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Part II—Section 2

Notifications or Orders of interest to a section of the public
issued by Secretariat Departments.

NOTIFICATIONS BY GOVERNMENT

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NOTIFICATIONS BY GOVERNMENT

CO-OPERATION, FOOD AND CONSUMER
PROTECTION DEPARTMENT

Conferment of powers of the Registrar of Co-operative Societies under Tamil Nadu Co-operative Societies Act.

[G.O. (2D) No. 60, Co-operation Food and Consumer Protection (CJ2), 3rd June 2010.]

No. II(2)CFCP/380/2010.—In exercise of the powers conferred by Section 3 of the Tamil Nadu Co-operative Societies Act, 1983 (Tamil Nadu Act 30 of 1983), the Governor of Tamil Nadu hereby confers on the officers specified in column (1) of the Table below, the powers of the Registrar specified in the corresponding entries in column (2) thereof under the Tamil Nadu Act 30 of 1983.

THE TABLE

Officers of the Department. Powers of the Registrar to be Conferred.

(1)	(2)
Additional Registrar of Co-operative Societies	All the powers of a Registrar under Sections 136D (13), 136D (14), 136 D (18) and 136 D (19).
Joint Registrar of Co-operative Societies	All the powers of Registrar under Sections 136D (13), 136D (18) and 136D (19) in respect of primary Agricultural Credit Societies Registrar's powers under Section 136D(14)
Deputy Registrar of Co-operative Societies	All the powers a Registrar under Section 136 D (13). In respect of any Primary Agricultural Credit Societies the powers of a Registrar under Section 136D (14).

SWARAN SINGH,
Principal Secretary to Government.

HOME DEPARTMENT

Appointment as Special Judges under Prevention of Corruption Act.

Amendment to Notification

[G.O. Ms. No. 494, Home (Courts II), 19th May 2010.]

No. II(2)/HO/381/2010.—In exercise of the powers conferred by sub-section (1) of Section 3 of the Prevention of Corruption Act, 1988 (Central Act 49 of 1988), the Governor of Tamil Nadu hereby makes the following amendment to the Home Department Notification No. II(2)/HO/1233/97, dated the 16th April 1997, published at pages 359 to 361 of Part II – Section 2 of the *Tamil Nadu Government Gazette*, dated the 21st May 1997, as subsequently amended:—

AMENDMENT

In the said Notification, in the TABLE, in column (1), for the expression 25. "District Judge, Uthagamandalam," the expression 25. "Sub-Judge, Uthagamandalam", shall be substituted.

S. MALATHI,
Principal Secretary to Government.

Amendment to the Tamil Nadu Chief Minister's Prison Medal for Good Service Rules.

[G.O. Ms. No. 554, Home (SC), 7th June 2010.]

No. II(2)/HO/382/2010.—The following amendment is issued to the G.O.Ms.No. 2691, Home (SC) Department, dated 7th November 1985:—

AMENDMENT

For Rule 6, the existing word of "twenty", shall be substituted by the word "sixty" and read as follows:—

The number of medals awarded in a year shall not exceed sixty.

2. The above amendment will come into effect from the date of this order.

3. This order issues with the concurrence of the Finance Department *vide* its U.O. No. 296/FS/P/2010, dated 8th March 2010.

K. GNANADESIKAN,
Principal Secretary to Government.

INDUSTRIES DEPARTMENT

Acquisition of Lands

Erratum to Notification

[Letter (Ms.) No. 56, Industries (MIE-2), 10th June 2010.]

The following erratum is issued to G.O. Ms. No. 29, Industries (MIE-2), 5th March 2009 published as Notification No. II(2)/IND/106(a-2)/2009, at page 3 in Part II-Section 2 of the *Tamil Nadu Government Gazette* Extraordinary (Issue No. 64), dated 5th March 2009:—

ERRATUM

In the said Notification for the existing the following S.Nos. 376-2 and 364-4A1 in Page 3, S.Nos. 367-2 and 367-4A1 shall be substituted.

RAJEEV RANJAN,
Principal Secretary to Government.

LABOUR AND EMPLOYMENT DEPARTMENT

Exemption in respect of Messrs Tamil Nadu Small Industries Development Corporation Limited, Chennai from the operation of the scheme under Employees' Provident Funds and Miscellaneous Provisions Act.

[G.O.Ms.No. 157, Labour and Employment (M1),
21st October 2009, Aipassi 4, Thiruvalluvar Aandu-2040.]

