

**TAMIL NADU GENERATION AND DISTRIBUTION  
CORPORATION LIMITED**

SECRETARIAT BRANCH,  
144, ANNA SALAI,  
CHENNAI - 600 002.

Letter No.26293/A3/A31/2013- 7, Dated : 14-7-2014.

From

Thiru. S. CHINNARAJALU., B.Sc., M.L.,  
SECRETARY.

To

The General Secretary,

- 1) Tamil Nadu Electricity Workers' Federation.
- 2) Tamil Nadu Electricity Board Accounts and Executive Staff Union
- 3) Tamil Nadu Electricity Board Workers Progressive Union. (LPF).
- 4) Central Organisation of Tamil Nadu Electricity Employees.
- 5) Minsara Pirivu Anna Thozhir Sangam.
- 6) Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
- 7) Tamil Nadu National Elec. Workers' Federation. (Xavier group).
- 8) Tamil Nadu National Elec. Workers' Federation. (Swarnaraj group).
- 9) Tamil Nadu Electricity Board Engineers' Sangam.
- 10) Tamil Nadu Electricity Employees Congress. (NLO)
- 11) Tamil Nadu Electricity Board Thozhilalar Aykkia Sangam.
- 12) Bharathiya Electricity Employees Federation.
- 13) Tamil Nadu Electricity Board Card Billing Staff Union.
- 14) Tamil Nadu Electricity Board Dr. Ambedkar Employees Union.
- 15) Tamil Nadu Electricity Board Engineers Union.

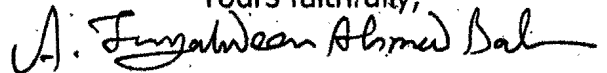
Sir,

Sub: TANGEDCO - Wage Revision Committee - Securing of  
Settlement under section 18(1) of the Industrial  
Disputes Act 1947 relating to promotional avenues in  
Hydro Generation Stations - Date and time - Intimated.

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I am to inform that in continuation of previous discussion and as agreed by one and all, it is proposed to sign a Settlement under Section 18(1) of the Industrial Disputes Act, 1947 for allowing promotional avenues to the Regular Work Establishment employees working in all the Hydro Generation Stations, before Hon'ble Minister for Electricity, Prohibition and Excise on 19-7-2014 at 10.00 A.M. I am to enclose herewith the Draft Memorandum of Settlement to be secured under section 18(1) of the Industrial Disputes Act, 1947. I am to request you to be present with not more than three of your Office bearers at the Pykara Auditorium, 10<sup>th</sup> floor, Western wing Chennai-2.

Yours faithfully,



(A. JEEYABUDEEN AHMED BABU)  
SECTION OFFICER  
for SECRETARY.

Encl:- Draft Settlement.

**Draft 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. S. Arulsamy,  
Director/Finance (TANGEDCO).
2. Thiru. P. Annadurai,  
Director (Distribution) and  
Director (Generation) (I/c).
3. Thiru. R.V. Sundararaman,  
Managing Director, TANTRANSCO (I/c).
4. Thiru. S. Chinnarajalu,  
Secretary.
5. Thiru. N. Krishnamoorthy,  
Chief Engineer/Personnel.
6. Thiru. K. Govindan,  
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 Accounts and Executive Staff Union:  
(Regn. No.2472)**

1. Thiru K. Chandrasekaran, President.
2. Thiru R. Chandrasekaran, General Secretary.
3. Thiru E. Sithaiyan, Finance Secretary.

**III. 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.

**IV. 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.

**V. Minsara Pirivu Anna Thozhir Sangam: (Regn. No.2997/CNI)**

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

**VI. 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.

**VII. 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

**VIII. 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.

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

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

**X. 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.

**XI. 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.

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

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

**XIII. 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

**XIV. 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.

**XV. 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 2286. [Employees working in all Hydro Generation Circles (Generation Circle/Tirunelveli, Generation Circle/Erode, Generation Circle/Kundah and Generation Circle/Kadamparai.
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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 Hydro Generation Circles.

And whereas TANGEDCO constituted a Committee under the head of Chief Engineer /Hydro/Chennai with the following Members namely the Chief Engineer/Planning & Resource Centre, Chief Engineer / Civil Designs / Chennai, Chief Engineer / Distribution / Vellore and Superintending Engineer / Generation Circle / Erode.

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 Hydro Generation Circles. After a detailed study, the Committee submitted its report.

And whereas, the recommendations of the Hydro 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 Hydro Committee headed by the Chief Engineer /Hydro/Chennai in detail and also the financial commitment involved in the implementation of the recommendations of the Hydro Committee.

