

Hyderabad
26-3-2010

To:
The Chairman & Managing Director,
APSPDCL,
Tirupathi.

Sir,

Sub: Pay scales and allowances of the employees of APTRANSCO, APGENCO and four DISCOMs - Revision - Revised proposal - Reg.

Ref: Your proposal dt.22-3-2010

This has reference to the proposals submitted by us on 25-1-2010 and your proposals communicated on 22-3-2010 regarding Pay scales and allowances of the employees of APTRANSCO, APGENCO and four DISCOMs.

The proposals given by you were thoroughly discussed and analyzed by us and in the prevailing conditions we are herewith submitting our revised proposals on the major issues. This offer is made in good spirit and keeping all the conditions of the power sector in view and to keep mutual confidence and a congenial atmosphere. This offer is made to give a forethought before commencing the final talks for settlement on the proposals on 27-3-2010 at 4:00 PM. We are hoping that this revised offer is a positive step forward for early convergence and requests the management to also rethink on the whole issue and settle the matter early.

Thanking you and assuring our best co-operation at all times.

Encl: Revised proposal on major issues

Yours faithfully,

APEEU - 1104 UNION

R. Beldy hrs. 1104

TNVKS - B1245

(S. PRASAD) General Secretary

APSEB ENGINEERS' ASSOCIATION

S. C. S.

A.P. POWER DIPLOMA ENGINEERS' ASSOCIATION

R. Beldy

APSEB AEs ASSOCIATION

(General Secretary)

(Secy - General)

APSEB ACCOUNTS OFFICERS' ASSOCIATION

S. M. D. (President)

APSEB P&G SERVICES ASSOCIATION

Channarayana (President)

APPGEU-1535 UNION V. Siva Reddy. (V. SIVASANKARANARAO)

Gen. Secy

APSEB SC & ST EMPLOYEES' WELFARE ASSOCIATION

(M. Gopal)
Secretary

UNITED ELECTRICITY EMPLOYEES' UNION (B-1829)

(President)

ELECTRICITY BC EMPLOYEES' WELFARE ASSOCIATION

K. S. S. S.

ELECTRICITY OC EMPLOYEES' WELFARE ASSOCIATION

C. S. S. S.
Secy

APGENCO DIPLOMA ENGINEERS' ASSOCIATION

(President)
S. C. S.

AP Electricity JAO's Association
Federation

~~K. K. N. S. V. A. R. A. S.~~
Chairman

AP Electricity Staff & Worker Union ✓. Subb Reddy
(Regd. No: H 64 - AITUC) General Secretary

Genco Personnel Service Employees
Welfare Association (299/2008)

~~K. K. N. S. V. A. R. A. S.~~
Chairman

Telegana Vidyut Engineers Association
(1438/07) 1

AP Genco Chemists Association.

P. Giridhar
A. S. G. S. V. A. R. A. S.
Chemist
9885864094

RECORD OF DISCUSSIONS OF UNIONS AND ASSOCIATIONS OF APTRANSCO, APGENCO AND APDISCOMS ON 25.3.2010 AT VIDYUT ENGINEERS BHAVAN, HYDERABAD REGARDING THE PAY REVISION PROPOSALS 2010 OFFERED BY THE MANAGEMENT.

The following Associations and Unions met on 25.3.2010 at Vidyut Engineers Bhavan, Somajiguda have discussed the Pay Proposals given by the management on 22.3.2010 and decided to abide by the consensus arrived in the meeting and take any action necessary to achieve the just demands Unitedly.

APEEU - 1104 UNION

TNVKS – B1245

APSEB ENGINEERS ASSOCIATION

AP POWER DIPLOMA ENGINEERS ASSOCIATION

APSEB AEs ASSOCIATION

APSEB ACCOUNTS OFFICERS ASSOCIATION

APSEB P&G SERVICES ASSOCIATION

APPGEU - 1535 UNION

APSEB SC & ST EMPLOYEES WELFARE ASSOCIATION

UNITED ELECTRICITY EMPLOYEES UNION (B- 1829)

ELECTRICITY BC EMPLOYEES WELFARE ASSOCIATION

ELECTRICITY OC EMPLOYEES WELFARE ASSOCIATION

APGENCO DIPLOMA ENGINEERS ASSOCIATION

REVISED PROPOSALS:

- **FITMENT BENEFIT: 45%**
- **TOTAL MERGER OF DA AS ON 1-4-2010**
- **SERVICE WEIGHTAGES:**
 - a) For all those who are in service as on 01-04-2010 and have service below 7 years - Two increments.
 - b) Above 7 years and below 14 years - Three increments.
 - c) Above 14 years and below 21 years - Four increments.
 - d) Above 21 years - Five increments.

