

# ANDHRA PRADESH ELECTRICITY EMPLOYEES' UNION

(Regd.No. 1104, Recognised)

H.O: Vidyuth Karmika Bhavan, Vijayawada-4

**President**  
**V. DEVENDRA REDDY**



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**General Secretary**  
**GANAPATHI.V.S.R.K**  
**Addl. General Secretaries**  
**ANNE SRINIVASA RAO**  
**Y. MALLESWARA REDDY**

To  
The Special Chief Secretary to Government,  
Energy Department, Government of A.P  
A.P.Secretariat, Velagapudi.

**Letter No.GS/APEEU-1104/VSP/D.No. 66 / 2026, Dated: 09-06-2026.**

Respected Sir,

Sub:-A.P.E.E. Union (Regd.No.1104) – Representation for resolving certain important pending grievances of the Workmen in A.P Power Sector - Submitted - Regarding.

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This union request the benign authority for his urgent intervention regarding the pending revision of wages as the current wage structure has not been updated since 01-04-2022, with a request to release the pending DAs 01-01-2025, 01-07-2025 and 01-01-2026 as the workers and employees of power sector are facing severe financial challenges, even though they are working continuously by rendering 24/7 essential service under hazardous conditions. The major long pending demands, which are due since long time is once again brought to your knowledge for early salvation please. The following important grievances of the Workmen of Electricity Sector of Andhra Pradesh which are pending since long time are herewith submitted as follows with a fond hope on the employee welfare oriented Government and the magnanimous leadership of you sir for resolving the same:

**1) CONSTITUTION OF COMBINED IN-HOUSE COMMITTEE FOR REVISION OF PAY SCALES :**

It is to submit that the employees are eagerly awaiting for constitution of a combined in-house pay revision committee. The agreement period of four years expired by 31-03-2026 and the wage revision is due w.e.f.01.04.2026. Our employees and pensioners are eagerly awaiting for revision of pay scales w.e.f 01-04-2026, to that effect our employees are very much anxious to have a combined In-house pay revision committee as was done in earlier revision of wages. In view of the above, this union is requesting to constitute the combined In-house Pay Revision Negotiating Committee within the organization itself, comprising the representative from the managements of A.P Power utilities to Revise Pay scales and Allowances to all the employees and pensioners of A.P Power utilities.

**2) RELEASE OF PENDING DAs/DRs:**

It is all well aware that the employees and their families are facing severe financial hardship due to the rising price index cost of essential commodities. Due to the inflation and steep rise in overall prices of the commodities, school fees and other daily essentials the Dearness allowance is the source to the employees / pensioners to mitigate the impact of rising costs. Under these difficult circumstances, there is an urgent need for financial relief to support the affected employees to met their basic needs. The Dearness Allowance is typically revised every six months to reflect fluctuations in the cost-of-living index to maintain overall smooth life and of course the Dearness Allowance (DA) is a taxable salary component for working sector employees designed to offset inflation, typically calculated as a percentage of the basic salary. In this regard, we earnestly request that necessary steps may kindly be taken to release the pending 3 Nos., Dearness Allowances/ Dearness Reliefs i.e 01-01-2025, 01-07-2025 and 01-01-2026 at the earliest.

(Contd....2)

**3) IMPLEMENTATION OF AP REVISED PENSION RULES, 1980 AND GPF TO THE EMPLOYEES RECRUIED FROM 01.02.1999 TO 31.08.2004 ON PAR WITH STATE GOVT.:-**

1. It is to submit that consequent on introduction of reforms in the Power Sector of the state of Andhra Pradesh. in the 1<sup>st</sup> instance two Corporations were established i.e., A.P. Transco and A.P. Genco w.e.f:01-02-1999 and later the DISCOMs were established w.e.f:01-04-2000. It is to submit that the Government of Andhra Pradesh has amended the AP Revised Pension Rules, 1980 and introduced Contributory Pension Scheme for the employees in the Govt. of A.P who are appointed on or after 01-09-2004. In this connection it is to submit to your kind notice that the Pension scheme as per the A.P Revised Pension Rules 1980 and GPF Scheme were not implemented in respect of employees of A.P Power Sector who have joined on or after 01.02.1999 differing with the policy of State Government. The above discrimination was led for differences in between the employees working under the same shelter in service prior to 01.02.1999 and employees appointed on or after 01-02-1999. It was informed that a letter dated: 31-05-2016 was addressed to the Government as per the earlier assurance given to JAC by the then Principal Secretary to Government, Energy Department vide letter, Dt.16.05.2002. The issue has been kept pending since then, for one or other reasons shown by the management. Therefore, in case of any delay anticipated in implementation of AP Revised Pension Rules, 1980 and GPF Regulations to the employees who are appointed in from 01-02-1999 to 31-08-2004 on par with the employees of Government of A.P to avoid discrimination, it is requested to implement the same in a phased manner as submitted below to ameliorate the service conditions of the Power Sector employees:
- a) Employees applied for recruitment for the notifications issued prior to unbundling i.e., 01-02-1999 and later joined in A.P. Power Sector.
  - b) The employees who were died/retired on medical invalidation leaving their families in harness prior to unbundling of A.P.S.E.B and their dependents appointed/ joined on or after 01-02-1999 due to administrative reasons may please be allowed on par with the employees of A.P.S.E.B as on 31-01-1999.
  - c) Village Electricity Workers who were absorbed after 01-02-1999 in the department after serving for decades in the erstwhile APSEB prior to unbundling. It is requested to consider the issue as a special case as was done earlier in the case of NMRs absorbed as regular employees in the power sector.
  - d) Employees who have joined after 01-02-1999 and allotted G.P.F. Account Numbers have come under AP Revised Pension Rules, 1980 and GPF from their date of Regularisation in the department. The GPF Accounts Numbers were cancelled retrospectively consequent on issuing orders for implementation of E.P.F in A.P. Power Sector in the year 2003 removing the existing service benefits of the employees unilaterally. **Removal of any benefit extended to the employees retrospectively is against the Constitution as per various judgments given by Hon'ble Supreme Court of India. Therefore, these employees who have been allotted with GPF Account and subscribed to GPF are eligible for coming under AP Revised Pension Rules, 1980 and GPF. However, in case of any doubt on the said grievance, necessary proof from the employees may be obtained regarding their allotment of GPF Accounts.**
  - e) All the employees who have joined in from 01-02-1999 to 31-08-2004 on par with Govt. of Andhra Pradesh since we are following AP Revised Pension Rules, 1980.

