

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 : _____ - 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. Thiru Prashant M.Wadhere, I.A.S.,
Additional Secretary to Government
Finance Department,
Secretariat, Chennai-9.
3. Thiru A.Anantha Rajan,
Deputy Secretary to Government
Energy Department,
Secretariat, Chennai-9.
4. Tmt. K.Malarvizhi
Director (Finance)/TANGEDCO. (F.A.C),
Chief Financial Controller/General.(F.A.C)
5. Thiru S.Manivannan,
Managing Director/TANTRANSCO.
6. Thiru. M.Sivalingarajan,
Director/Distribution.
7. Thiru D.Rajendran,
Director/Generation.
8. Thiru. A.Manikkannan,
Secretary/TANGEDCO.
9. Tmt. K.Mozhiarasi,
Chief Engineer/Personnel.

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, Treasurer.
3. Tamil Nadu Electricity Board Workers Progressive Union (LPF).
 - (1) Thiru K.Sasikumar, President.
 - (2) Thiru P. Manimaran, General Secretary.
 - (3) Thiru T.Meignanammoorthy, 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 G.Mohan, Treasurer.
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
 - (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 T.Pandian, State Treasurer.
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 D.Asokan, 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) Thiru. K.Mohan, 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 B.Ponnambalam, President.
 - (2) Thiru R.M.Sethuraman, 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 Poriyal 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, State President.
 - (2) Thiru S.Duraisamy, State General Secretary.
 - (3) Thiru P.Arunagiri, State Treasurer.
28. Minvariya Anaithu Paniyalar Poriyal Sangam
 - (1) Thiru P.Saravanan, State President.
 - (2) Thiru S.Shanmugam, State General Secretary.
 - (3) Thiru P.Uraniraj Pandi, State Treasurer.
29. Tamil Maanila Trade Union Congress (Tamil Nadu Minsara Pirivu)
 - (1) Thiru K.Elavari, President.
 - (2) Thiru K.Venkatesan, General Secretary.
 - (3) Thiru P. Dhanasekar, 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

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

32. Tamil Nadu Minvariya Desiya Murpokku Thozhilalar Sangam

- (1) Thiru S.Jayaraj, President.
- (2) Thiru K.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 1st December 2015 expired on 30th November, 2019;

AND WHEREAS the employees of the Tamil Nadu Generation and Distribution Corporation Limited have been demanding the Wage Revision with effect from 1st 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.

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. Till decision on Right sizing is taken, no new posts will be created.

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. The Wage Revision Committee has 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**.

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.

- (c) 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 lump sum 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.

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 and Cavern 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

XXX

Signature of the representatives
of Workmen's Union

XXX

XXXX

BEFORE ME
SPECIAL JOINT COMMISSIONER OF LABOUR,
CHENNAI

ANNEXURE-I**LIST OF LEVELS OF PAY (WORKMEN)**

Sl.No.	Levels of Pay		
	Level	Minimun – Maximum	
(1)	(2)	(3)	
1	1	16200 - 51500	
2	2	18800 - 59900	
3	3	19500 - 62000	
4	4	20300 - 64100	
5	5	21100 - 67100	
6	6	21300 - 67800	
7	7	36400 - 115700	
8	8	36700 - 116200	
9	9	39800 - 126500	

ANNEXURE-II
PAY MATRIX FOR WORKMEN

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Existing Pay Band	4900 - 10000	5400-20200					9600-34800		10100-34800
Grade Pay Level	1400	1900	2200	2500	2800	2900	4300	4400	5100
	1	2	3	4	5	6	7	8	9
REVISED PAY									
1	16200	18800	19500	20300	21100	21300	36400	36700	39800
2	16700	19400	20100	20900	21700	21900	37500	37800	41000
3	17200	20000	20700	21500	22400	22600	38600	38900	42200
4	17700	20600	21300	22100	23100	23300	39800	40100	43500
5	18200	21200	21900	22800	23800	24000	41000	41300	44800
6	18700	21800	22600	23500	24500	24700	42200	42500	46100
7	19300	22500	23300	24200	25200	25400	43500	43800	47500
8	19900	23200	24000	24900	26000	26200	44800	45100	48900
9	20500	23900	24700	25600	26800	27000	46100	46500	50400
10	21100	24600	25400	26400	27600	27800	47500	47900	51900
11	21700	25300	26200	27200	28400	28600	48900	49300	53500
12	22400	26100	27000	28000	29300	29500	50400	50800	55100
13	23100	26900	27800	28800	30200	30400	51900	52300	56800
14	23800	27700	28600	29700	31100	31300	53500	53900	58500
15	24500	28500	29500	30600	32000	32200	55100	55500	60300
16	25200	29400	30400	31500	33000	33200	56800	57200	62100
17	26000	30300	31300	32400	34000	34200	58500	58900	64000
18	26800	31200	32200	33400	35000	35200	60300	60700	65900
19	27600	32100	33200	34400	36100	36300	62100	62500	67900
20	28400	33100	34200	35400	37200	37400	64000	64400	69900
21	29300	34100	35200	36500	38300	38500	65900	66300	72000
22	30200	35100	36300	37600	39400	39700	67900	68300	74200
23	31100	36200	37400	38700	40600	40900	69900	70300	76400
24	32000	37300	38500	39900	41800	42100	72000	72400	78700
25	33000	38400	39700	41100	43100	43400	74200	74600	81100
26	34000	39600	40900	42300	44400	44700	76400	76800	83500
27	35000	40800	42100	43600	45700	46000	78700	79100	86000
28	36100	42000	43400	44900	47100	47400	81100	81500	88600
29	37200	43300	44700	46200	48500	48800	83500	83900	91300
30	38300	44600	46000	47600	50000	50300	86000	86400	94000
31	39400	45900	47400	49000	51500	51800	88600	89000	96800
32	40600	47300	48800	50500	53000	53400	91300	91700	99700
33	41800	48700	50300	52000	54600	55000	94000	94500	102700
34	43100	50200	51800	53600	56200	56700	96800	97300	105800
35	44400	51700	53400	55200	57900	58400	99700	100200	109000
36	45700	53300	55000	56900	59600	60200	102700	103200	112300
37	47100	54900	56700	58600	61400	62000	105800	106300	115700
38	48500	56500	58400	60400	63200	63900	109000	109500	119200
39	50000	58200	60200	62200	65100	65800	112300	112800	122800
40	51500	59900	62000	64100	67100	67800	115700	116200	126500

//TRUE COPY//