

Memorandum of Settlement under Section 18(1) of the Industrial Disputes Act, 1947 reached between the Tamil Nadu Generation and Distribution Corporation Limited and its Workmen.

Parties to the settlement : TANGEDCO & ITS WORKMEN

Names of the Representatives :

REPRESENTING EMPLOYER

- : 1. Thiru. G. Rajagopal,
Director/Finance (TANGEDCO).
2. Thiru. R.V. Sundararaman,
Chief Engineer/Transmission/TANTRANSCO
3. Thiru. D. Jeyaseelan,
Director (Distribution)
4. Thiru. N. Sankar,
Director (Generation).
5. Thiru. S. Chinnarajalu,
Secretary.
6. Thiru. K. Muthu,
Chief Engineer/Personnel (a/c).
7. Thiru. S. Arulsamy,
Chief Financial Controller/General/
TANGEDCO

REPRESENTING WORKMEN :

I. Tamil Nadu Electricity Worker's Federation: (Regn. No.2970)

1. Thiru C.Veeraragavan, President.
2. Thiru V.Ramachandran, General Secretary.
3. Thiru S. Moorthy, Joint Secretary.

**II. Tamil Nadu Electricity Board Workers Progressive Union:
(Regn. No.38 C.P.T.)**

1. Thiru G. Ganapathy, President.
2. Thiru S.Rathinsabapathy, General Secretary.
3. Thiru M. Sadacharam, Treasurer.

**III. Central Organisation of Tamil Nadu Electricity Employees:
(Regn. No.158/CPT)**

1. Thiru K. Vijayan, President.
2. Thiru S. S. Subramanian, General Secretary.
3. Thiru. E. Anthony, Treasurer.

IV. Minsara Pirivu Anna Thozhilr Sangam: (Regn. No.2997/CNI)

1. Thiru. V. Sampathkumar, State President
2. Thiru T. Vijayarangan, State Secretary.
3. Thiru P. L. Devarajan, Treasurer.

**V. Tamil Nadu Minvariya Janatha Thozhilalar Sangam:
(Regn. No.873/MDS)**

1. Thiru K. Selvaraj, General Secretary.
2. Thiru M. Santha Gunalan, Organising Secretary.
3. Thiru S. Pari, Joint Secretary.

**VI. Tamil Nadu National Electricity Worker's Federation (Xavier Group):
(Regn. No.1544/MDS)**

1. Thiru. T. V. Xavier, General Secretary.
2. Thiru. S. Ambinathan, Treasurer.
3. Thiru K. Manoharan, Deputy General Secretary

**VII. Tamil Nadu National Electricity Worker's Federation
(Swarnaraj Group) (Regn. No.1544/MDS)**

1. Thiru A. Kalyanraman, Senior Vice President.
2. Thiru. R. Swarnaraj, General Secretary.
3. Thiru. V. Karunanithi, Organising Secretary.

**VIII. Tamil Nadu Electricity Board Engineer's Sangam:
(Regn. No.124/MDS)**

1. Thiru A. Antonypadovraj, President.
2. Thiru V. Ashok Kumar, General Secretary.
3. Thiru R. Badrinarayanan, General Treasurer

**IX. Tamil Nadu Electricity Employees Congress (NLO):
(Regn. No.2416/MDS/95)**

1. Thiru S. Solomon, General Secretary.
2. Thiru. P. Ramasundaram, President.
3. Thiru T. Balakrishnan, Circle Secretary.

**X. Tamil Nadu Electricity Board Thozhilalar Aykkiya Sangam:
(Regn. No.1956/HMS)**

1. Thiru M. Subramanian, President.
2. Thiru R. Manoharan, General Secretary.
3. Thiru S. Saravanan, State Treasurer.

**XI. Bharathiya Electricity Employees Federation:
(Regn. No.990/SLM)**

1. Thiru V. Marimuthu, President.
2. Thiru N. Chandran, General Secretary.
3. Thiru M. Krishnan, Secretary.

**XII. Tamil Nadu Electricity Board Card Billing Staff Union:
(Regn. No.1471/MDS)**

1. Thiru D.Rathinavel, State Secretary.
2. Thiru T. Pandian, Vice President.
3. Thiru B. Ramalingam, State Organ, Secretary

