

Dis. No. 797/2024
dt. 31.7.2024

**COMMON CERTIFIED STANDING ORDERS OF THE TRANSPORT
CORPORATIONS MENTIONED IN ANNEXURE-I**

**(Certified on the 5th-day of September, 1995 by the
Commissioner of Labour, Chennai, the Certifying Officer
under the Industrial Employment (Standing Orders) Act, 1946**

And

**(Amended as per the Order of the Principal Labour Court,
Chennai in SOA No.4/1995, dated 01.04.2022, the appellate
authority under the Industrial Employment (Standing
Orders) Act, 1946)**



I. SCOPE OF ORDERS:

i) Extent of applicability:

These orders shall apply to all persons working in the industrial establishments of any of the following existing State Transport Undertakings owned by the Government of Tamil Nadu.

1. Anna Transport Corporation Ltd.
2. Annai Sathya Transport Corporation Ltd.
3. Cholan Roadways Corporation Ltd.
4. Cheran Engineering Corporation Ltd.
5. Cheran Transport Corporation Ltd.
6. Dheeran Chinnamalai Transport Corporation Ltd.
7. Dr. Ambedkar Transport Corporation Ltd.
8. Jeeva Transport Corporation Ltd.
9. Kattabomman Transport Corporation Ltd.
10. Marudhu Pandiyar Transport Corporation Ltd.
11. Mahakavi Bharathiyar Transport Corporation Ltd.
12. Nesamony Transport Corporation Ltd.
13. Pallavan Transport Corporation Ltd.
14. Pattukottai Azhagiri Transport Corporation Ltd.

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and Individuals

15. Pandiyan Roadways Corporation Ltd.
16. Puratchi Thalaiver MGR Transport Corporation Ltd.
17. Puratchi Thalaivi Dr. J. Jayalalitha Transport Corporation Ltd.
18. Rani Mangammal Transport Corporation Ltd.
19. Thiruvalluvar Transport Corporation Ltd.
20. Thanthai Periyar Transport Corporation Ltd.

and such undertaking as may be established by the Government of Tamil Nadu in future, by division, merger or any other method of the existing State Transport Undertakings and who are "workman" as defined in Section 2(1) of the Industrial Employment (Standing Orders) Act, 1946.

2. DEFINITIONS:

In these orders, unless there is anything repugnant in the subject or context requires,

- i. "Corporation" means anyone of the Transport Corporations mentioned in S.O.1
- ii. "Establishment" means the establishment of any of the Transport Corporation to which these Standing Orders are applicable and to every establishment of such Corporation which is an industrial establishment as defined under Section 2(e) of the Industrial Employment (Standing Orders) Act, 1946.
- iii. "Management" means the officer employed by the Corporation to be in-charge of the establishment from time to time.
- iv. "Muster Roll/Attendance Register" includes any register or record maintained by the Management for keeping a list of workmen employed or for marking attendance of the said workmen.
- v. "Notice Board" means the Board or Boards maintained for the purpose of displaying notices.

vi. "Section/Branch/Depot/Workshop" means any part of the establishment serving as a distinct unit and declared as such by the Management.

vii. Words denoting the masculine gender shall include the feminine gender also.

viii. Words denoting the singular number shall include the plural number and vice versa.

3. CLASSIFICATION OF WORKMEN:

(a) The workmen shall be classified as:

(i) Permanent

(ii) Probationer

(iii) Temporary

(iv) Apprentice

(b) (i) PERMANENT:

A "Permanent" workman is one who is employed on a permanent basis.

(ii) PROBATIONER:

A "probationer" is one who is provisionally employed in a post and who has not completed the prescribed period of probation.

(iii) TEMPORARY:

A "temporary" workman is one who is employed for work which is of essentially temporary nature likely to be finished within a specified period.

(iv) APPRENTICE:

An "Apprentice" is a learner under the Apprentices Act, 1961.

4. PROBATION:

- (a) Every workman appointed to a regular post shall be placed on probation for a period of six months on duty, except in case of these whose services are to be confirmed after satisfactory completion of 240 days of actual work against permanent vacancy in a continuous period of one year on daily wages, without frustrating Employment Exchange Act.
- (b) The appointing authority or any higher authority may extend the period of probation of a workman for a period not exceeding three months at a time, such extensions not exceeding two spells in all, if the work and/or conduct of the workman has not been found satisfactory during the period of probation or the workman has not passed the prescribed tests required at present to be passed during the probation period.
- (c) Orders regarding declaration of completion of probation shall be issued within a period of one month from the date of completion of the period of probation by the competent authority. If it is proposed to extend the period of probation of a workman, he shall be informed in writing of the grounds on which the probation is proposed to be extended within one month on completion of the period of probation and in the absence of any such intimation, the workman shall be deemed to have satisfactorily completed his probation on the normal date.
- (d) If within the prescribed period of probation or extended period of probation, as the case may be, a probationer has appeared for any test or examination to be passed during the period of probation and the result of the test or examination is not known before the expiry of the prescribed or extended period of probation, he shall continue to be on probation or extension of probation until the publication of the result of the examination.

- (e) If a permanent workman is employed as a probationer in a higher/different post, he may, at any time during the probationary period, be found unsatisfactory, reverted to the post from which he was promoted.

5. APPOINTMENT:

All appointment orders to workman shall be issued in writing by authority authorised in this regard by the Management. The orders of appointment shall specify the nature of appointment, the category of grade, the initial pay, the scale of pay and all allowances, if any, to which he is entitled.

6. SERVICE RECORDS:

The Corporation shall maintain appropriate records for every workman entering particulars regarding his date of birth, qualification, date of employment, all necessary bio-data like the details of the dependants, address, names of nominees for different kinds of benefits, details of Family Planning Operation undergone by him or his spouse, medical history etc., dates of increments, punishment or commendation, if any, leave review and such other particulars. Such record shall be made available for scrutiny by the concerned workman once a year at the appointed place and time for the purpose and on request by any workman, the management will furnish copy of the relevant entries from such record.

7. IDENTITY CARDS AND TEMPORARY PERMITS:

Every workman issued with Identity card/Temporary Permit shall comply with the orders or instructions that may be issued from time to time by the Management regarding identity card/temporary permit. In case of loss of identity card/ temporary permit, the Management may, if it is satisfied of the genuineness of the reason, issue a duplicate attested identity card/ temporary permit at the cost of such workman.

8. PUBLICATION OF WORKING HOURS:

The hours of work in respect of workmen will be exhibited in Tamil and English in the Notice Board maintained for the purpose within one month from the date on which these Standing Orders come into force.

9. INSTRUCTIONS REGARDING ATTENDANCE, DEPARTURE, ETC.

- (i) All workman shall be at specified place of work at the establishment at the time fixed and notified. Workman attending late shall be liable to the deductions provided for in the Payment of wages Act, 1936. Any workman, leaving his proper place of work during the working hours without the permission of the authority shall be liable to be treated as absent. In case his absence commences before the lunch interval, he shall be treated as absent for the whole day and in case his absence commences after the interval, he shall be treated as absent for half-a-day. No employee shall be late for duty and such late comers will be treated as absent from duty.
- (ii) Any workman, who after reporting to work, leaves his proper place or places of work during any period of the working hours without the permission of the authority, to be specified by the Management or without any sufficient reasons, shall be liable to be treated as absent and in case his absence commences before the interval for the rest, he shall be treated as absent for the whole day and half a-day in case his absence commences after the interval.
- (iii) The workman shall have the option to set off the period of absence by him, as above, against any leave other than leave on Medical Certificate.