No. II(2)/LE/383/2010.—Whereas, M/s. Tamil Nadu Small Industries Development Corporation Limited, Chennai (hereinafter referred to as, the said establishment), has applied for exemption under clause (a) of sub-section (1) of Section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (Central Act 19 of 1952) (hereinafter referred to as the said Act).

And whereas in the opinion of the Government of Tamil Nadu, the rules of the Provident Fund of the said establishment with respect to the rates of contribution are not less favourable to employees therein than those specified in Section 6 of the said a Act and the employees are also in enjoyment of other provident fund benefits which on the whole are not less favourable to the employees than the benefits provided under the said Act or under the Employees' Provident Funds Scheme. 1952 (hereafter referred to as "the said Scheme") in relation to the employees in any other establishment of a similar character.

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) of Section 17 of the said Act and subject to the conditions specified in the Schedule annexed hereto, the Governor of Tamil Nadu, after consultation with the Central Board, hereby exempts the said establishment from the operation of the provisions of the said Scheme, except the provisions of paragraphs 32A, 32B, 79A and 79C with effect on and from the 1st January, 1991.

SCHEDULE

1. The employer shall establish a Board of Trustees under his Chairmanship for the management of the Provident Fund according to such directions as may be given by the Central Government or the Central Provident Fund Commissioner, as the case may be, from time to time. The Provident Fund shall vest in the Board of Trustees who will be responsible for and accountable to the Employees, Provident Fund Organisation, inter-alia, for proper accounts of the receipts into and payment from the Provident Fund and the balance in their custody. For this purpose, the "employer" shall mean.

(i) In relation to all establishment, which is a factory, the owner or occupier of the factory; and

(ii) in relation to any other establishment, the person who, or the authority, that has the ultimate control over the affairs of the Establishment.

2. The Board of Trustees shall meet at least once in every three months and shall function in accordance with the guidelines that may be issued from time to time by the Central Government/ Central Provident Fund Commissioner (CPFC) or an officer authorized by him.

3. All employees, as defined in Section 2 (f) of the said Act, who have been eligible to become members of the Provident Fund, had the establishment not been greeted exemption, shall be enrolled as members.

4. Where an employee who is already a member of Employees' Provident Fund or a provident fund of any other exempted establishment is employed in his establishment, the employer shall immediately enroll him as a member of the fund. The employer should also arrange to have the accumulations in the provident fund account of such employee with his previous employer transferred and credited into his account.

5. The employer shall transfer to the Board of Trustees the contributions payable to the Provident Fund by himself and employees at the rate prescribed under the Act from time to time by the 15th of each month following the month for which the contributions are payable. The employer shall be liable to pay simple, interest in terms of the provisions of Section 7Q of the said Act for any delay in payment of any dues towards the Board of Trustees.

6. The employer shall bear all the expenses of the administration of the Provident Fund and also make good any other loss that may be caused to the Provident Fund due to theft, burglary, defalcation, misappropriation or any other reason.

7. Any deficiency in the interest declared by the Board of Trustees is to be made good by the employer to bring it up to the statutory limit.

8. The employer shall display on the notice board of the establishment, a copy of the rules of the funds as approved by the appropriate authority and as and when amended, thereto along with a translation in the language of the majority of the employees.

9. The rate of contributions payable, the conditions and quantum of advances and other matters laid down under the provident fund rules of the establishment and the interest credited to the account of each member, calculated on the monthly running balance of the member and declared by the Board of Trustees shall not be lower than those declared by the Central Government under the various provisions prescribed in the said Act and the said Scheme framed there under.

10. Any amendment to the said Scheme, which more beneficial to the employees than the existing rules of the establishment, shall be made applicable to them automatically pending formal amendment of the Rules of the Trust.

11. No amendment in the rules shall be made by employer, without the prior approval of the Regional Provident Fund Commissioner ("hereafter referred to as RPFC"). The RPFC shall before giving his approval give a reasonable opportunity to the employees to explain their point of view.

12. All claims for withdrawals, advances and transfers should be settled expeditiously within the maximum time frame prescribed by the Employees' Provident Fund Organisation.

13. The Board of Trustees shall maintain detailed accounts to show the contributions credited withdrawal and interest in respect of each employee. The maintenance of such records should preferably be done electronically. The establishments should periodically transmit the details of members' accounts electronically as and when directed by the Central Provident Fund Commissioner / Regional Provident Fund Commissioner.

