

To
The Chairman Cum Managing Director,
TANGEDCO,
Chennai – 600 002.
Respected Sir,

14-05-2015.

Sub : Encashment of Unearned leave on private affairs in the event of retirement / Death – elimination of discrimination among the employees requested.

Ref : 1) T.N.E.B. Standing Orders in respect of workmen other than those

- engaged in clerical work – certified on 27-10-1965.
- 2) T.N.E.B. Standing Orders for workmen engaged in clerical departments certified on 01-08-1965.
 - 3) Memorandum of Settlement dated 21-10-1985 under section 12(3) of the Industrial dispute Act 1947.
 - 4) B.P.Ms.(FB) No.94, dated 20-11-1985.
 - 5) B.P.Ms No. 75, dated 06-11-1996.
 - 6) B.P.Ms No. 76, dated 11-09-1997.
 - 7) (Per) CMD.TANGEDCO Proceedings No.52, dated 14-02-2014..

In TNEB there are two sets of Standing Orders.

- 1) for workmen other than those engaged in clerical work – certified on 27-10-1965 and
- 2) for workmen engaged in clerical departments certified on 01-08-1969.

The concession of unearned leave on private affairs to RWE workmen and Office Helpers and Dhabedars was extended as per clause 11 of Memorandum of Settlement dated 21-10-1985 under section 12(3) of the Industrial dispute Act 1947 as follows :-

1	RWE workmen in the revised scale of pay of and above Rs.620-20-720-25-845-30-995	6 months in all and 3 months in any one time will be allowed
2	RWE workmen, Office Helpers and Dhabedars in the scale of pay of Rs.510-10-560-15-635-20-735-25-860	a)Eligibility after 15 years of regular service only b)After 15 years of service but below 25 years of service – 3 months. c)After 25 years of service, the spell of leave not availed during 15-25years and another 3 months.

It may please be seen that the conditions prescribed above is only the eligibility for granting to avail unearned leave on private affairs and not for any other purpose. The intention is to restrict and control the lower category of staff from exhausting all the leave available to them in their credit instantly.

While so the Board in its B.P. Ms (FB) No.75, dated 6-11-1996, has incorporated the above conditions, also for encashment of Unearned leave standing to their credit at the time of their retirement or death. This is most unfortunate.

Since the above Board order No.75, dated 6-11-1996 was short lived only up to 28-8-1997, we did not feel the pinch of internal riders in the orders putting certain embargo on the low paid employees for encashment of unearned leave standing to their credit at the time of their retirement or death.

After restoration of the benefit of encashing the unearned leave on private affairs in CMD proceedings No.52, dated 14-2-2014, we do realize the problems being faced by the low paid employees due to the denial of full encashment of Unearned leave standing at their credit in the event of retirement or death.

The scale of pay of Rs.510- 10-560-15-635-20-735-25-860 as on 20-11-85 for Office Helper Dhabedhars and RWE categories have been periodically revised from time to time and the corresponding scale as of now is Rs.5400-20,200+G.P Rs.1900/-.

When the category of employee in the same scale of pay Rs.5400-20,200, but with higher G.P Rs.2200/- are allowed to encash the unearned leave irrespective of the period of their service the denial of the above benefit to the lower category of staff is a clear case of discrimination.

Hence we request the Respected Chairman to kindly examine the issue in a proper perspective and extend the benefit to the lowest category of employees on par with the other category of employees and thus render justice.

Thanking you,

Your faithfully,

General Secretary