10. PAYMENT OF WAGES:

- (i) Wages shall normally be paid on the first working day of the succeeding month.

- (ii) If the wage is not claimed on the day specified in accordance with sub-clause (i) above, it shall be paid to the workman or any other person, duly authorised by him, within 7 days from the day on which the claim for payment is made.

11. DATE AND MANNER OF PAYMENT OF UNCLAIMED WAGES:

- (i) Any wages due to workman but not paid on the usual pay day, on account of their being unclaimed, shall be paid by the employer to the workman or any other person duly authorised by him, as the case may be, on such unclaimed wages day, as may be notified in this behalf.
- (ii) Where the employment of any person is terminated by the Corporation, the wages due to the employee shall be paid to him, before the expiry of second working day, from the date on which the employment is terminated.

12. PUBLICATION OF HOLIDAYS:

The days, which will be observed as holidays, in addition to the statutory weekly holidays, shall be fixed in accordance with the provisions of the Tamil Nadu Industrial establishment (National and Festival Holidays) Act, 1958/Motor Transport Workers Act, 1961. Notices specifying such holidays shall be displayed on Notice Board in accordance with law.

13. SHIFT WORKING:

- (i) At the discretion of the Management more than one shift may be worked in a Department or Departments or any section of a Department of the establishment and if more than one shift is worked, the workman shall be liable to be transferred from one shift to another.
- (ii) Except in emergencies, the Management will, as far as possible, give to workman concerned at least 48 hours prior notice of transfer from one shift to another.

- (iii) Workman shall not be allowed to change his shift without permission nor shall he leave his job at the end of a shift without intimation to his in-charge, if specifically directed.
- (iv) No shift working shall be discontinued without one month's notice being given in writing to the workman prior to such discontinuance.

Provided that no such notice shall be necessary.

- a) If the closing of the shift is under an agreement,
- b) If as a result of closing of shift no permanent workman will be retrenched, and
- c) If the closure is due to circumstances beyond the management's control.

14. PROCEDURE FOR THE GRANT OF LEAVE TO WORKMAN:

- (i) The quantum of leave to which a workman will be entitled will be in accordance with laws in force governing such workman and/or in terms of settlement entered into from time to time.
- (ii) The grant of earned leave shall depend on the exigencies of work in the establishment and shall be at the discretion of the management.

A workman who desires to obtain leave of absence shall apply to the Officer appointed for the purpose by the Management. He shall also mention in his leave application his address during the period of leave. Application for leave of absence for three days or less should ordinarily be made atleast twenty four hours prior to the time from which the leave is required and application for leave of absence for more than three days shall be made atleast three days before the date from which the leave is required, except in case of sickness or other emergencies. If leave is granted, an order sanctioning the leave shall be issued to workman. If the leave is refused or postponed, the fact of such refusal or postponement and the reason therefore shall be recorded in writing and communicated to the workman concerned before the day of commencement of leave. If

the workman, after proceeding on leave, desires an extension thereof, he shall make an application in time for the purpose to the authority granting leave who shall send a written reply either granting or refusing the extension of leave to the leave address of the workman.

15. CASUAL LEAVE:

Every workman may be granted casual leave in accordance with the quantum of leave in a year. Casual leave shall ordinarily be availed of only after obtaining prior sanction of the competent authority, except in unforeseen circumstances and in cases of sickness for which intimation should be sent to the sanctioning authority for issue of appropriate sanction.

16. LEAVE ON MEDICAL CERTIFICATE:

Medical Leave can be availed of only on production of a certificate issued by the Corporation's Medical Officer or registered Medical Practitioner or such other authority as the management may prescribe. Every workman who applies for leave on Medical Certificate should submit a leave application within 24 hours of his falling sick duly supported by a Medical Certificate, provided however, in exceptional circumstances, he may send an intimation to the competent authority immediately on falling sick and send his application along with Medical Certificate within ten days of his falling sick on the date of reporting for duty whichever is earlier.

Every workman who returns to duty after a period of leave on medical grounds shall produce a certificate of fitness from the Corporation's Medical Officer or from a Registered Medical Practitioner from whom the workman took treatment.

17. ENTRY INTO AND DEPARTURES FROM ESTABLISHMENT OF WORKMAN

The workman shall not enter or leave the premises or the Industrial Establishment except through the gate or gates provided for the

purpose. These gates may be closed during working hours and the workman must not leave the premises during such hours without the permission in writing of their incharge which shall be shown at the gate to the watch and ward staff of the establishment.

18. LIABILITY FOR SEARCH:

All male workers shall be liable to be searched by the gateman at the time of leaving the premises of the Industrial Establishment. All female workers shall be liable to be searched by the female searcher, if the gateman suspects that any worker is in wrongful possession of the property belonging to the Corporation.

Provided that no search shall be made of the suspected workers except in the presence of two other persons of the same sex.

19. TEMPORARY CLOSURE OF DEPARTMENT AND LAY OFF OF THE WORKMEN FOR CAUSES BEYOND THE CONTROL OF THE MANAGEMENT:

- i) The employer may, at any time, in the event of fire, catastrophe, break-down of machinery, or stoppage of power supply, epidemic, civil commotion or other cause beyond his control, stop working any machine or close any department or departments wholly or partially for any period or periods.
- ii) In the event of any such stoppage or closure during working hours, the workman affected shall be notified by notices put up on the notice boards in the department concerned and at the office, as soon as practicable, as to when work will be resumed and whether they are to remain or leave the industrial establishment. The workman, detained in the industrial establishment during such stoppage or closure, shall be entitled to receive wages for the whole of the time during which they were detained in the industrial establishment.

EXPLANATION:

In the case of workman, who is paid at piece rate, the wages for the period of detention shall be calculated taking into account the average daily earnings of the workman for the previous wage period in which he has worked excluding the overtime and the night shift allowance.

20. RESUMPTION OF WORK AFTER TEMPORARY CLOSURE:

Any workman, who has no work on account of the closure referred to in Standing Order No.19 shall not be considered as discharged from service but as temporarily unemployed. whenever, practicable, reasonable notice shall be given for resumption of normal work to the workman and all workmen, laid off under Standing Order No. 19 who present themselves for work when the normal working is resumed, shall be allowed to resume work.

Provided that any workman, who for any bonafide reason, is unable to resume work on the day of resumption of normal work, may be permitted to resume the work subsequently, if he presents himself within a reasonable time to the satisfaction of the Employer.

21. CLOSURE DUE TO STRIKE AND RESUMPTION OF WORK THEREAFTER

In the event of a strike affecting either, wholly or partially any one or more departments of the industrial establishment, the employer may subject to the provisions of the Industrial Disputes Act, 1947 (Central act XIV of 1947) or of the Rules made there under close down either, wholly or partially such departments and any other department or departments affected by such closing down and for any period or periods. The fact of such closure shall be notified by Notices put up on the Notice Board in the departments concerned and in the main office as soon as practicable. The workman concerned shall also be notified by the general notice, prior to the resumption of work when work will be resumed.