14. The Board of Trustees shall issue an annual statement of accounts or pass books to every employee within six months of the close of financial/accounting year free of cost once in the year. Additional print outs can be made available as and when the members want, subject to nominal charges. In case of pass book, the same shall remain in custody of employee to be updated periodically by the Trustees when presented to them.

15. The employer shall make necessary provisions to enable all the members to be able to see their account balance from the computer terminals as and when required by them.

16. The Board of Trustees and employer shall file such returns monthly/annually, as may be prescribed by the Employees' Provident Fund Organisation within the specified time-limit, falling which it will be deemed as a default and the Board of Trustees and employer will jointly and separately be liable for suitable penal action by the Employees' Provident Fund Organisation.

17. The Board of Trustees shall invest the monies of the Provident fund as per the directions of Government from time to time. Failure to make investments as per directions of the Government shall make the Board of Trustees separately and jointly liable to surcharge as may be imposed by the Central Provident Fund Commissioner or his representative.

18. (a) The securities shall be obtained in the name of Trust. The securities so obtained should be in dematerialized (DEMAT) form and in case the required facility is not available in the areas where the trust operates, the Board of Trustees shall inform the Regional Provident Fund Commissioner concerned about the same.

(b) The Board of Trustees shall maintain a script wise register and ensure timely realisation of interest.

(c) The DEMAT account should be opened through depository participants approved by Reserve Bank of India and Central Government in accordance with the instructions issued by the Central Government in this regard.

(d) The cost of maintaining DEMAT account should be treated as Incidental cost of investment by the Trust. Also all types of cost of investments like brokerage of purchase of securities, etc., shall be treated as Incidental cost of investment by the Trust.

19. All such investments made, like purchase of securities and bonds, should be lodged in the safe custody of depository participants. approved by Reserve Bank of India and Central Government, who shall be the custodian of the same. On closure of establishment or liquidation or cancellation of exemption from Employees Provident Fund Scheme, 1952, such custodian shall transfer the investment obtained in the name of the Trust and standing in its credit to the Regional Provident Fund Commissioner concerned directly on receipt of request from the Regional Provident Fund Commissioner concerned to that effect.

20. The exempted establishment shall intimate to the Regional Provident Fund Commissioner concerned the details of depository participants (approved by the Reserve Bank of India and Central Government), with whom and in whose safe custody, the investments made in the name of trust, viz.,

investments made in securities, bonds, etc., have been lodged. However, the Board of Trustees may raise such sum or sums of money as may be required for meeting obligatory expenses such as settlement of claims, grant of advances as per rules and transfer or member's Provident Fund accumulations in the event of his/her leaving service of the employer and any other receipts of sale of the securities or other investments standing in the name of the Fund subject to the prior approval of the Regional Provident Fund Commissioner.

21. Any commission, incentive, bonus, or other pecuniary rewards given by any financial or other institutions for the investments made by the Trust should be credited to its account.

22. The employer and the members of the Board of Trustees, at the time of grant of exemption, shall furnish a written undertaking to the Regional Provident Fund Commissioner in such format as may be prescribed from time to time, *inter-alia*, agreeing to abide by the conditions which are specified and this shall be legally binding on the employer and the Board of Trustees, including their successors and assignees, or such conditions as may be specified later for continuation of exemption.

23. The employer and the Board of Trustees shall also give an undertaking to transfer the funds promptly within the time limit prescribed by the concerned RPFC in the event of cancellation of exemption. This shall be legally binding on them and will make them liable for prosecution in the event of any delay in the transfer of funds.

24. (a) The account of the Provident Fund maintained by the Board of Trustees shall be subject to audit by a qualified independent chartered accountant annually. Where considered necessary, the Central Provident fund Commissioner or the Regional Provident Fund Commissioner in-charge of the region shall have the right to have the accounts re-audited by any other qualified auditor and the expenses so incurred shall be borne by the employer.

(b) A copy of the Auditor's report along with the audited balance sheet should be submitted to the RPFC concerned by the Auditor directly within six months after the closing of the financial year from 1st April to 31st March. The format of the balance sheet and the Information to be furnished in the report shall be as prescribed by the Employees' Provident Fund Organisation and made available with the Regional Provident Fund Commissioner Office in electronic format as well as a signed hard copy.

(c) The same auditors should not be appointed for two consecutive years and not more than two years in a block of six years.

25. A company reporting loss for three consecutive financial years or erosion in their capital base shall have their exemption withdrawn from the first day of the next/succeeding financial year.

26. The employer in relation to the exempted establishment shall provide for such facilities for inspection and pay such inspection charges as the Central Government may from time to time direct under clause (a) of sub-section (3) of Section 17 of the Act within 15 days from the close of every month.