**XIII. Tamil Nadu Electricity Board Dr. Ambedkar Employees Union:
(Regn. No.1937/MDS)**

1. Thiru K.G.Samy, General Secretary.
2. Thiru. M. Anbazhagan, Secretary.
3. Thiru G. Thaniga, Treasurer.

**XIV. Tamil Nadu Electricity Board Engineers Union:
(Regn. No.481/KPM)**

1. Thiru. S.Manoharan, President.
2. Thiru. R.Govindharajan, General Secretary.
3. Thiru K. Kalyanasundaram, Treasurer.

Number and broad description of the] Workmen Covered by the Settlement]	Total number of Regular Work Establishment employees covered is 1219. [Employees working in all General Construction Circles (General Construction Circle/Chennai I & II, GCC/Trichy, GCC/Madurai, GCC/Salem and GCC/ Coimbatore)].
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SHORT RECITAL OF THE CASE

As per the Tamil Nadu Electricity (Re-organisation & Reforms) Transfer Scheme 2010, in G.O. (Ms) No. 100, Energy (B2) Department, dated 19-10-2010, a company namely Tamil Nadu Generation and Distribution Corporation Limited (TANGEDCO) is constituted from the erstwhile Tamil Nadu Electricity Board.

Whereas the employees of TANGEDCO have been demanding promotional avenues to the Regular Work Establishment employees in all the General Construction Circles.

And whereas TANGEDCO constituted a Committee under the head of Chief Engineer /Transmission/Chennai with the following Members namely the Chief Engineer/ Distribution/Tirunelveli Region and Superintending Engineer /General Construction Circle -I/Chennai.

And whereas, the Committee conducted the meetings among the members taking into account the existing staff pattern Division-wise, category-wise and analyse the requirement of staff strength and pattern by detailed study in all the General Construction Circles. After a detailed study, the Committee submitted its report.

And whereas, the recommendations of the General Construction Circle Committee was referred to the Wage Revision Committee headed by the Director/Finance/TANGEDCO. The Wage Revision Committee has analysed the report submitted by the General Construction Circle Committee headed by the Chief Engineer /Transmission/Chennai in detail and also the financial commitment involved in the implementation of the recommendations of the General Construction Circle Committee.

And whereas the Wage Revision Committee has examined the Regular Work Establishment staff strength in all the General Construction Circles and the General Construction Circle's report in this regard and has made certain recommendations. The recommendation of the Wage Revision Committee was

given to the unions by issuing 9-A notice for inviting their views. Most of the Unions have furnished their replies.

The Management and the Trade Unions had direct negotiation regarding the above issues. A Notice under 9-A Notice of the Industrial Dispute Act was issued to the Unions and remarks were received from the Unions.

Whereas the parties with a view to continue the cordial relationship existing between them, want to have an amicable Settlement.

And in pursuance of the above decision arrived at between the parties, a Settlement is reached on the following terms:-

TERMS OF SETTLEMENT

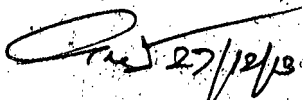
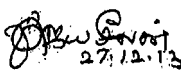
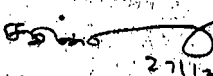
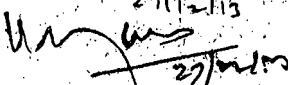
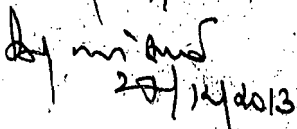
- i. It is agreed that the existing staff strength in all the General Construction Circles will be revised as in Annexure -I of this Settlement.
- ii. It is agreed for Creation of 318 posts and abolition of 457 posts in various categories in all the General Construction Circles. The details of creation and abolition of posts are in Annexure-II & Annexure III.
- iii. It is agreed that the Lineman equivalent posts in Regular Work Establishment category (except Drivers) in General Construction Circles will be abolished and Line Inspector equivalent posts will be created on par with the Distribution Circles and Thermal Power Stations.
- iv. It is agreed that the Line Inspector equivalent posts in General Construction Circle will be commonly termed as "FOREMAN Gr.II" and Wireman equivalent posts will be commonly termed as "FITTER".