22. TERMINATION OF EMPLOYMENT OF WORKMEN:

- (i) The service of any workman with not less than one year of continuous service shall not be dispensed with except for a reasonable cause and without giving such workman one month's notice or wages in lieu of such notice. This notice, however, is not necessary if the workman's service is terminated due to misconduct as a result of disciplinary proceedings.
- (ii) In case of retrenchment, as defined in Section 2(oo) of the Industrial Disputes Act, 1947 the provisions of the said Act shall apply; No order of termination of service of a workman shall be made unless the workman is informed in writing of the reason for the termination of his services and is given an opportunity to show cause against such termination and is informed in writing, of the reasons for the termination of his service. A copy of the said order shall be communicated to the workman.
- iii) Where the employment of any workman is terminated by or on behalf of the establishment, the wages earned by the workman shall be paid before the expiry of second working day from the day on which his employment is terminated subject to the recovery of all lawful dues owed to the corporation.

23. LIABILITY OF WORKMAN TO GIVE NOTICE BEFORE RESIGNATION.

Any workman with not less than one year of continuous service, desirous of leaving the service, shall give one month's notice or one month's wages, in lieu of the notice, to the employer or to such other officer as the employer may appoint to exercise the functions of the employer in connection with the business of the Industrial Establishment. The wages due to such workman shall, if possible, be paid on the date on which the notice expires and in any case within two days after the expiry of the notice period.

Provided that the notice given by the workman may be withdrawn at any time before expiry of the notice period.

24. REFUSAL TO WORK:

If ten or more workmen acting in concert without giving reasonable cause and without complying with the provisions of the Industrial Disputes Act and Rules, made there under, absent themselves from work or being present at the workspot, refuse to work, wages shall be deducted from each one of them as per the provisions of the Payment of Wages Act, 1936.

25. CHANGE OF ADDRESS:

Every workman must notify the Management of his residential address as soon as he joins duty and if any change of address within one month after such change takes place. Communication forwarded by the Management to the last known address given by the worker shall be regarded as necessary and sufficient compliance for the purpose of giving notice.

26. ABSENCE FROM HEAD QUARTERS:

The workmen, as may be specified from time to time, shall not leave the headquarters during holidays, off-days or leave periods without prior intimation of their addresses to competent authority.

27. SECRECY:

No employee shall by writing to any person or by communicating to public papers, journals, books, pamphlets or leaflets or by speech or discussion at any place disclose or cause to be disclosed at any time any information or documents of a confidential nature of any matter relating to the interest of the Corporation subject to the legal rights of the employer except with the prior approval of the Management in writing.

28. (Deleted) *

*** Deleted as per the Order of Standing Order Appeal No.4/1995, dated 01.04.2022 on the file of Principal Labour Court, Chennai.**

29. ACTS AND OMISSIONS CONSTITUTING MISCONDUCT:

1. The following acts and omissions shall be treated as misconduct:

- i) Wilful insubordination or disobedience whether alone or in combination with another or others, of any lawful and/or reasonable orders of a superior.
- ii) Striking work or inciting others to strike work or wilful slowing down of work either alone or along with another or others in contravention of the provisions of the Industrial Disputes Act, 1947 or any other enactment or rules in force.
- iii) Theft, fraud or dishonesty in connection with Corporation's property or business or theft of another workman's/employees' property within the establishment.
- iv) Taking or giving bribes or any illegal gratification whatsoever. Collection of any money within the premises of the industrial establishment for purposes not sanctioned by the employer.
- v) Habitual late attendance or habitual absence without leave or absence without leave for more than 10 consecutive days, overstaying sanctioned leave without sufficient cause or satisfactory explanation.
- vi) Carrying on money lending or any other private business within the premises of the establishment.
- vii) Drunkenness, fighting, riotous or disorderly or indecent or insolent behaviour or any act subversive of discipline in the premises of the establishment or at any place of employment or in the performance of the Corporation's duties.

- viii) Negligence or neglect of work.
- ix) Failure to possess valid driver and conductor licence.
- x) Smoking within the premises of the establishment or in vehicle.
- xi) Distribution, exhibition, display or use within the boundaries of the workspot or premises, of any posters, handbills or pamphlets without the previous sanction of the Management.
- xii) Undertaking employment under any other employer in any capacity without the written permission of the Management.
- xiii) Sleeping while on duty.
- xiv) Any violation or breach of Act and Rules or instructions.
- xv) Holding meeting within the establishment or any of the premises including the precincts thereof owned or occupied by the Corporation, without the previous sanction of the management.
- xvi) Gambling within the premises of the establishment.
- xvii) Unauthorised use of Corporation's property.
- xviii) Entering or leaving the place of work except, by the gate or entrances provided for.
- xix) Wrongful interference with or failure to observe any safety device installed in the place of work.
- xx) Wilful damage or disturbance to work in progress.
- xxi) Intimidating or assaulting any workman or superior outside the premises of the establishment if such intimidation or assault is in connection with the employment in the establishment.
- xxii) Failure to wear uniform and/or name badge while on duty.
- xxiii) Assaulting or intimidating or being discourteous to/or misbehaviour with the Corporation's passengers or intending passengers.

- xxiv) Rash and negligent driving resulting in death or injury to persons or damages to properties.
- xxv) (a) Failure to stop bus, at the scheduled bus stops to pick up passengers when there is accommodation in the bus and/or to set down the passengers.
- (b) Failure to safeguard the corporation amenities provided in the Buses. Failure to safeguard maintain and hand over the Corporation amenities and tools provided in the buses during the course of employment and at the time of change over:
- (c) Improper handling of the vehicle resulting in damage and loss to the corporation.
- (d) Over speeding.
- (e) Engaging in conversation and being inattentive while driving.
- (f) Failure to ensure proper filling up of fuel resulting in being stranded, for want of fuel.
- (g) Improper handling of Dickey resulting in loss of properties of the travelling passengers of the Corporation.
- (h) Running ahead/behind the schedule, Curtailment of trips and diversion of route without any reasonable cause.
- (i) Refusal to accept a charge sheet, order or other lawful or proper communications.
- (j) Failure to stop the Bus at places other than bus stops when signalled to stop by the Checking officials/other officers.
- (k) Knowingly allowing transportation of goods which are prohibited by law or by an order of the government, whether Central or State, or by the Corporation in any vehicle belonging to the Corporation.

- xxvi) Disclosing to any unauthorised person confidential/trade information with regard to the working/process in the establishment without the prior permission of the Management.
- xxvii) Loitering and idling during working hours or absenting himself from work or place of work or being within the premises of the Corporation after authorised working hours without permission.
- xxviii) Wilfully making false and malicious statements against the Corporation or any member or any employee thereof.
- xxix) Tampering with the records of the Corporation.
- xxx) Unauthorised possession of any lethal weapon or corrosive substance in the premises of the establishment.
- xxxi) Misuse of any amenity or amenities provided by the Management.
- xxxii) Unauthorised driving of the vehicle or allowing unauthorised persons to drive the vehicle whilst in authorised charge.
- xxxiii) Wilful omission to furnish complete and true particulars or furnishing false particulars of name, age, qualifications and experience or any other matter with reference to the employment at the time of appointment.
- xxxiv) Delay and improper handling of files resulting in loss to the corporation.
- xxxv) a) Misappropriations of Corporation Money.
 - b) Non-issue of tickets after receiving fares.
 - c) Re-issue of old tickets.
 - d) Deliberate issue of wrongly punched/unpunched tickets.
 - e) Issue of lower denomination tickets.

