja, State President.
  - (2) Thiru M.Chinnaswamy, State General Secretary.
  - (3) Thiru M.Prabhakaran, State Treasurer.
18. Tamil Nadu Electricity Board Stores Staff Union
  - (1) Thiru M.Dhanaraj, President.
  - (2) Thiru A.Kuppusamy, General Secretary.
  - (3) Thiru P.Pattabi, Deputy General Secretary.
19. Tamil Nadu Electricity Board Drivers Union
  - (1) Thiru D.Sridhar, State President.
  - (2) Thiru S.Nagarajan, State General Secretary.
  - (3) Thiru A.K.Rafiq Ahamed, State Treasurer.
20. Tamil Nadu Electricity Board Secretariat Association
  - (1) Tmt. C.Srividhya, Vice President.
  - (2) Thiru A.Jeeyabudeen Ahamed Babu, General Secretary.
  - (3) Thiru A.Senthil, Treasurer.

**21. Tamil Nadu Elec. Board Adm. Staff and Officers' Association**

- (1) Thiru S.A.Pandiyan, President.
- (2) Thiru C.Vellaikannu, General Secretary.
- (3) Thiru P.Manivanan, State Treasurer.

**22. TNEB Draughtsman Union**

- (1) Thiru A.Paranthaman, President.
- (2) Tmt.M.Mangayarkarasi, General Secretary.
- (3) Thiru D.Prakash, Treasurer.

**23. Tamil Nadu Electricity Board Assessment Collection Staff Union**

- (1) Thiru N.Selvam, President.
- (2) Thiru P.Sugumar, General Secretary.
- (3) Thiru R.Ramdoss, Treasurer.

**24. Tamil Nadu Power Engineer's Organisation.**

- (1) Thiru R.Guruvel, President.
- (2) Thiru K.Arulselvan, General Secretary.
- (3) Thiru K.Adhan Ilangiran, Treasurer.

**25. Dr.Ambedkar Paniyalar Poriyalar Sangam**

- (1) Thiru P. Ramachandran, President.
- (2) Thiru P.Subramanian, General Secretary.
- (3) Thiru N.Nehruji, Treasurer.

**26. Tamil Nadu Electricity Engineer's Forum**

- (1) Thiru M.Sundaramurthy, State President.
- (2) Thiru. B.Rajkumar, General Secretary.
- (3) Thiru.T.Jeyaraj, Website Secretary

**27. Tamil Nadu Minvariya Marumalarchi Thozhilalar Munnetra Sangam**

- (1) Thiru R.Andhridas, President.
- (2) Thiru D.Kajendran, General Secretary.
- (3) Thiru K.Selvaraj, Treasurer.

**28. Minvariya Anaithu Paniyalar Poriyalar Sangam**

- (1) Thiru S.Baskaran, State Vice President.
- (2) Thiru S.Shanmugam, State General Secretary.
- (3) Thiru S.Jawahar, State Dy. General Secretary.

**29. Tamil Maanila Trade Union Congress (Tamil Nadu Minsara Pirivu)**

- (1) Thiru K.Elavari, President.
- (2) Thiru K.Venkatesan, General Secretary.
- (3) Thiru B. Dhanasekaran, Treasurer.

**30. TANGEDCO Employees Union**

- (1) Thiru M.Susairaj, President.
- (2) Thiru R.Chandrasekaran, General Secretary.
- (3) Thiru.T.Dayalan, Treasurer.

**31. Amma Makkal Munnetra Kazhagam Idhaya Deivam Amma Thozhirsanga Peravai**

- (1) Thiru A.Paramasivan, President.
- (2) Thiru R.Selvapandi, Secretary.
- (3) Thiru M.Karunakaran, Treasurer.

**32. Tamil Nadu Minvariya Desiya Murpokku Thozhilalar Sangam**

- (1) Thiru S.Jayaraj, President.
- (2) Thiru C.Vellaisamy, General Secretary.
- (3) Thiru M.Sevlakumar, Treasurer.

Number and broad description of the Workmen. } About 64,457

Workmen covered by the Settlement } 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 four years from 1<sup>st</sup> December 2015 expired on 30<sup>th</sup> November, 2019;

AND WHEREAS the employees of the Tamil Nadu Generation and Distribution Corporation Limited have been demanding the Wage Revision with effect from 1<sup>st</sup> December, 2019;

AND WHEREAS the Tamil Nadu Generation and Distribution Corporation Limited constituted a Wage Revision Committee with Additional Secretary to Government, Finance Department, Additional Secretary to Government, Energy Department, Director (Finance)/

TANGEDCO, Managing Director/TANTRANSCO, Director (Distribution), Director (Generation), Secretary, Chief Engineer/Personnel and Chief Financial Controller/General of the TANGEDCO to negotiate with Trade Unions for Revision of Wages to be made with effect from 01.12.2019. Consequent on retirement of the Additional Secretary to Government, Energy Department and therefore, based on the nomination received from the Government, the Deputy Secretary to Government, Energy Department has been included as Member in the Wage Revision Committee.