Finally, it is to submit that this Union will always put forth the considerable and genuine demands with justification only before the Hon'ble Special Chief Secretary, Energy Department, Government of Andhra Pradesh. As these demands submitted which are having huge impact on the employees and their dependent family members, pending since almost more than Two Decades, this Union with a fond hope on the magnanimity of the benevolent authority requests for the kind intervention on the above long pending grievance explained briefly with a request to arrange to resolve the same by **implementing the AP Revised Pension Rules, 1980 and GPF Scheme to the employees appointed from 01-02-1999 to 31-08-2004 on par with the Govt. of A.P.** at the earliest date please.

4) **IMPLEMENTATION OF WORKLOAD NORMS AND RECRUITMENT OF INITIAL CADRE:-**

It is to submit that there is an abnormal growth in the Electricity Sector due to releasing of huge number of new services and new industries are being emerging up in to existence day by day. Consequently the work load is abnormally increased in this vital electricity sector. But, no new posts are being sanctioned or created to that extent. There is no comparison in between the work load and the existing man power. The work is extracting from the existing staff by over burdening them. Hence, this union requested to kindly cause necessary instructions to the concerned authorities for implementation of the norms at an early please. Further it is requested to recruit the initial cadre posts such as Junior Lineman/Junior Plant Attendant/Junior Assistant/Driver posts in the existing vacancies to improve the internal efficiency of the organization to maintain better profit ratio and also to provide better consumer service.

5) **EXTENSION OF MEDICAL FACILITIES TO EPF PENSIONERS:**

The medical facilities presently available to serving employees and regular pensioners may kindly be extended to EPF pensioners also, considering their age-related health requirements and financial constraints.

6) **EQUAL PAY FOR EQUAL WORK, DIRECT PAYMENT OF CONTRACT LABOUR:-**

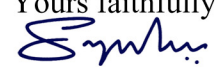
It is to submit that the contract labour engaged by the Contractors as Shift Operators for manning of Sub-Stations and Peak load assistants/ Pole to Pole workers in the A.P.Discoms/ A.P.Transco, Skilled/Semi-Skilled contract labour in A.P.Transco/ A.P.Genco and the outsourcing employees who are engaged as Data Entry Operators, Drivers, Office Sub-ordinate, Watch and Ward duties are equally attending to and performing the duties as was attended by the regular employees. But, they are not being paid the equal wages or at least keeping the minimum pay of the time scale of the cadres. It is also requested to consider for arranging the payment of the wages directly to the individuals engaged on Contract basis to their respective Bank accounts. If the Payment of wages was done directly by the management without any middle men, the Contract Labour/ Outsourcing employees will get the actual wages paid by the principal employer and there will not be any scope for the middle men to do frauds. It is also beneficial to the Principal Employer as the Additional expenditure by way of GST and Supervision charges being paid to the contractors will be reduced. Further, it is submitted that the neighbouring Telangana State Transco, Genco and Discoms are being paid the wages directly to the Contract/Outsourcing employees by avoiding third party agencies. It is also requested to kindly arrange for merging of their services in the power sector and abolished the contract system as like our neighbouring T.S.Transco/Genco and T.S.Discoms.

7) **RECTIFICATION OF PAY ANOMALIES:-**

It is requested for Rectification of Pay Anomalies in respect of the employees who are appointed prior to 01.07.1993 and services were regularized prior to 01.07.1994 on par with the Assistant Engineers, as the juniors who appointed after 01.07.1993 and regularized after 01.07.1994 are drawing more pay than seniors due to allowing two notional increments besides training period increments based on Assistant Engineers. It is requested to arrange to issue clear instructions to field officers to rectify such anomalies as it is a genuine issue without any discrimination.

Finally, it is to submit to your kind notice that this Union always put forth few of the reasonable and justified demands which will ameliorate the service conditions of the employees before the Hon`ble Special Chief Secretary to Government.

In view of the above, this Union humbly requests the Hon`ble Special Chief Secretary to Government, Energy Deptmt to kindly intervene on the above briefly explained long pending issues and requested to arrange to resolve the same by issuing expeditious and favorable orders at an early date, for which act of magnanimity the employees of the entire Power Sector of Government of A.P. will remain thankful Sir.

Yours faithfully  
  
(GANAPATHI.V.S.R.K)  
General Secretary.

Copy submitted to Sri N.Chandra Babu Naidu Garu, Hon`ble Chief Minister, Govt. of A.P with a request to kindly intervene in the matter and arrange to issue favorable orders please.