- f) Obstructing passenger while getting in/or getting down from the bus.
 - g) Non-collection of fares and/or non-issue of tickets.
 - h) Refusal to give unpunched tickets, way bills etc. to the Checking Inspector or other authorised official of the Corporation when demanded.
 - i) Alteration of fare amount in the original ticket and way bills.
 - j) Allowing more than permissible luggage inside the Bus.
 - k) Parking of vehicles in unauthorised places.
- xxxvi) Conviction by any Court of Law for any criminal offence involving moral turpitude.

30. PUNISHMENT FOR MISCONDUCT

1. The following shall be the prescribed punishments that may be awarded to a workman guilty of misconduct.

MINOR PUNISHMENT:

- (i) Censure.
- (ii) Fine, subject to the provisions of the payments of Wages Act, 1936 as amended from time to time.

PUNISHMENTS OTHER THAN MINOR PUNISHMENTS:

- iii) Stoppage of increment or increments with or without cumulative effect.

In cases of stoppage of increment, when it cannot be effected, if without cumulative effect, the monetary equivalent of the increments ordered to be withheld and if with cumulative effect, the monetary equivalent to 3 times of his increment ordered to be withheld, may be ordered to be recovered.

- iv) Reduction in the time scale of pay for a specified period.

EXPLANATION:

Where an order of reduction in the time scale of pay cannot be given effect to, the monetary equivalent to the amount of reduction in the time scale ordered may be recovered from Pay/Wages of the workman.

- v) Demotion to a lower post or lower grade.

NOTE:

No workman shall be demoted to any post or grade lower than to which he was initially recruited under the Corporation.

- vi) Suspension for a period not exceeding 30 days.
- vii) removal from service.
- viii) Dismissal from service.

NOTE:

In cases of removal or dismissal from service on account of disciplinary action, a workman shall not be entitled to any notice or any compensation in lieu of such notice.

- 2. (a) Where a disciplinary proceeding against a workman is contemplated or is pending or where criminal proceedings against him in respect of any offence are in progress and the employer is satisfied that it is necessary or desirable to place the workman under suspension, he may by order in writing, suspend him with effect from such date as may be specified in the order. A statement setting out in detail the reasons for such suspension shall be supplied to the workman within a week from the date of suspension.

Criminal proceedings in a court will not be a bar for the Corporation to initiate the disciplinary action against the employee who committed the offence.

- b) A workman who is placed under suspension under clause(a) shall during the period of such suspension be paid a subsistence allowance in accordance with the provisions of the Tamil Nadu Payment of Subsistence Allowance Act, 1981.
- c) If, on the conclusion of the enquiry or the criminal proceedings, as the case may be, the workman has been found guilty of the charges framed against him and it is considered, after giving the workman concerned a reasonable opportunity of making representation on the penalty proposed that an order of dismissal or stoppage of annual increment or reduction in rank would meet the ends of justice, the employer shall pass an order accordingly.

Provided that when an order of dismissal is passed under this clause, the workman shall be deemed to have been absent from duty during the period of suspension and shall not be entitled to any remuneration for such period and the subsistence allowance already paid to him shall not be recovered.

Provided further that when an order of suspension is passed under this clause and the period between the date on which the workman was suspended from duty pending enquiry or investigation or trial and the date on which the final order of suspension was passed exceeds thirty days, the workman shall be deemed to have been suspended only for 30 days, or for such shorter period such as is specified in the said final order of suspension, and for the remaining period, he shall be entitled to the same wages as he could have received if he had not been placed under suspension, after deducting the subsistence allowance paid to him for such period.

- (d) If on conclusion of the enquiry or the criminal proceedings, as the case may be, the workman has been found to be not guilty of any of the charges framed against him, he shall be deemed to have been on duty during the period of suspension and shall be entitled to the same wages as he could have received, if he had not been placed

under suspension, after deducting the subsistence allowance paid to him for such period.

- (e) The payment of subsistence allowance under the Standing Order shall be subject to the workman concerned not taking up any employment during the period of suspension.
- (f) The subsistence allowance under S.0.30(2)(b) shall be paid by the employer to the workman on the date or dates on which wages due to the workman but for his suspension, would have become payable.
- (g) The order of "suspension" may be modified at any time by the authority which imposed it or by any higher authority.

31. PROCEDURE TO BE FOLLOWED IN DISCIPLINARY CASES:

- i) The Management shall specify from time to time the authorities that are competent to impose various punishments under the Standing Orders provided that only the appointing authority can impose punishment listed in Standing Order 30(1) (viii) & (ix).
- ii) Any higher authority than the one specified by the Management may impose any of the punishment that the higher authority is competent to impose.
- iii) If, in case a higher authority has to impose any punishment or has declined to impose any punishment it shall act as a bar on the lower authority initiating fresh disciplinary proceedings for the same misconduct.
- iv) No punishment shall be imposed unless the workman is informed in writing of the alleged misconduct.
- v) The workman shall be given a reasonable time not less than fifteen days to file a written statement to the charge/charges from the date of receipt of the charge memo.

- vi) When the charge has not been admitted, an enquiry shall be conducted before awarding punishment except in case of punishments like censure and fine.
- vii) No such enquiry will be necessary in cases involving minor punishments defined as item 1 (i)&(ii) of S.O.30.
- viii) While conducting an enquiry the following procedure shall be followed:
 - a) The workman shall be given reasonable notice of the date, time and venue of the enquiry.
 - b) The oral statement of the workman, if any, at the time of enquiry shall be recorded.
 - c) The witness, to prove the acts of commissions and omissions, shall be examined in the presence of the workman and the workman shall be given an opportunity to cross examine the witness.
 - d) The workman shall be given a reasonable opportunity to peruse the relevant records and copy down the minutes of enquiry.
 - e) The workman shall be given a reasonable opportunity to defend himself and to examine witnesses if any on his behalf. In defending himself, the workman if he so desires, shall be assisted by a co-workman or any office bearer of the Union. Under no circumstances the workman and or his co-worker or office bearer representing him shall adopt any intimidatory tactics to unsettle the witness during the courses of domestic enquiry.
 - f) The proceedings of the enquiry and findings of the enquiry officer shall be recorded in Tamil.
 - g) The findings of the enquiry officer shall be furnished to the workman.
 - h) A copy of the enquiry proceedings shall be given to the workman concerned at the conclusion of the enquiry.

- i) In awarding punishment, the punishing authority shall take into account the gravity of the misconduct, the previous record of the workman including the good record of the workman and any other extenuating or aggravating circumstances that may exist.
- j) A copy of the final order in a disciplinary case shall be supplied to the workman. If the order passed is appealable it should be indicated to whom the appeal shall lie and the time within which such appeal shall be filed. The time limit for filing an appeal shall be 60 days from the date of receipt of the final order. The appellate authority may condone delays if any in preferring the appeal after satisfying himself that the reasons for the delay are genuine.

32. REDRESSAL OF GRIEVANCE AGAINST UNFAIR TREATMENT:

- i) Complaints affecting one or more individual workers in respect of their wage payments, overtime, leave, promotion, review, seniority, Work assignment, working conditions, transfer, dismissal and removal would constitute grievances. Where the points at dispute are of general applicability or of considerable magnitude they will fall outside the scope of procedure.