AND WHEREAS, several rounds of negotiations were held by the Wage Revision Committee with the representatives of the Workmen of the Trade Unions with regard to their demands and the proposals relating to revision of Wages.

AND WHEREAS the parties, with a view to continue the cordial relationship existing between them, want to have an amicable settlement on revision of wages;

AND WHEREAS conciliation was held before the Commissioner of Labour on the above issue on \_\_.05.2023 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 pay scale of the employees of TANGEDCO will be continued as mentioned in the Annexure to this Settlement, which will also be part and parcel of this Settlement.

2. The existing work norms and staff pattern to the employees of TANGEDCO/TANTRANSCO, will be continued until the new work load settlement is made after due discussion with the Trade Unions. All other terms and conditions will be continued as per the previous settlement. Similarly, other pending demands of the Trade Unions will be discussed in the Work load Settlement.

3. In order to optimize the employee cost as per Industry Standards, TANGEDCO and TANTRANSCO shall discuss the right-sizing of manpower along with the Revision of Work Norms and Staff Pattern.

4. The revision of Work Load for Field staff, Assessment Staff in Distribution Circle & Accounts Staff at Revenue Branch in Distribution Circles and Store Staff, will be discussed, decided and a Settlement will be signed separately within a period of 3 months.

5. It is hereby agreed to settle the pay to the employees as follows:-

**I. PAY:**

The Revision of Wages to the Employees of TANGEDCO/ TANTRANSCO is due from 01.12.2019. It is agreed to increase the basic pay of the employees by 6% with effect from 01.12.2019 as per the level of pay, not exceeding two cells (i.e. two increments) in the pay matrix. Consequent on the Wage Revision with effect from 01.12.2019, the date of next annual increment will not be changed.

## **II. FIXATION AND PAYMENT OF ARREARS**

- (a) The fixation of pay will be considered with effect from 01.12.2019 (or) on the date of option.
- (b) The monetary benefit will take effect from **01.04.2022**.
- (c) The arrears accruing on account of Wage Revision for the period from **01.04.2022 to 31.05.2023** shall be arrived and paid in two equal instalments in the year 2023 and 2024.
- (d) In respect of arrears with effect from 01.12.2019 to 31.03.2022 (28 months), instead of sanction the arrears for the above said period, a consolidated lumpsum amount of Rs.500/- per month for each employees from 01.12.2019 to 31.03.2022 (i.e 28 months) shall be sanctioned and the arrears of this period will be disbursed to them in two instalments in the year 2023 and 2024.

## **III. SERVICE WEIGHTAGE**

It is also agreed to grant one Service Weightage increment @3% i.e., one cell in the pay matrix to all the employees who have completed 10 years of service as on 1.12.2019 or based on the option given by the employees until the date of settlement will be allowed.

## **IV. DEARNESS ALLOWANCE**

The sanction of revised Dearness Allowance to the Employees/ Pensioners of the TANGEDCO will be as followed in Government of Tamil Nadu, from time to time as was done hitherto. The revised



Dearness Allowance on the revised pay for the different periods from 01.12.2019 are as indicated below:-

Sl. No.	Date from which payable	Rate of Dearness Allowance (per month)
1.	01.12.2019 to 31.12.2021	17%
2.	01.01.2022	31%
3.	01.07.2022	34%
4.	01.01.2023	38%

The Dearness Allowance shall be calculated with reference to the Revised Pay granted to the workmen. Other Special Pay (or) any other emoluments given as Pay, shall not be taken into account for calculation of Dearness Allowance.

#### **V.HRA, CCA, SPECIAL PAY AND OTHER ALLOWANCES**

To continue the existing slab rates of House Rent Allowance, City Compensatory Allowance and Special Pay to the Employees working in TANGEDCO/TANTRANSCO till the State Government revises the allowances.

With regard to the revision of other allowances, (Cycle Allowance, Night Shift Allowance, Store Keeper Allowance, Assessment Allowance, Hill Allowance, Winter Allowance, Conveyance Allowance, Remote Hydro, Cavern Allowance, Thermal Allowance and Hot-Line Allowance etc.) a Committee will be formed to examine the issue and finalize the same.

#### **VI.SELECTION GRADE AND SPECIAL GRADE**

The existing scheme of allowing two increments for movement to Selection Grade/Special Grade on completion of 9/20 years will be continued.

**PERIOD OF SETTLEMENT:**

Unless otherwise indicated in specific clauses, this Settlement will be in force for a period of four years with effect from 01.12.2019 till 30.11.2023 or till such time a new Settlement is reached on this subject, whichever is later.

Both the parties agreed to the above said terms:

Signature of the representatives of TANGEDCO	Signature of the representatives of Workmen's Union
1)	1) Tamil Nadu Electricity Workers Federation.
2)	1.
3)	2.
4)	3.
5)	2) Tamil Nadu Electricity Board Accounts And Executive Staff Union
6)	1.
7)	2.
8)	3.
9)	
3) Tamil Nadu Electricity Board Workers Progressive Union (LPF).	
1.	
2.	
3.	