27. In the event of any violation of the conditions for grant of exemption by the employers or the Board of Trustees, the exemption granted may be cancelled after issuing a show cause notice in this regard to the concerned persons.

28. In the event of any loss to the Trust as a result of any fraud, defalcation, wrong investment decisions, etc., the employer shall be liable to make good the loss.

29. In case of any change of legal status of the establishment, which has been granted exemption, as a result of merger, demerger, acquisition, sale, amalgamation, formation of a subsidiary, whether wholly owned or not, etc.; the exemption granted shall stand revoked and the establishment should promptly report the matter to the Regional Provident Fund Commissioner concerned for grant of fresh exemption,

30. In case, there are more than one unit/establishment participating in the common Provident Fund Trust which has been granted exemption, all the trustees shall be jointly and separately/ liable/responsible for any default committed by any of the trustees/employer of any of the participating units and the Regional Provident Fund Commissioner shall take suitable legal action against all the trustees of the common Provident Fund Trust.

31. The State Government may lay down any further conditions for continuation of exemption of the establishments.

T. PRABHAKARA RAO,
Principal Secretary to Government.

Disputes between Workmen and Managements referred to Labour Courts for adjudication.

தமிழ்நாடு அரசு போக்குவரத்துக் கழகம், மதுரை.

[அரசாணை (டி) எண் 313, தொழிலாளர் மற்றும் வேலைவாய்ப்பு (சி)த் துறை, 27 மே 2010.]

No.II(2)/LE/384/2010.—இந்த ஆணையின் இணைப்பில் குறிப்பிட்டுள்ள பொருள் தொடர்பாக தமிழ்நாடு அரசு போக்குவரத்துக் கழகம், மதுரை என்ற நிர்வாகத்துக்கும் அரசு போக்குவரத்து கழகம் மதுரை தொழிலாளர் சங்கத்துக்குமிடையே தொழில் தகராறு எழுந்துள்ளது என்று அரசு கருதுவதாலும்;

மேற்சொன்ன தகராறை நீதிமன்றத் தீர்ப்புக்காக அனுப்புவது அவசியமென்று தமிழ்நாடு ஆளுநர் அவர்கள் கருதுவதாலும்;

எனவே, 1947ஆம் ஆண்டு தொழில் தகராறுகள் சட்டத்தின் (மத்திய சட்டம் XIV/1947) 10(1)(c) பிரிவிலும், 10(1)(d) பிரிவின் வரம்பு நிபந்தனையிலும் வழங்கியுள்ள அதிகாரங்களைக் கொண்டு தமிழ்நாடு ஆளுநர் அவர்கள் மேற்சொன்ன தகராறு, மதுரை தொழிலாளர் நீதிமன்றத் தீர்ப்புக்காக அனுப்பப்பட வேண்டும் என்று இதனால் ஆணையிடப்படுகிறது.

மேலும், 1947ஆம் ஆண்டு தொழில்தகராறுகள் சட்டத்தின் 10(2A) பிரிவின் கீழ், இந்த ஆணையைப் பெற்றுக்கொண்ட நாளிலிருந்து மூன்று மாதங்களுக்குள் தீர்ப்பு அளிக்காமாறு மதுரை தொழிலாளர் நீதிமன்றம் கேட்டுக்கொள்ளப்படுகிறது.

இணைப்பு

எழுவினா

திரு. எம். நாகராஜன் என்ற கைவினைஞருக்கு 16-6-2004 நாளிட்ட உத்தரவின்படி வழங்கப்பட்ட '3 மாத காலத்திற்கு வருடாந்திர ஊதிய உயர்வு நிறுத்தம்' என்ற தண்டனையை ரத்து செய்ய வேண்டுமென்ற தொழிற்சங்கத்தின் கோரிக்கை நியாயமானதுதானா?

ஆம் எனில், உத்தரவுகள் பிறப்பிக்க.

[அரசாணை (டி) எண் 315, தொழிலாளர் மற்றும் வேலைவாய்ப்பு (சி)த் துறை, 27 மே 2010.]