Provided that complaints relating to:

- i) Assault or abuse by any person holding a supervisory position; and
- ii) Refusal of an application of urgent leave shall be enquired into as expeditiously as possible by the employer or such other Officer as may be authorised by him in this behalf.
- iii) The Corporation shall designate an Officer for every branch in the Corporation to deal with the grievances of the workman. The Officer so designated will hereinafter be called as the "Officer-in-charge".
- iv) An aggrieved worker shall first present his grievance in writing to the Officer-in-charge, an answer shall be given within twenty days of the presentation of the complaint.

- v) Where a decision on the grievance is not within the competence of the Officer-in-charge, he shall endeavour to obtain the decision of the competent authority.
- vi) If the worker concerned is not satisfied with the decision of the Officer-in-charge or fails to receive an answer within the stipulated period, he shall, in person, present his grievances to the Unit Officer. The Unit Officer shall give his answers within fifteen days of the presentation of the grievances to him. If action cannot be taken within the period, the reasons therefore shall be communicated.
- vii) If the decision of the Unit Officer is unsatisfactory, the aggrieved worker may forward his grievance to the Managing Director. The final decision of the Managing Director shall be communicated to the worker concerned within a fortnight of the receipt of the grievances by him.
- viii) If a grievance arises out of an order given by the Officer-in-charge, the said order shall be complied with before the worker concerned invokes the procedure laid down for the redressal of grievances. If, however, there is time lag between the issue of order and its compliance, the grievance procedure may immediately be invoked, but the order, nevertheless must be complied with within the due date, even if all the steps in the grievance procedure have not been exhausted.
- ix) In the matter of taking appeal from one step to the other, the aggrieved worker shall within fifteen days of the receipt of the decision at one stage file his appeal with the authority at the next higher stage, should he feel inclined to appeal.
- x) If it be necessary for any worker to leave his section during working hours, on call from the Officer-in-charge, permission of his immediate Superior shall necessarily be obtained.

- xi) In the case of grievance arising out of removal or dismissal of a workman, the above mentioned procedure shall not apply. Instead a removed or dismissed workman may have the right to appeal to the next higher authority within two months from the date of receipt of the dismissal or removal order. The appeal shall be in writing and shall be submitted to the authority.
- xii) In calculating the various time intervals under the above clauses, holidays shall not be reckoned.

33. RECORD OF AGE:

- a) Every workman shall indicate his exact date of birth to the employer or the Officer authorised by him in this behalf, at the time of entering service of the establishment. The employer or the Officer authorised by him in this behalf may, before the date of birth of a workman is entered in his service card, require him to supply:-
 - (i) His matriculation or school leaving certificate granted by the Board of Secondary education or similar educational authority; or
 - (ii) A certified copy of his date of birth as recorded in the registers of municipality, local authority or Panchayat or Register of Births;
 - (iii) In the absence of either of the aforesaid two categories of certificates, the employer or the Officer authorised by him in this behalf may require the workman to supply a certificate from a Government Medical Officer not below the rank of an Assistant Surgeon, indicating the probable age of the workman provided the cost of obtaining such certificate is borne by the employee.
- iv) Where it is not practicable to obtain a certificate from a Government Medical Officer, an affidavit sworn, either by the workman or his parents, or by a near relative, who is in a position to know about the workman's actual or approximate date of birth, before a First Class Magistrate or Oath Commissioner, as evidence in support of the date of birth given by him.

- b) The date of birth of a workman, once entered in the service card of the establishment, shall be the sole evidence of his age in relation to all matters pertaining to his service including fixation of the date of his retirement from the service of the establishment. The age of workman as recorded with a Corporation at the time of his employment shall not, normally thereafter be sought to be altered by the workman. However, if a workman produces proof to the satisfaction of the Corporation within 5 years of joining services stating that the age given at the time of appointment is wrong, the Corporation may alter the age of workman. Any application made for alteration of age after five years from the date of entering into service in the Corporation will be summarily rejected.

34. SERVICE CERTIFICATE

Every workman shall be entitled to a service certificate in such form as may be prescribed by the Corporation, from time to time at the time of removal, dismissal or retirement from service or on his leaving service.

35. RETIREMENT:

Every workman shall retire from the service of the Corporation on his attaining the age of fifty eight years or as amended by the Corporation from time to time. Provided further that the Management may at its discretion allow a workman to voluntarily opt for retirement from service, if such workman had attained age and completed the required qualified period of service as prescribed and on such other terms of the Management from time to time.

36. EXHIBITION OF STANDING ORDERS:

A copy of the Standing Order in English and Tamil shall be pasted in the Notice Board and in all Departments and such other conspicuous places in the premises of the establishment including Branches, as the Management may decide and shall be kept in a legible condition.

If there is any conflict between the English and Tamil versions of the Standing Orders, the English version shall prevail.

Free copy of the Certified Standing Order shall be given to all employees at the first instance. *

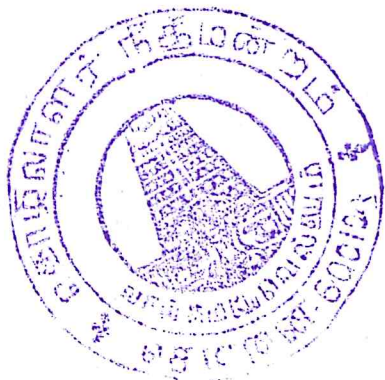
37. NOTICE:

1. Any matter required to be notified under these Standing Orders and any notice by the employer to the workman in the industrial establishment shall be displayed on notice boards maintained for the purpose at conspicuous place(s) in the premises of the industrial establishment.
2. Any notice or communication intended for any workman personally may be delivered to him personally in the premises of the industrial establishment or sent to him by post to the address of the workman as specified in the service records or otherwise furnished by him.
3. Any matter required to be notified under these Standing Orders and any notice or communication by the employer to the workman in the industrial establishment shall be in Tamil and/or English.

DATED AT MADRAS THIS THE 1st DAY OF APRIL, 2022.

Sd/-
S. KARTHIKEYAN
Presiding Officer,
Principal Labour Court,
Chennai - 104.
(APPELLATE AUTHORITY
UNDER THE INDUSTRIAL
EMPLOYMENT (STANDING
ORDERS)
ACT, 1946.)

* Inserted as per the Order in SOA.No.4/1995, dated 01.04.2022 on the file of the Principal Labour Court, Chennai.



/By Order/

for
29/17/24
Sherishtadar
Labour Court
Chennai-600 104

15
29/17/24

1. The undersigned hereby certifies that the above is a true and correct copy of the original as submitted to the undersigned by the applicant.

2. Any notice or communication intended for the undersigned person(s) may be delivered to him personally in the presence of the undersigned establishment of work in any form to the undersigned establishment of work as specified in the notice or other documents furnished by him.

3. Any notice intended to be notified after three working days and any notice of communication by the applicant to the undersigned in the undersigned establishment shall be in Tamil and in English.

DATED AT MADRAS THIS 17th DAY OF APRIL 2022.

Signature
Principal Officer
Principal Labour Court
Chennai - 600 002
TAMIL NADU INDUSTRIAL
EMPLOYMENT (STAMPING
OFFICE)
CHENNAI (2022)

* Attached as per the order in O.A. No. 12345, dated 12.04.2022 on the file of the Industrial Labour Court, Chennai.