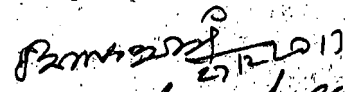
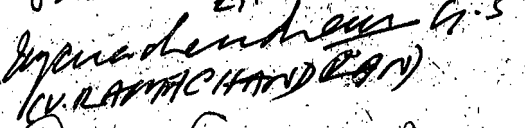

- v. It is agreed that the relaxation of educational qualification is permitted to the Regular Work Establishment employees covered in this Settlement in all General Construction Circles as a special case.
- vi. The Regular Work Establishment employees having State seniority are not included in this Settlement.

The parties to the settlement agreed to the above terms and signed the settlement under Section 18(1) of the Industrial Disputes Act, 1947 on this 27th day of December, 2013.

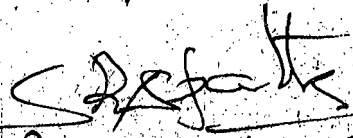
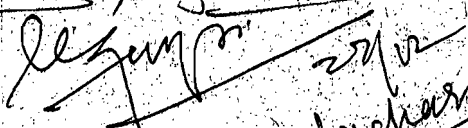

Signature of
TANGEDCO's Representatives

Signature of
Workmen Representatives

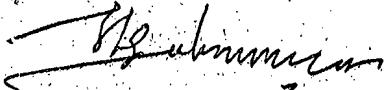
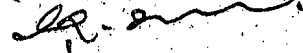

- 1.  27/12/13
- 2. R.V. Sundar
- 3.  27/12/13
- 4. D. Hari 20/12/13
- 5.  27/12/13
- 6.  27/12/13
- 7.  27/12/2013

- 1.  27/12/13
- 2.  G.S. RAMACHANDRAN
- 3.  (Smoother)

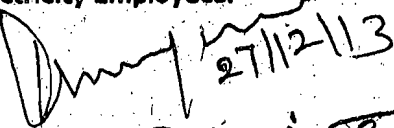
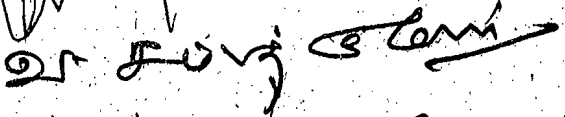

Tamil Nadu Electricity Workers Federation.

- 1. 
- 2.  27/12/13
- 3.  M. Seedarachary

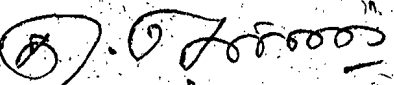

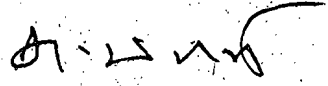
T.N.E.B. Workers Progressive Union.

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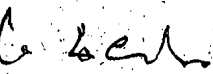
**Central Organisation of Tamil Nadu
Electricity Employees.**

- 1.  27/12/13
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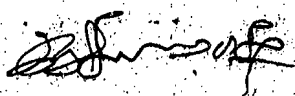
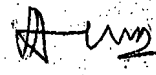
Minsara Pirivu Anna Thozhir Sangam.

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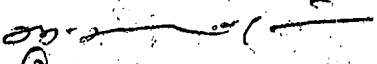
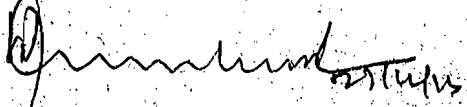
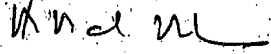
**Tamil Nadu Minvariya Janatha Thozhilalar
Sangam.**

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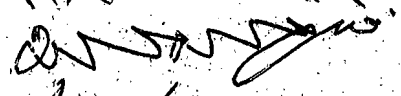
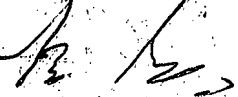
**Tamil Nadu National Elec. Workers
Federation (Xavier Group)**

