

# 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)

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PRESIDENT

Er. A.ANTONYPADOVARAJ

GENERAL SECRETARY

Er. V. ASHOKKUMAR

TREASURER

Er. R.BADRINARAYANAN

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

Lr.No.GS/TNEBES/F1/ D143 /2014,Dt.04.01.2014.

Sir,

Sub: Settlement under I.D. Act - ratio of 2:3 and 2:2:1 among Assistant Engineer, Junior Engineer Grade-I, Junior Engineer Grade-II – further points presented – Reg. ---

We learn that, TNEB Engineers' Association is objecting to the continuance of the ratio in the forth coming settlement. In this regard we present the following for the kind attention of the respected Chairman cum Managing Director.

- It is the habitual practice of the T.N.E.B. Engineers Association to protest for the continuance of the ratio of 2:3 and 2:2:1 among Assistant Engineer, Junior Engineer Grade-I and Junior Engineer Grade-II in the settlement from the year 1993, even though they are not party to the settlements.
- First of all T.N.E.B. Engineers' Association is a body registered under the " Societies Act ", not under the Trade Unions Act. As per the bye-law's under the societies Act they cannot represent for the service conditions and financial conditions of their members. Under such circumstances they cannot discuss and object for the ratio which is beyond their scope.
- They are not at all party to any of the settlements so far entered in the Electricity Board. They have no jurisdiction to the settlements and have no locus standi to discuss and object the issues covered under the settlement.
- The promotions and service conditions of their members are not at all affected in any manner as **this ratio is only for apportioning the cadre strength.**
- **The share of Assistant Engineers is always maintained constant as (2) i.e., kept unaltered as 40% and they are not at all affected at any point of time.**

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- The changes made so far is only within the categories of Junior Engineers Grade-I and Junior Engineers Grade-II. In fact the Assistant Engineers got additional quantum of posts when the Junior Engineer Grade II sections are upgraded as Junior Engineer Grade-I and shared between Assistant Engineers and Junior Engineers as per the ratio.
- Engineers Association and ero velai ella pattatharigal Sangam, an outside organization, created for Engineers Association went to the Court challenging the ratio and the settlement, even though Engineers Association enjoyed the benefits of the revision of wages covered under the settlements.
- Against the cases filed by the Association and the ero velai ella pattatharigal sangam, TNEB Engineers' Sangam and the Board are sailing in the same ship to fight for the enforcement of the settlements and the policies of the board.
- In the writ appeals filed by TNEB Engineers' Sangam and the Board against the order of the Hon'ble single Judge, **The Hon' ble Division bench of High court of Madras granted interim stay and subsequently made the "Stay as absolute" during the year 2000 itself and the Boards standing counsel has directed the Board to maintain the ratio.**
- **After the above orders, we have entered two settlements u/s 12(3) of the I.D.Act in the year 2005 and 2009.**

Hence the points presented by Engineers Association and the claim, as the matter is pending in the Court hence the ratio should not find place in the settlement, are absolutely incorrect, misleading and unwarranted.

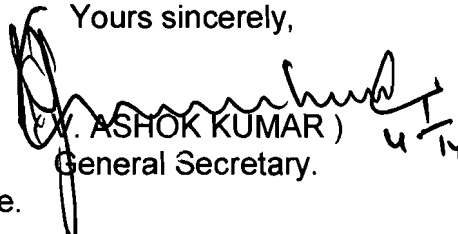
**All the unions which are parties to the settlements are welcoming the ratio and its implementation in letter and spirit.**

**In short, our request is to continue the ratio which is in practice from the formation of the Board i.e., for more than five decades and the ratio finds its place in the settlements for more than three decades.**

Hence, we request the respected Chairman cum Managing Director to kindly ignore the unjustified and unfair claims of the Engineers Association and order to continue the ratio of 2:3 and 2:2:1 in the settlement and thus render justice.

Thanking you, Sir,

Yours sincerely,

  
(V. ASHOK KUMAR)  
General Secretary. 4/14

Copy to: The Chairman and Members/ WL & WR committee.