157/2022



Channel-600 104
Labour Court
Shekhar

ANNEXURE-I

1. Anna Transport Corporation Ltd.
12, Ramakrishna Road,
Salem-636 007.
2. Annai Sathiya Transport Corporation Ltd.
Salem Main Road,
Bharathipuram,
Dharmapuri-636 705.
3. Cholan Roadways Corporation Ltd.
Railway station New Road,
Kumbakonam-612 001.
4. Cheran Engineering Corporation Ltd.
Pollachi.
5. Cheran Transport Corporation Ltd.
37, Mettupalayam Road,
Coimbatore-641 043.
6. Dheeran Chinnamalai Transport Corporation
Ltd. Periyamilaguparai,
Tiruchirapalli-620 001.
7. Dr. Ambedkar Transport Corporation Ltd.
4, Anderson Street,
Ayanavaram, Madras-600 023.
8. Jeeva Transport Corporation Ltd.
Erode.
9. Kattabomman Transport Corporation Ltd.
2, Trivandrum Road,
Vannarpet P.O. Tirunelveli.
10. Marudhu Pandiyar Transport Corporation Ltd.
Marudhupathy,
Karaikudi.
11. Mahakavi Bharathiyar Transport Corporation
Ltd. Chring Cross, Udhagamandalam – 643 001.
12. Nesamony Transport Corporation Ltd.

- Nesamony Nagar, Rani Thottam,
Nagercoil – 629 001.
13. Pallavan Transport Corporation Ltd.
Pallavan Illam, Anna Salai, Madras – 600 002.
14. Pattukkottai Azhagiri Transport Corporation Ltd.
Vellore – 632 009.
15. Pandian Roadways Corporation Ltd.
Bye – pass Road, Madurai – 625 016.
16. Puratchi Thalaivar M.G.R. Transport Corporation
Ltd.
42 – A, T.K. Nambi Street,
Kancheepuram – 631 503.
17. Puratchi Thalaivi Dr.J. Jayalalitha Transport
Corporation Ltd.
Madras – 600 005.
18. Rani Mangammal Transport Corporation Ltd.
Dindigul.
19. Thiruvalluvar Transport Corporation Ltd.
Thiruvalluvar Illam, Pallavan Salai,
Madras – 600 002.
20. Thanthai Periyar Transport Corporation Ltd.
3/137, Salamedu,
Villupuram – 605 602.

ANNEXURE -II

List of TRADE UNIONS REPRESENTED BEFORE THE CERTIFYING OFFICER
(Commissioner of Labour, Madras) on 16.08.1995

ANNA TRANSPORT CORPORATION LIMITED

1. 120/Salem Anna Pokkuvarathu Kazhaga Pothu Thozhilalar Sangam,
12, Ramakrishna Road, Salem.
2. 633/Salem Anna Pokkuvarathu Kazaga Merparvaiyalargal Munnetra Sangam,
C.59, A.T.C. Nagar, Salem-8.
3. 580/Salem Anna Pokkuvarathu Kazhaga Thozhilalar Sangam,
38 A, Angalamman Kozhil Theru, salem-7
4. 567/Salem Anna Pokkuvarathu Kazhaga Labour Union,
38 Dr. Subburayan Road, Salem-1.
5. 692/SLM Anna Pokkuvarathu Kazhaga Pattali Thozhilalar Sangam,
V.O.C. Market (Opposite) 1st Agraharam, Salem.
6. 709/91 SLM Salem Mavatta Ambedkar Pokkuvarathu Trade Union,
3/540, Gandhi Nagar, Colony, Salem-14.

ANNAI SATHYA TRANSPORT CORPORATION LIMITED

1. 137/DRB Dharmapuri Mavatta Desiya Salai Pokkuvarathu Thozhilalar Sangam
Annai Sathya Pokkuvarathu Kazhagam,
Dharmapuri-5.
2. 176/DRB Annai Sathya Pokkuvarathu Kazhaga Anna Thozhilalar Sangam,
Bharathipuram, Dharmapuri-636705.
3. 182/DRB Annai Sathya Pokkuvarathukazhaga Thozhilalar Munnetra Sangam,
28 Pavai Complex, Dharmapurai.
4. 266/DRB Annai Sathya Pokkuvarathu Kazhaga Anna Nirvaga Paniyalar Sangam,
45, Lakshmi Colony, Dharmapuri.
5. 200/DRB Annai Sathya Pokkuvarathu Kezhaga Thozhilnutpa Thozhilalar Sangam,
Salem Main Road, Bharathipuram,
Dharmapuri-5.

CHOLAN ROADWAYS CORPORATION LIMITED

1. 79/TNJ Cholana Pokkuvarathu Thozhilalar Munnetra sangam, C/o. Cholan Roadways Corporation Ltd., Kumbakonam.
2. 97/TNJ Cholana Pokkuvarathu Nirvaga Paniyalar Metra sangam, C/o. Cholan Roadways Corporation Ltd., Kumbakonam.
3. 583/TNJ Cholana Pokkuvarathu Kazhaga Anna Nirvaga Paniyalar sangam, C/o. Cholan Roadways Corporation Ltd., Kumbakonam.
4. 373/TNJ C.R.C. Labour Union.
C/o. Cholan Roadways Corporation Ltd., Kumbakonam.
5. 580/TNJ Tamil Nadu Salai Pokkuvarathu Thozhilalar H.M.S., C/o. Cholan Roadways Corporation Ltd., Kumbakonam.
6. Cholana Pokkuvarathu Kazhaga Diravidar Thozhilalar Sangam.
C/o. Cholan Roadways Corporation Ltd., Kumbakonam.
7. 335/TNJ Cholana Pokkuvarathu Kazhaga Pathukavalargal Sangam
C/o. Cholan Roadways Corporation Ltd., Kumbakonam.
8. C.R.C. Employees Union (FITU)
C/o. Cholan Roadways Corporation Ltd., Kumbakonam.

CHERAN TRANSPORT CORPORATION LIMITED.

1. 596/85 Bharathiya Pokkuvarathu Thozhilalar Sangam 1147, Sukkaravar Pettai, Coimbatore - 1.
C/o. Cheran Transport Corporation Ltd., Coimbatore.
2. 654/CBE Superintendents Association
C 74, Cheran Nagar, G.N. Mills PO, CBE-29.
C/o. Cheran Transport Corporation Ltd., Coimbatore.
3. 704/CBE Cheran Pokkuvarathu Kazhaga Diravidar Thozilar Sangam,
710, Cross Cut Road, Coimbatore-12.
C/o. Cheran Transport Corporation Ltd., Coimbatore.

DHEERAN CHINNAMALAI TRANSPORT CORPORATION LIMITED

1. 640/ Dheeran Chinnamalai Traansport Corporation
Anna Thozhilalar Sangam,
C/o. Dheeran Chinnamalai Tpt., Corprn., Ltd.,
Trichy.
2. Dheeran Chinnamali Transport Corporation
Thozhilalar Sangam (A.I.T.U.C.),
C/o. Dheeran Chinnamalai Tpt., Corprm., Ltd.,
Trichy.
3. 343/TRY Dheeran Chinnamalai Transport Corporation
Oozhiyar Sangam,
C/o Dheeran Chinnamalai Tpt., Corprn, Ltd.,
Trichy.
4. 822/TRI Transport General Workers Welfare Union
(Public Sector)
C/o. Dheeran Chinnamalai Tpt., Corprn.,Ltd.,
Trichy
5. 978/92 Dheeran Chinnamalai Transport Corporation
Pattali Thozhir Sangam,
C/o. Dheeran Chinnamalai Tpt., Corporation Ltd.,
Trichy.

