



AP POWER EMPLOYEES JOINT ACTION COMMITTEE

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Hyderabad
07-1-2015

To,
The Chairman & Managing Director,
APTRANSCO,
Vidyut Soudha,
Hyderabad - 82

Respected Sir,

Sub: IR – Meeting held with Power Employees Unions and Electricity Contract/outsourced Employees United Action Committee on 05-01-2015 – Minutes of the meeting communicated – Reg.

Ref: 1) Lr. No. Addl. Secy/DS(L,IR & R)/ AS(L,IR & R)/PO(IR)/ JPO/490/14, Dt.6-1-2015.

2) APPE JAC Letters dt.18-11-2014 addressed to the Hon'ble Chief Minister and the Management

3) APPE JAC Letters dt.16-12-2014 addressed to the Hon'ble Chief Minister and the Management

The AP Power Employees JAC expresses its gratitude for the initiative taken by the Management for discussing the contract/outsourced employees issues on 5-1-2015 in the chambers of Chairman & Managing Director/APTRANSCO and Managing Director/APGENCO, Vidyut Soudha. The AP PE Joint Action Committee is in the receipt of the letter issued by Additional Secretary, cited (1) above, enclosing the minutes of meeting. On perusal of the minutes of the meeting, it is noted that certain discussions that took place between AP PE Joint Action Committee and the management were not mentioned. You may recall the representations given to the Hon'ble Chief Minister and the Management vide the letters cited (2) & (3) on the following issues.

- i) Pay Revision effective from 1-4-2014 with 30% fitment and 2/3 weightage increments for the employees with below 15/above 15 years of service respectively.
- ii) Interim relief to Contract/outsourced Employees till the equal work to equal pay issue is finalized.

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- iii) Extending the superannuation age from 58 years to 60 years in line with the A.P. State Government Policy.
- iv) Equal pay for equal work for contract and outsourced employees.
- v) Extension of pension benefits to those recruited after 1-2-1999 on par with A.P. State Government.
- vi) Abolition of contract system in power utilities and absorption of contract/outsourced employees.
- vii) Providing cashless unlimited medical facilities to employees and their dependents.
- viii) Creation of additional posts in all cadres as per workload norms.
- ix) Stop entrusting power sector activities on franchisee and privatization

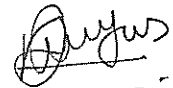
The above issues were also discussed with management from time to time and the following issues in particular related to contract/outsourced employees were discussed on 5-1-2015 which are to be reflected in the minutes of meeting.

- i) The management offered 10% interim relief as already declared whereas APPE JAC insisted to pay 25%.
- ii) For the purpose of equal pay to equal work, rationalization committee studying and incorporating all the clauses beneficial to the contract/outsourced workers taking into consideration of the G.O.s , SSRs, Labour Commissioner's Latest Orders and A.P.State Government to be finalized 10th PRC . The interim relief provided shall be extended to the contract/outsourced employees in such a way that the pay fixed to the power sector employee is higher than their counter parts in the Government Departments. A committee in this regard shall be constituted which shall finalize the report within one month and implemented immediately.
- iii) For the purpose of regularization of the Outsourced / Contract employees, a committee headed by Chairman & Managing Director of a utility will be constituted and the report will be sent to the government for approval within two months.

Keeping the above in view is hereby requested to incorporate all such changes that are needed covering the points that were discussed in the meeting on 5.1.2015 which are enlisted above.

Thanking you and assuring our co-operation at all times

Yours Sincerely,



M.Vedavyasa Rao

Convener

Copy Submitted to:

- The Secretary /Energy, Govt. of Andhra Pradesh
- The Managing Director / APGENCO /Vidyut Soudha / Hyderabad
- The Chairman & Managing Director / APSPDCL / Tirupathi
- The Chairman & Managing Director / APEPDCL / Visakhapatnam