Note: Service of Six months and above shall be treated as one year for the purpose of weightage.

- a. **MEDICAL CONSULTANCY CHARGES : Rs 1000/- per month including pensioners**
- b. **LTC: 15 days Pay + DA every year.**
- c. **MEDICAL REIMBURSEMENT FACILITY : As per actuals with out ceiling even if the patient is treated outside A.P. on emergency or on the advice of Doctor.**
- d. **ELECTRICITY ALLOWANCE : 300 Units per Month Re-imbursement.**
- e. **For the Contract Employees who were on Rolls as on the date of last revision were denied the Fitment Benefit and service weightage during the last revision. This anomaly should be rectified by extending two service weightage increments notionally.**
- f. **Two Notional Increments shall be given to the employees who have rendered two years of service as Contract Employees.**
- g. **For the employees who were recruited as Trainee between 1986 and 29-1-2001 shall be given one notional increment as they were denied annual increment and pay revision benefit.**
- h. **For APGENCO employees residing in Quarters at projects shall be compensated regarding levy of Income Tax towards rent free accommodation.**
- i. **Conveyance Allowance : 10 % of MOGS shall be given**
- j. **Hot line Compensatory Allowance : For Bare Hand Technique 20% on MOGS in addition to the Hot line allowance.**
- k. **Corporate Allowance: 10 % of MOGS for all the employees working in Corporate and all other offices excluding field.**
- l. **Transmission Field Allowance: 20% on MOGS for employees working in the field in APTRANSCO**
- m. **Distribution Field Allowance: 20% on MOGS for employees working in the field in APDISCOMS.**
- n. **Shift Allowance: Shift allowance of 10% shall be given to all the employees working in APGENCO, APTRANSCO and APDISCOMS.**
- o. **Maintenance / Emergency Allowance : 5% of MOGS shall be given to all the employees working in Maintenance / Emergency / CBD duties in APGENCO, APTRANSCO and APDISCOMS.**
- p. **LOAD DISPATCH and LOAD MONITORING CELL ALLOWANCE for the employees working in APTRANSCO: 30% on MOGS.**

- q. Generating Station Allowances:
Thermal / Gas Stations : 35% on MOGS
Hydel Stations other than Sileru & Srisailem, T.B Dam & PABR : 40% on MOGS.
Srisailem, T.B Dam & PABR : 45% on MOGS
Sileru Complex including Machkund And Puttamgandi : 55% on MOGS
- r. Allowances where the payment is in quantum shall be enhanced by 100%.
- s. Master Scales shall be revised with the accepted Fitment and Merger of DA as on 1-4-2010.
- t. For Pensioners : Additional 10% fitment shall be given for all the retired employees in lieu of weightages. For every 4 years after retirement , additional 5% of Fitment shall be extended.
- u. Increment rate shall be minimum of 5%.
- v. In each scale, there shall be 3 increments span for each stage. The master scale shall be revised accordingly.
- w. For 400KV Substations wherever Quarters are available, HRA applicable for the area shall be extended.

IS DECIDED TO ATTEND THE PAY REVISION NEGOTIATIONS WITH ANAGEMENT ON 27-3-2010 WITH THE ABOVE COMMON PROPOSALS.

EEU - 1104 UNION

R. Sankar Dhan Reddy (R. SANKAR DHAN REDDY)
GENERAL SECRETARY

IVKS - B1245

A. Sudhakar Rao (S. PRASAD) General Secretary
A. SUDHAKAR RAO (Sec-Gen)

SEB ENGINEERS ASSOCIATION

P. Beeri Reddy (P-BEERI REDDY)
Sec-General

POWER DIPLOMA ENGINEERS ASSOCIATION

SEB AEs ASSOCIATION

A. R. Srinivas (A. R. SRINIVAS)
General Secretary

SEB ACCOUNTS OFFICERS ASSOCIATION

P. Varasimhaiah (P. VARASIMHAIAH)
G.S.

SEB P&G SERVICES ASSOCIATION

PGEU - 1535 UNION

V. Sivasankaran (V. SIVASANKARAN)
G.S.

SEB SC & ST EMPLOYEES WELFARE ASSOCIATION

V. Ch. Gopal (V. CH. GOPAL)
G.S.

ITED ELECTRICITY EMPLOYEES UNION (B- 1829)

ELECTRICITY BC EMPLOYEES WELFARE ASSOCIATION

N. Kiran (N. KIRAN)
G.S.
(Z.V. Chandraiah)
(F.S.)

ELECTRICITY OC EMPLOYEES WELFARE ASSOCIATION

GENCO DIPLOMA ENGINEERS ASSOCIATION

C. Arun Srinivas Kumar (C. ARUN SRINIVAS KUMAR)
G.S.
(S.G.)