

**TAMIL NADU GENERATION AND DISTRIBUTION CORPORATION LIMITED**

SECRETARIAT BRANCH  
N.P.K.R.R. MAALIGAI,  
144, ANNA SALAI,  
CHENNAI-2.

**Letter No.3814/A3/A31/2021-1 , Dated:02.02.2021.**

From  
M.BHAVANI, B.A.,  
SECRETARY.

To  
The General Secretary,

- i. Tamil Nadu Electricity Workers Federation.
- ii. Tamil Nadu Electricity Board Accounts and Executive Staff Union.
- iii. Tamil Nadu Electricity Board Workers Progressive Union.
- iv. Central Organisation of Tamil Nadu Electricity Employees.
- v. Tamil Nadu Minvariya Janatha Thozhilalar Sangam.
- vi. Tamil Nadu National Electricity Workers' Federation (Xavier Group).
- vii. Tamil Nadu National Electricity Workers' Federation (Swarnaraj Group).
- viii. Tamil Nadu Electricity Board Engineers' Sangam.
- ix. Tamil Nadu Electricity Employees Congress (NLO).
- x. Tamil Nadu Electricity Board Thozhilalar Poriyalar Aykkiya Sangam.
- xi. Tamil Nadu Electricity Board Engineers' Association.
- xii. Tamil Nadu Electricity Board Finance & Accounts Officers Association.
- xiii. Tamil Nadu Electricity Board Card Billing Staff Union.
- xiv. Tamil Nadu Electricity Board Dr. Ambedkar Employees Union.
- xv. Tamil Nadu Electricity Board Engineers Union.
- xvi. Tamil Nadu Electricity Board Employees Federation.

Sir,

Sub: TANGEDCO – Flash strike on 21.12.2020 –  
Violation of Industrial Disputes Act, 1947 –  
Show Cause Notice – Issued.

Ref: B.P.Ms.No.2822, dated 31.12.1963.

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The TANGEDCO and TANTRANSCO (TNEB) are Public Utility Services as per section 2(n)(iv) of the Industrial Disputes Act, 1947. As per section 22(1) of the Industrial Disputes Act, 1947, no person employed in a public utility service shall go on strike in breach of contract (a) without giving to the employer notice of strike, as herein after provided, within six weeks before striking; or (b) within fourteen days of giving such notice; or (c) before the expiry of the date of strike specified in any such notice as aforesaid; or (d) during the pendency of any conciliation proceedings before a conciliation officer and seven days after the conclusion of such proceedings.

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2. On 21.12.2020, your Union Office bearers and members in large numbers, went on a flash strike without prior notice. At about 9.30 A.M., they went on to block the entrances of various offices of TANGEDCO and TANTRANSOCO throughout the state by squatting on the entrances and staging a Dharna till about 7.00 P.M. In the TANGEDCO's headquarters at Chennai, all the entrances were blocked by the Union Office bearers and members by a Sit-in Dharna during office hours without giving any prior notice, as per section 22(1) of the Industrial Disputes Act, 1947. By this condemnable act, they trespassed into the office premises and prevented the public servants from discharging their official duties in this essential Public Utility service. Your Union Office bearers and members have engaged in unfair labour practices on this day. This is a violation of the provisions enumerated in section 22(1) of the Industrial Disputes Act, 1947 and also the provisions of the Board's Proceedings cited.

3. In these circumstances, you are hereby directed to explain within 10 days from the date of receipt of this communication as to why action should not be taken to withdraw the recognition given to your Union/ removal of your participation in Apex Level negotiation meetings. If no reply is received within the stipulated period, it will be construed that you have no explanation to offer and appropriate action as deemed fit, will be pursued by the Board.

Yours faithfully,

M

BHAVANI

Digitally signed by  
M BHAVANI  
Date: 2021.02.03  
17:23:35 +05'30'

**SECRETARY**