DR. AMBEDKAR TRANSPORT CORPORATION LIMITED

1. 2302/MDS Dr. Ambedkar Transport Corporation Labour
Progressive Union,
Pallavan Salai, (Near Kalai Arangam),
Madras 600002
2. 2348/MDS Dr. Ambedkar Transport employees Union,
No.52, Cooks Road,
Madras 600 012.
3. 1658/MDS Pallavan & Dr. Ambedkar Transport A.I.T.U.C.
General Workers Union,
C/o. Dr. Ambedkar Tpt., Corprn.,Ltd.,
Madras 600 023
4. 2301/MDS Dr. Ambedkar Pokkuvarathu Kazhaga Anna
Thazhil Nutpa Merparvaiyalar Sanam,
C/o. Dr. Ambedkar Transport Corprn., Ltd.,
Madres 600 023
5. 2293/MDS Dr. Ambadker Pokkuvarathu kazhaga Anna
Nirvaga Paniyalar Sangam,
C/o. Dr. Ambedkar Tpt., Corprn., Ltd.,
Madras- 600 023.
6. 2306/MDS Dr. Ambedkar Transport Corporation

- Anna Merparvaiyalar Sangam,
6 Abiramipillai Street, Choolai,
Madras - 600 012
7. MDS/910 Pallavan Pokkuvarathukazhaga Anna
Merparvaiylar Sangam,
Pallavan Salai, Madras 600001
8. Dr. Ambedkar Pokkuvarathu Kazhaga Pothu
Thozhilalar Munnetra Sangam (M.L.P.)
92 Cemtry Road, Royapuram, Madras 600 013

JEEVA TRANSPORT CORPORATION LIMITED

1. 160/PYR Jeeva Pokkuvarathu Kazhaga Anna
Aluvalaga Paniyalar Sangam,
6 EVK Sampath Nagar, Erode
2. 70/PYR Jeeva Pokkuvarathu Kazhaga Anna
Thanikayalar Sangam,
2 Jayagopal Street, K.M.M. Road
Karungalpalyam, Erode - 3.
3. 94/PYR Jeeva Pokkuvarathu Kazhaga Desiya
Thozhilalar Sangam,
Jawahar Illam, EVK Sampath Street,
Erode- 4.
4. 161/PYR Jeeva Pokkuvarathu Kazhaga Desiya
Nirvaga Paniyalar Sangam,
Jawahar Illam, 82 E New Bus Stand Road,
Erode.
5. 56/PYR Jeeva Pokkuvarathu Kazhaga Thozhilalargal
Muntra Sangam,
4 A. Municipal Colony, 5th Street, Erode-4
6. 67/PYR Jeeva Pokkuvarathuk Kazhaga Thozhilalar
Sangam,
C/o. Jeeva Transport Corprn., Ltd.,
Erode.
7. 166/PYR Jeeva PokkuvrathuKazhaga Dravida
Thozhilalar Sangam,
C/o. Jeeva Transport Corporation Ltd.,
Erode
8. 200/PYR Jeeva Pokkuvarathu Kazhaga Anna Ootunar
Payitrunar Sangam,
4 Nehruji Street, Mookapalayam, Erode.

KATTABOMMAN TRANSPORT CORPORATION LIMITED

1. 357/TLY Kattabomman Pokkuvarathuk Kazhaga Nirvaga Paniyalar Sangam,
2. Thiruvandrum Road, Vannarpettai,
Thirunelveli.
2. 468/TLY Kattabomman Employees Union,
257 B Thiruchendhur, Palayankottai.
3. 578/TLY Thirunelveli Mavatta Kattabomman
Pokkuvarathu Kazhaga Tholizhar Sangam,
33, Salai Street, Vannarpettai, Thirunelveli.
4. 654/TLY Kattabomman Pokkuvarathu Kazhaga Pothu
Thozhilalar Union,
10 Prabakaran Street, Murugan Kurichi
Palayankottai
5. 656/TLY Kattabomman Pokkuvarathu Thozhilalar
H.M.S. Sangam,
Vannarpettai, Thirunelveli.
6. 718/TLY Kottabomman Pokkuvarathu Kazhaga Murpokku
Thozhilar Sangam Congress,
85, Chella Pandiyar Bhavanam, Tirunelveli
7. 719/TLY Kattabomman Pokkuvarathu Kazhaga Pattali
Thozhilalar Sangam,
3/58, Main Road, Mannur

MARUTHUPANDIYAR TRANSPORT CORPORATION LIMITED

1. M.P.T.C. Anna Pothu Thozhilalar Sangam
C/o. Maruthu Pandiyar Tpt., Corprn., Ltd.,
Karaikudi
2. 334/TMD M.P.T.C. Anna Nirvaga Paniyalar Union,
C/o. Maruthu Pandiyar Tpt., Corprn., Ltd.,
Karaikudi.
3. 1/PPN M.P.T.C. Thozhilalar Sangam (AITUC),
C/o. Maruthupandiyar Tpt., Corprn., Ltd.,
Karaikudi.
4. 58/PPN M.P.T.C. Thozhil Nutpa Thozhilalargal Union,
C/o. Maruthu Pandiyar Tpt., Corprn., Ltd.,
Karaikudi.

MAHAKAVI BHARATHIYAR TRANSPORT CORPORATION LIMITED

1. 198/NLG Anna Pothu Thozhilalar Sangam,
137, A/F. 96, South Street, Kunnur Road,
Ooty.
2. 192/NLG Cheran-Maha Kavi Bharathiyar Paniyalar Sangam
Hotel Krishna Prabha, Bus Stand, Ooty.

NESOMONY TRANSPORT CORPORATION LIMITED

1. 210/KKN Tamil Nadu Pokkuvarathu Kazhaga Thozhilalar Nala Sangam,
1,/18/20 F Padanthalumudu, Kuzhithurai.

PALLAVAN TRANSPORT CORPORATION LIMITED

1. 2085/MDS Pallavan Pokkuvarathu Kazhaga Anna Thozhitr Sangam, Pallavan Salai, Madras 600002
2. 605/MDS Pallavan Pokkuvarathu Kazhaga Ooliyar Munnetra Sangam,
Pallavan Salai, Central Depot, Madras 600002.
3. 73/MDS Arasanga Pokkuvarathu Ooliyar Sangam (CITU)
C/o. Pallavan Transport Corprn., Ltd., Madras-2
4. 1658/MDS Pallavan Transport AITUC General Workers
Union, AITUC Buildings, No.25, Kelur
Vaithyanatha Mudali street, Chindadiripet,
Madres 600002.
5. 892/MDS Pallavan Pokkuvarathu Kazhaga Anna Pothu
Nirvaga Paniyalar Sangam,
6. 1717/MDS Pallavan Pokkuvarathu Kazhaga Nirvaga
Paniyalar Munnetra Sangam, 85, 2nd Main Road,
N.Jeggannathan Nagar, Madres-49
7. 2069/MDS Tamil Nadu Arasu Pokkuvarathu Kazhagengalin
Pathukavalar Sangam,
20, Kamarajar Salai, Ashok Nagar, Madras-83
8. 1926/MDS Pallavan Pokkuvarathu Kazhaga Pattali
Thozhitr Sangam No.6, Bekkar Street, Ill rd Floor,
Broadway, Madras-1
9. 2072/91 MDS Pallavan Pokkuvarathu Kazhaga Dhiravidar
Thozhilalar Sangam, 76 Gangaiyamman Koivil st,
Vadapalani, Madras-26
10. 2059/MDS Pallavan Pokkuvarathu kazhaga Pandagasalai
Anna Thozhilar Sangam, Pallavan Illam, Madras-
2.
12. 2087/MDS Pallavan Pokkuvarathu kazhaga Anna Thozhil
Nutpa Pothu Merparvaiyalargal Sangam,
Pallavan Illam, Madras 600002
13. 910/MDS P.T.C. Anna Merparvayalar sangam,
Pallavan Illam, Madras 600002
14. 232/MDS Pallavan Pokkuvarathuk Kazhaga Pothu
Thozhilalar Munnetra sangam, C/o. Pallavan
Transport Corprn., Ltd., Madras.2
15. 1026/MDS Pallavan Pokkuvarathu Kazhaga Kattida Poriyyal