- 1. 
- 2. 
- 3. V. Kanth

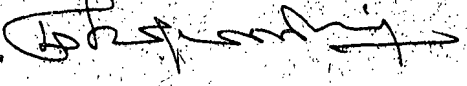
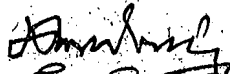
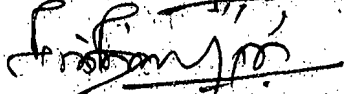
Tamil Nadu National Elec. Workers Federation (Swarnaraj Group)

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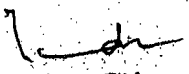
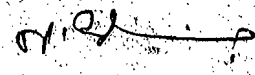
T.N.E.B. Engineer's Sangam

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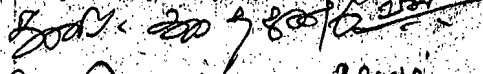
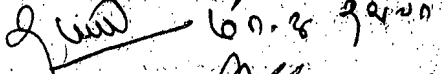
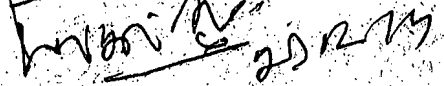
Tamil Nadu Elec. Employees Congress

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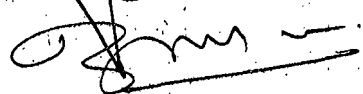
T.N.E.B. Thozhilair Aykkiya Sangam

- 1. 
- 2. 
- 3. M. Boesma

Bharathiya Elec. Employees Federation


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- 2. 
- 3. 

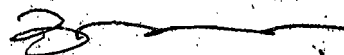
T.N.E.B. Card Billing Staff Union.

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T.N.E.B. Dr. Ambedkar Employees Union.

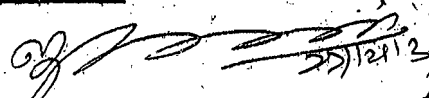
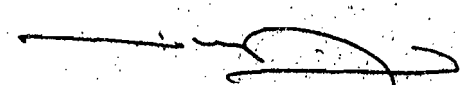
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- 2. 

- 3. 

T.N.E.B. Engineers Union.

Witnesses:-

- 1.  27/12/13 DS/R/S
- 2.  27/12/13 V21W222

Copy to:

- 1. The Secretary to Government, Labour and Employment Department, Ch-9.
- 2. The Commissioner of Labour, Chennai-6.
- 3. The Assistant Commissioner of Labour (Conciliation)2, Chennai.
- 4. The Labour Officers, Thoothukudi and Salem.

ANNEXURE - II
CREATION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (RWE)

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman	4600/-	10	7	6	7	6	36
2	Foreman Gr.I	4,300/-	11	20	23	9	15	78
3	Line Inspector (equivalent)	2,700/-	9	14	0	0	22	45
4	Lineman (equivalent)	2,500/-	0	0	0	0	0	0
5	Wireman (equivalent)	2,200/-	0	0	6	6	0	12
6	Field Assistant	1,900/-	0	19	54	14	0	87
7	Mazdoor	1,400/-	0	0	0	49	0	49
TOTAL			30	60	89	85	43	307

CREATION OF POSTS IN GENERAL CONSTRUCTION CIRCLES (DRIVERS)

Sl. No.	Name of the post	Grade Pay Rs.	GCC-I& II/ CHENNAI	GCC/ TRICHY	GCC/ MADURAI	GCC/ SALEM	GCC/ CBE	TOTAL
1	Special Grade Foreman	4600/-	0	0	0	0	0	0
2	Foreman Gr.I	4,300/-	4	2	3	1	1	11
3	Line Inspector (equivalent)	2,700/-	0	0	0	0	0	0
4	Lineman (equivalent)	2,500/-	0	0	0	0	0	0
5	Wireman (equivalent)	2,200/-	0	0	0	0	0	0
6	Field Assistant	1,900/-	0	0	0	0	0	0
TOTAL			4	2	3	1	1	11

Creation

RWE 307
Driver 11

318

R.V. Sunda

[Signature]

D. Hari

[Multiple signatures and handwritten notes]

