



## KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)  
CIN:U40100KL2011SGC027424

Office of the Chief Personnel Officer, Personnel Department,  
Vydyuthi Bhavanam, Pattom, Thiruvananthapuram, Kerala-695004

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### ABSTRACT

Referendum conducted on 20.10.2015 – Protection from transfer to the nominees of trade unions – Orders issued.

### CORPORATE OFFICE (PERSONNEL)

**B.O.(CMD) No.752/2016 (PSI (b)/1465/2010) Thiruvananthapuram, dated: 04-03-2016**

- Read:- 1. Order No.1(5)19354/2014 dated 07-09-2015 of the Registrar of Trade Unions (Labour Commissioner)  
2. Letter No.IR.2913/2015 dated 12-11-2015 of the Returning Officer (Regional Joint Labour Commissioner, Ernakulam).  
3. B.O. (CM) No. 945/2013 (EB 7/General transfer/2013) dated 24-04-2013.

### ORDER

Registrar of Trade Unions (Labour Commissioner) as per order read as 1<sup>st</sup> paper appointed the Regional Joint Labour Commissioner as the Returning Officer for conducting Referendum in Kerala State Electricity Board Limited and the Referendum was conducted on 20-10-2015.

The Returning Officer (Regional Joint Labour Commissioner) Ernakulam, as per order read as 2<sup>nd</sup> paper has furnished the statement of results and the share of votes secured by each trade union in the Referendum.

As per the above order, the following trade unions have secured adequate percentage of votes necessary for considering them to be treated as principal bargaining agent and Constituent joint bargaining council as per the relevant provisions of Kerala Recognition of Trade Unions Act, 2010.

Sl. No.	Name of trade union	Percentage of votes	Status
1	Kerala State Electricity Board Workers Association (CITU) Reg. No. 54/1971	47.5	Principal Bargaining Agent
2	United Democratic Electricity Employees' Front Reg. No. 01-01/2003	24.83	Constituent of Joint Bargaining Council
3	Kerala Electricity Workers Federation (AITUC) Reg. No. 444/1975	16.51	Constituent of Joint Bargaining Council

As per B.O. read as 3<sup>rd</sup> paper above, the protection from transfer will be given to the nominees of the recognized trade unions at one percent of their membership strength subject to a maximum of 100 protected workmen for the entire establishment of Kerala State Electricity Board Limited.

In view of the above, Kerala State Electricity Board Limited is pleased to order that a total of 100 workmen nominated by the above trade unions will be granted protection from transfer on the basis of the percentage of votes secured by them in the referendum as indicated below. The validity of such protection is subject to the provision of the Kerala Recognition of Trade Unions Act, 2010.

Sl. No.	Name of trade union	Percentage of votes	Number of workmen to be protected
1	Kerala State Electricity Board Workers Association (CITU) Reg. No. 54/1971	47.5	53
2	United Democratic Electricity Employees' Front Reg. No. 01-01/2003	24.83	28
3	Kerala Electricity Workers Federation (AITUC) Reg. No. 444/1975	16.51	19

The Chief Personnel Officer will obtain a list of nominees from the above mentioned three trade unions for declaring them as workmen protected from transfer every year. The recognized trade unions can withdraw the name of any of their nominees from the list at any time by giving due intimation to the Chief Personnel Officer, but they will not be eligible for substitution. As soon as the Chief Personnel Officer declares and notifies the list of protected workmen for one year as above, the list of workmen protected from transfer for the previous year will cease to exist.

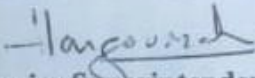
By Order of the Chairman & Managing Director  
Sd/-

R.Rajasekharan Nair  
Secretary (Administration)

Copy to:

All Chief Engineers (Electrical & Civil)  
Deputy Chief Engineer (HRM-I) with full powers of Chief Engineer (HRM)  
Financial Advisor/Legal Adviser & Disciplinary Enquiry Officer  
The Chief Vigilance Officer/Deputy Chief Engineer (I T)  
Chief Public Relations Officer/Deputy Secretary (Administration)  
The TA to Chairman & Managing Director  
The TA to Director (D & S)/Director (T & SO)  
The TA to Director (CP & SCM)/Director (G & HRM)  
The PA to Director (Finance)/CA to Secretary (Administration)  
The FC Superintendent/Record Section/Library/Stock File.  
General Secretary, Kerala State Electricity Board Workers Association (CITU)  
General Secretary, United Democratic Electricity Employees Front  
General Secretary, Kerala Electricity Workers Federation (AITUC)

Forwarded/By order

  
Senior Superintendent