APSEB ENGINEERS’ ASSOCIATION

General council meeting of APSEB Engineers’ Association is conducted on 4.5.2017 at Hotel AIRA, BENZ Circle, Vijayawada and the following resolutions are passed unanimously.

1. **Sanction of addl. Posts:**

   Even after lapse of one month, the Managements did not fulfill the promise of getting the sanction of additional posts from Government, by 31st March, 2017. It is resolved to meet the Hon'ble Minister for Power and the Hon’ble Chief Minister for explaining the necessity of sanction of additional posts of APTRANSCO, APGENCO, APDISCOMs. Also, it is decided to initiate action plan in this regard. The sanction of additional posts are kept pending since more than 5 Years.

   All the members and office bearers are requested to part any information of any wrong doings that has come to their notice to save the Organisation. Further, the General Council authorizes the principle Office bearers to obtain any information, even through RTI, deemed necessary for the welfare of the organization viz., Coal Particulars including Transport costs in APGENCO or any other information pertaining to APTRANSCO and APDISCOMs. All the members felt that the AP Power Utilities though earning so many rewards and performing better than Telangana Power Utilities, the employees are neglected very much and insulted and harassed even on petty issues. The managements are not following their own man-power norms and boasting themselves for good performance and going on putting pressure on the existing man-power.

2. **Superannuation age from 58 to 60**

   It is unanimously resolved to represent the Management for implementation of superannuation age from 58 to 60, only after bifurcation of employees with prospective date.

3. **AEs service to be treated for all purposes:**

   It is pertinent to note that the Hon’ble Courts have denied seniority to the Direct Recruited Engineers vis-à-vis appointment by Transfer Engineers. However the courts did not deny any other benefit which is not detrimental to others as per clause 3(d). Though the error in the
adjudication is to be rectified by the apex court only, it is unanimously resolved to prevail on the Managements to continue all the monetary benefits extended to the Direct Recruited Engineers except the seniority, as it is the managements mistake which landed the AEs in to this complex situation.

4. **Committee on AEs seniority issue**

It is resolved to represent the Management of APTRANSCO to constitute a Committee (preferably ASCI) for addressing various issues:

a) BP.MS No: 354, dt. 12-12-1994 and its relevance in the present day scenario where large number of talented qualified young engineers are available in the open market. Recently, 42,000 Graduate Engineers appeared for the test conducted by APTRANSCO out which only 138 Graduates will be selected.

b) Seniority of Direct recruited Engineers vis-a-vis converted or appointed by transfer engineers.

c) Conversion of engineers on appointment by Transfer without attending the recruitment test.

d) Methodology of appointment by conversion.

e) Conversion from non-technical service to Technical Service.

f) Examining the Weightage of service given to O&M cadre service in appointing the Assistant Engineer.

5. **Backing down of APGENCO Plants**

It is resolved to request the Management of APGENCO for arranging the information about coal purchases and Transport methodology and costs for the last decade and to share the views with all the members of the Association. The General Council felt that huge monies are lost in the coal purchase or coal transport in APGENCO compared to similarly placed utilities. Thus APGENCO is lagging in MERIT ORDER LIST compared to private IPPs because of these inflated coal costs. Further the PPAs entered with the IPPs or Solar and wind projects are affecting the APGENCO Financial Health. The managements are entering PPAs on the wrong
advices of CONSULTANTS and as and when pointed out they are advising to approach APERC. The General Council objected the way the managements are behaving. Instead advising the Association to go to APERC, they should not have signed such PPAs. If required, all the information shall be made public through media. Also, it is decided to request the Management of APGENCO to expand the installed capacity in Solar and Wind.

6. **Upgradation of posts in APSPDCL**

It is resolved to prevail on the management of APSPDCL for implementing the minutes of APPCC meeting dated 06.02.2017 in connection with up-gradation of posts. The APSPDCL management is playing politics on the issue and complicating the issue by involving other Unions and Associations.

7. **Certain posts in APEPDCL to be filled up with in-service Engineers**

It is being well known that certain posts in APEPDCL namely General Manager (IT), General Manager (EA) and General Manager (CC) are filled with outsourced persons. In this regard, APSEBEA has decided to prevail with the Management of APEPDCL for filling up the aforesaid posts with departmental Engineers.