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மேற்சொன்ன தகராறை நீதிமன்றத் தீர்ப்புக்காக அனுப்புவது அவசியமென்று தமிழ்நாடு ஆளுநர் அவர்கள் கருதுவதாலும்;

எனவே, 1947ஆம் ஆண்டு தொழில் தகராறுகள் சட்டத்தின் (மத்திய சட்டம் XIV/1947) 10(1)(c) பிரிவிலும், 10(1)(d) பிரிவின் வரம்பு நிபந்தனையிலும் வழங்கியுள்ள அதிகாரங்களைக் கொண்டு தமிழ்நாடு ஆளுநர் அவர்கள் மேற்சொன்ன தகராறு, மதுரை தொழிலாளர் நீதிமன்றத் தீர்ப்புக்காக அனுப்பப்பட வேண்டும் என்று இதனால் ஆணையிடப்படுகிறது.

மேலும், 1947ஆம் ஆண்டு தொழில் தகராறுகள் சட்டத்தின் 10(2A) பிரிவின் கீழ், இந்த ஆணையைப் பெற்றுக்கொண்ட நாளிலிருந்து மூன்று மாதங்களுக்குள் தீர்ப்பு அளிக்காமாறு மதுரை தொழிலாளர் நீதிமன்றம் கேட்டுக்கொள்ளப்படுகிறது.

இணைப்பு

எழுவினா

நடத்துனர் திரு. வி. கோவிந்தராஜ் என்ற பணியாளருக்கு அளிக்கப்பட்ட "4 நாள் தற்காலிக பணி நீக்கம்" என்ற தண்டனையை ரத்து செய்ய வேண்டுமென்ற தொழிற்சங்கத்தின் கோரிக்கை நியாயமானதுதானா?

ஆம் எனில், உரிய உத்தரவுகள் பிறப்பிக்க.

[அரசாணை (டி) எண் 316, தொழிலாளர் மற்றும் வேலைவாய்ப்பு (சி)த் துறை, 27 மே 2010.]

No.II(2)/LE/386/2010.—இந்த ஆணையின் இணைப்பில் குறிப்பிட்டுள்ள பொருள் தொடர்பாக தமிழ்நாடு அரசு போக்குவரத்துக் கழகம், மதுரை என்ற நிர்வாகத்துக்கும் அரசு போக்குவரத்துக் கழகம் (மதுரை), தொழிலாளர் சங்கத்துக்குமிடையே தொழில் தகராறு எழுந்துள்ளது என்று அரசு கருதுவதாலும்;

மேற்சொன்ன தகராறை நீதிமன்றத் தீர்ப்புக்காக அனுப்புவது அவசியமென்று தமிழ்நாடு ஆளுநர் அவர்கள் கருதுவதாலும்;

எனவே, 1947ஆம் ஆண்டு தொழில் தகராறுகள் சட்டத்தின் (மத்திய சட்டம் XIV/1947) 10(1)(c) பிரிவிலும், 10(1)(d) பிரிவின் வரம்பு நிபந்தனையிலும் வழங்கியுள்ள அதிகாரங்களைக் கொண்டு தமிழ்நாடு ஆளுநர் அவர்கள் மேற்சொன்ன தகராறு, மதுரை தொழிலாளர் நீதிமன்றத் தீர்ப்புக்காக அனுப்பப்பட வேண்டும் என்று இதனால் ஆணையிடப்படுகிறது.

மேலும், 1947ஆம் ஆண்டு தொழில் தகராறுகள் சட்டத்தின் 10(2A) பிரிவின் கீழ், இந்த ஆணையைப் பெற்றுக்கொண்ட நாளிலிருந்து மூன்று மாதங்களுக்குள் தீர்ப்பு அளிக்காமாறு மதுரை தொழிலாளர் நீதிமன்றம் கேட்டுக்கொள்ளப்படுகிறது.

இணைப்பு

எழுவினா

ஓட்டுநர் திரு. பி. வெள்ளைச்சாமி 13-2-2007 நாளிட்ட உத்தரவின்படி மூன்று மாத கால ஊதிய உயர்வு நிறுத்தம் திரண்ட பயனில்லாமல் வழங்கப்பட்ட தண்டனையை ரத்து செய்ய வேண்டுமென்ற தொழிற்சங்கத்தின் கோரிக்கை நியாயமானது தானா?

ஆம் எனில், உரிய உத்தரவுகள் பிறப்பிக்க.

[அரசாணை (டி) எண் 317, தொழிலாளர் மற்றும் வேலைவாய்ப்பு (சி)த் துறை, 27 மே 2010.]