And whereas the Wage Revision Committee has examined the Regular Work Establishment staff strength in all the Hydro Generation Circles and the Hydro Committee's report in this regard and has made certain recommendations. The recommendation of the Wage Revision Committee was given to the unions as

Board's proposal for offering their views. A discussion with the Unions was held on 17.06.2014 and their views obtained. 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 Hydro Generation Circles will be revised as in Annexure -I of this Settlement.
- ii. It is agreed for Creation of 375 posts and abolition of 377 posts in various categories in all the Hydro Generation 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 Hydro Generation Circles will be abolished and Line Inspector equivalent posts will be created on par with the Distribution Circles, Thermal Power Stations and General Construction Circles.
- iv. It is agreed that the relaxation of educational qualification is permitted to the existing Regular Work Establishment employees covered under the proposal for their future promotions. Relaxation is not applicable for the future recruits.
- v. It is agreed to examine Promotional avenues for the Civil side employees separately.

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 day of June, 2014.

Signature of  
TANGEDCO's Representatives

Signature of  
Workmen Representatives

**Copy to:**

- 1. The Secretary to Government, Labour and Employment, Department, Ch-9.**
- 2. The Commissioner of Labour, Chennai-6.**
- 3. The Joint Commissioner of Labour, Madurai, Coimbatore.**
- 4. The Deputy Commissioner of Labour, Salem, Tirunelveli, Coimbatore, Connor.**
- 5. The Labour Officers, Erode, Tirunelveli, Coimbatore, Connor.**



**ANNEXURE-I**  
**PROPOSED STRENGTH OF RWE EMPLOYEES IN HYDRO GENERATION CIRCLES**

Sl. No.	CATEGORY	TIRUNELVELI	ERODE	KUNDAH	KADAMPARAI	TOTAL
1	Special Grade Foreman	4	5	7	5	21
	Spl.Gr.Foreman Driver	1	1	1	1	4
	Rs.10100-34800+5100 G.P.					<b>25</b>
2	Foreman Gr.I	15	25	24	17	81
	Heavy vehicle Driver	2	1	2	1	6
	Rs.9600-34800+ 4300 G.P.					<b>87</b>
3	Line Inspector equivalent categories	154	124	209	98	585
	Senior Gr. Driver	15	4	17	8	44
	Rs.5400-20200 + 2800 G.P.					<b>629</b>
4	LineMan equivalent categories	0	0	0	0	0
	Driver	14	2	0	0	16
	Rs.5400-20200 + 2500 G.P.					<b>16</b>
5	Wireman equivalent categories	130	114	223	85	552
6	Field Assistant	186	315	386	90	977
	<b>TOTAL</b>	<b>521</b>	<b>591</b>	<b>869</b>	<b>305</b>	<b>2286</b>

**ANNEXURE - II**

**CREATION OF POSTS IN HYDRO GENERATION CIRCLES (RWE)**

SI. No.	NAME OF POST	GRADE PAY Rs.	TIRUNELVELI	ERODE	KUNDAH	KADAMPARAI	TOTAL
1	Special Grade Foreman	5100/-	3	4	4	4	15
2	Foreman Gr.I	4,300/-	5	22	10	9	46
3	Line Inspector (equivalent)	2,800/-	60	46	148	60	314
4	Lineman (equivalent)	2,500/-	0	0	0	0	0
5	Wireman (equivalent)	2,200/-	0	0	0	0	0
6	Field Assistant	1,900/-	0	0	0	0	0
<b>TOTAL</b>			<b>68</b>	<b>72</b>	<b>162</b>	<b>73</b>	<b>375</b>

**ANNEXURE - III**

**ABOLITION OF POSTS IN HYDRO-GENERATION CIRCLES (RWE)**

Sl. No.	Name of the post	Grade Pay Rs.	TIRUNELVELI	ERODE	KUNDAH	KADAMPARAI	TOTAL
1	Special Grade Foreman	5100/-	0	0	0	0	0
2	Foreman Gr.I	4,300/-	0	0	0	0	0
3	Line Inspector (equivalent)	2,800/-	13	1	38	11	63
4	Lineman (equivalent)	2,500/-	46	46	161	61	314
5	Wireman (equivalent)	2,200/-	0	0	0	0	0
6	Field Assistant	1,900/-	0	0	0	0	0
	<b>TOTAL</b>		<b>59</b>	<b>47</b>	<b>199</b>	<b>72</b>	<b>377</b>