8. **Committee for preparing amendments to the existing Bye Laws**

It is unanimously resolved to constitute a Committee with the following Engineers to prepare a report on amending the existing bye laws in view of shifting of the Head Quarters from Hyderabad to Vijayawada and also to formulate any changes required to suit the present day conditions.

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<th>Sri Parabramham</th>
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The Principle office-bearers are authorised to utilize the services of any of the member or office bearers as per the need. The services/ advices of earlier senior office bearers shall also be taken.
9. **Construction of Guest House**

To initiate necessary steps for construction of Guest house at Vijayawada immediately duly purchasing the land of about 800 Sq.Yds and registering the same in the name of APSEB Engineers Association. All the members in the State shall contribute personally for construction of the Guest House at the Vijayawada.

10. **Time Bound Promotions**

It is unanimously resolved to finalize the draft proposal for time bound promotion in consultation with the APSEB SC & ST Welfare Association and submit the same to the Management for implementation.

11. **Transfer Policy**

It is also resolved to implement the transfer policy as per the guidelines scrupulously and no exceptions shall be given to any body on any ground.

12. **EPF to GPF:**

It is unanimously resolved to prevail over the managements for extending the EPF to GPF and pension to all those who are recruited up to 1.9.2004.

13. **Power Dues from Telangana Power Utilities:**

The AP. Government and the managements shall make all efforts to recover the power dues to the tune of Rs 4,300 Crores from Telangana Power Utilities. The AP Power utilities are borrowing money to run the plants. This borrowed money attracts interest and AP Public are paying for all this.

14. **Head Quarter Properties:**

The AP Power Utilities are always presenting a distorted picture and did not take firm stand on many of the issues relating to Employee Division, Asset Bifurcation, Liability Bifurcation etc... The AP Power Utilities are legally eligible for a share in the five properties located at Hyderabad. **The managements are not making any efforts to exercise their right over these properties. It is therefore resolved to ask the managements to take firm action on these properties. Similarly the managements shall not allow to alienate any land in**
Gunadala Sub-station. Further leaving the Headquarter properties for a paltry Rs.2 Lakhs per month rent is more shocking. The managements are requested to take physical possession of these five properties and establish right without mortgaging the interest of A.P. Public.

15. **Bifurcation of Employees:**

The bifurcation of employees issue is not settled so far and all the employees are suffering. **Since the AP Managements did not settle the issue with in one year as stipulated in the APRA – 2014, the present problem arose.** It is therefore resolved to demand the managements to resolve the issue immediately. **Further the A.P. Managements did not take proper action on the self relieved employees.** The General Council hereby prevail on the managements to hand over the Service Registers of self relieved employees only after finalization of bifurcation of employees otherwise the 1166 relieved employees will be made to suffer further.

16. **Letter on PRO:**

It has come to the notice that Sri Chandrasekhar Reddy who has joined the department as contract employee in 1992 rose to the level of Chief Engineer in 12 years time and is now drawing 5 salaries heading different Organisations in the same power sector. A committee may be constituted on this issue and white paper issued. Only managing the bureaucrats he could achieve which is not possible in public service. He do not have any domain knowledge in the sector. It is requested to release white paper on his qualification, selection procedure, promotions given, posts created for him, perks, emoluments, imprests drawn by him, TA / DA drawn by him so far, vehicles utilized by him such that all the engineers and public will get to know. Recently in the new Vidyut Soudha at Gunadala, this person wants the CE / Telecom to vacate his chambers for him as per his superstition. He is working as if AP Power Sector is his private
empire. More over only after the Administrative experts have joined the power sector, lot of mistakes have happened. One direct blemish that is grandly displayed is this PRO case. Similarly, the conversions, the appointment by Transfers, the reduction in qualifying service in case of sub-engineers, the delay in completing the Generation projects etc.,

When the organization needs the man-power for manning the Transmission projects or Generation projects or consumer service, sanction of posts takes years where as the PRO gets the posts of his choice at lightning speed. This aspect is to be explained by the managements.

17. **Cashless Medical Card:** The medical system shall introduce cashless Medical card which will facilitate all the employees.

M.VEDA VYASA RAO
Secretary General