No.II(2)/LE/387/2010.—இந்த ஆணையின் இணைப்பில் குறிப்பிட்டுள்ள பொருள் தொடர்பாக தமிழ்நாடு அரசு போக்குவரத்துக் கழகம், மதுரை என்ற நிர்வாகத்துக்கும் அரசு போக்குவரத்துக் கழகம் (மதுரை) தொழிலாளர் சங்கத்துக்குமிடையே தொழில் தகராறு எழுந்துள்ளது என்று அரசு கருதுவதாலும்;

மேற்சொன்ன தகராறை நீதிமன்றத் தீர்ப்புக்காக அனுப்புவது அவசியமென்று தமிழ்நாடு ஆளுநர் அவர்கள் கருதுவதாலும்;

எனவே, 1947ஆம் ஆண்டு தொழில் தகராறுகள் சட்டத்தின் (மத்திய சட்டம் XIV/1947) 10(1)(c) பிரிவிலும், 10(1)(d) பிரிவின் வரம்பு நிபந்தனையிலும் வழங்கியுள்ள அதிகாரங்களைக் கொண்டு தமிழ்நாடு ஆளுநர் அவர்கள் மேற்சொன்ன தகராறு, மதுரை தொழிலாளர் நீதிமன்றத் தீர்ப்புக்காக அனுப்பப்பட வேண்டும் என்று இதனால் ஆணையிடப்படுகிறது.

மேலும், 1947ஆம் ஆண்டு தொழில்தகராறுகள் சட்டத்தின் 10(2A) பிரிவின் கீழ், இந்த ஆணையைப் பெற்றுக் கொண்ட நாளிலிருந்து மூன்று மாதங்களுக்குள் தீர்ப்பு அளிக்காமாறு மதுரை தொழிலாளர் நீதிமன்றத்தை கேட்டுக் கொள்ளப்படுகிறது.

இணைப்பு

எழுவினா

நடத்துனர் திரு. பி. செல்வராஜ் என்ற பணியாளருக்கு வழங்கப்பட்ட (1) இரண்டாண்டு ஊதிய உயர்வு திரண்ட பயனுடன் நிறுத்தம் (2) 30 நாட்கள் தற்காலிக பணி நீக்கம் என்ற தண்டனையை ரத்து செய்ய வேண்டுமென்ற தொழிற்சங்கத்தின் கோரிக்கை நியாயமானதுதானா?

ஆமெனில், உரிய உத்தரவுகள் பிறப்பிக்க.

ச. ஆறுமுகம்,

அரசு இணைச் செயலாளர்.

Exemptions from the provisions of the Bharat Heavy Electricals Limited, Complex, Tiruchirappalli under Tamil Nadu Industrial Establishments (National and Festival Holidays) Act.

[G.O. (D) No. 273, Labour and Employment (J1), 29 April 2010.]

No.II(2)/LE/388/2010.—In exercise of the powers conferred by sub-section (2) of Section 10 of the Tamil Nadu Industrial Establishments (National and Festival Holidays) Act, 1958 (Tamil Nadu Act 33 of 1958), the Governor of Tamil Nadu hereby

exempts for a period of five years commencing on and from the date of publication of this Notification in the *Tamil Nadu Government Gazette* all the eight factories in the Bharat Heavy Electricals Limited, Complex, Tiruchirappalli, specified in the Annexure, from the provisions of Sections 3 and 4 of the said Act, subject to the following conditions, namely:—

(1) That the holidays to which the workers are entitled shall not be altered or varied by the employer to the disadvantage of the employees without the prior concurrence of the employees and approval of the State Government;

(2) That where an employee is required to work on any holiday allowed as per the provisions of standing orders of the factory, then, the provisions of Section 5 of the said Act shall apply and he shall be paid wages for each of such holidays as laid down in the said Section 5; and

(3) That the employer shall send in Form No. V appended to the Tamil Nadu Industrial Establishments (National and Festival Holidays) Rules, 1959, a list of holidays to be allowed to the employees every year, to the Inspector having jurisdiction over the area in which the Industrial Establishment is situated.

ANNEXURE

The following are the details of the Registered Factories in Bharat Heavy Electricals Limited, Complex, Tiruchirappalli.

	Registration Number
01. High Pressure Boiler Plant	... TPL 1142
02. Human Resources Development Centre Workshop	... TPL 1153
03. Seamless Steel Tube Plant	... TPL 1402
04. Welding Research Institute	... TPL 1467
05. Energy Systems Group Complex	... TPL 1468
06. Energy Systems Group Workshop	... TPL 1507
07. Magneto Hydro Dynamics	... TPL 1661
08. Combined Cycle Demonstration Plant.	... TPL 1698

T. PRABHAKARA RAO,
Principal Secretary to Government.