16. 796/MDS Thozhilar sangam, No.8 Mettu Street,
Ayanavaram, Madras.-600 0023
Pallavan Engineering Corporation & Transport
Tyre Trading Workers Union, Q 152, M.M.D.A.
Colony, Arumbakkam, Madras 600029
17. 2126/MDS Pallavan Pokkuvarathu Kazhaga Pathukaval
Merparvaiyalargal Union, K.K. Nagar Depot.
18. 1804/MDS Pallavan Transport Corporation Technical
Employees Union, 161, Thambu Chetti Street,
IInd Floor, Madras-4

PATTUKOTTAI AZHAGIRI TRANSPORT CORPORATION LIMITED

1. 872/NAT P.A.T.C. Marumalarchi Nirvaga Paniyalar &
Merparvaliyalar Sangam, C/o. Pattukottai
Azhagiri Tpt., Corprn.,Ltd., Vellore
2. 846/NAT P.A.T.C. Dravida Pothu Thozhilalargal Sangam,
C/o. Pattukottai Azhagiri Tpt., Corprn., Ltd.,
Vellore.

PANDIYAN ROADWAYS CORPORATION LIMITED

1. 927/MDU Bharathiya Pandiyan Pokkuvarathu Thozhilalar
sangam, C/o. Pandiyan Roadways Corporation
Ltd., Madurai.
2. 310/MDU Pandiyan Roadways Corporation Staff Union,
C/o. Pandiyan Roadways Corporation Ltd.,
Madurai.
3. 601/MDU The Tamil Nadu Govenment Transport
Corporation Staff Federation.
C/o. Pandiyan Roadways Corporation Ltd.,
Madurai.
4. 774/MDU P.R.C. Dravidar Workers Union
C/o. Pandiyan Roadways Corporation Ltd.,
Madurai.
5. 970/MDU P.R.C. Workers Union, AITUC,
C/o. Pandiyan Roadways Corporation Ltd.,
Madurai.

PURATCHI THALAIVAR M.G.R. TRANSPORT CORPORATION LIMITED

1. MGR T.C. Administration & Supervisor Munnetra Sangam (IPF)
C/o. P.T. G. Tpt., Corpm., Ltd., Kancheepuram
2. MGR T.C. Anna Technical Supervisory Union,
C/o. P.T. MGR Tpt., Corprn., Ltd., Kancheepuram
3. MGR T.C. Employees Union
C/o. P.T. MGR Tpt., Corprn., Ltd., Kancheepuram
4. MGR T.C. National Transport Workers Union
(INTUC) C/o. M.G.R. Tpt., Corporation Ltd.,
Kancheepuram.
5. P.T. MGR T.C. National Administration and
Supervisory Union (INTUC) C/o. P.T. MGR. Tpt.,
Corporation Ltd., Kancheepuram.
6. MGR T.C. Pattali Trade Union (PMK)
C/o. P.T. MGR Tpt., Corprn., Ltd., Kancheepuram.
7. Puratchi Thalaivar MGR Pokkuvarathu Kazhaga
Anna Merparvaiyalar Sangam,
C/o. P.T. MGR Tpt., Corporation Ltd.,
Kancheepuram.
8. Puratchi Thalaivar MGR Pokkuvarathu Kazhaga
Pothu Thozhilalar Sangam,
C/o..P.T. MGR Tpt., Corprn., Ltd., Kancheepuram.
9. 2163/MDS M.G.R. Pokkuvarathu Kazhaga Nirvaga Paniyalar
Munnetra Sangam,
C/o. P.T. MGR Tpt., Corprn., Ltd., Kancheepuram.

PURATCHI THALAIVI Dr. J. JAYALALITHA TRANSPORT CORPORATION LTD.

1. 2304/MDS Anna Pothu Thozhilalar Sangam,
Pallavan Salai, Madras-600002.
2. 2407/MDS Dr. Puratchi Thalaivi J.Jayalalitha Anaithu
Pokkuvarathu Thozhilalar Sangam,
Dasarathapuram, Saligram, Madras - 600093

RANIMANGAMMAL TRANSPORT CORPORATION LIMITED

1. 70/Anna R.M.T.C. Dravidar Thozhilalar Sangam.
C/o. Rani Mangammal Tpt., Corprn., Ltd.,
Dindigul.

THIRUVALLUVAR TRANSPORT CORPORATION LIMITED

1. MDS/1068 T.T.C. Employees Union, (CITU)
No.2, Cooks Road, Ootery, Madras 12.
2. 1269/MDS Thiruvalluvar & Puratchi Thalaivi Dr. Jayalalitha
Transport Desiya Thozhilalar Sangam (INTUC)
Pallavan salai, Madras 600002
3. MDS/1523 Thiruvalluvar & Puratchi Thalaivi Dr. J. Jayalalitha
Transport Desiya Nirvaga Paniyalar Sanham
(INTUC)
4. MDS/398 State Transport Employees & General Workers
Union (L.P.F.)
Pallavan Salai, Madras - 600 002.
5. MDS/1643 Thiruvalluvar Pokkuvarathu Kazhaga AITUC
Thozhilalar Sangam (AITUC)
AITUC Buildings, Chindadiripet, Madras 600002
6. MDS/2356 Thiruvalluvar Pokkuvarathu Thozhilalar Munnetra
Sangam, Pallavan Salai, Madras 600002.
7. 2357/MDS Thiruvalluvar Pokkuvarathu Thozhilalar Sangam,
C/o.Thiruvalluvar Tpt., Corprn., Ltd., Madras-2
8. 2331/94 Thiruvalluvar Pokkuvarathu Kazhaga &
Jayalalitha Pokkuvarathu Kazhaga Thozhilalar
Munnetra Sangam,
1 Chockalingam Nagar, Vellalar Teynampet,
Madras 600 086
9. 2195/MDS Thiruvalluvar Pokkuvarathu Kazhaga Ambedkar
Thozhil Sangam, 7/179 Kannadasan Nagar,
Madras -

THANTHAI PERIYAR TRANSPORT CORPORATION LIMITED

1. VFP No.1 Thanthai Periyar Bharathiyar Pokkuvarathu
Thozhilalar Sangam,
C/o. Thanthai Periyar Tpt., Corprn., Ltd.,
Villupuram.
2. Thanthai Periyar Pokkuvarathu Kazhaga Dravida
Thozhilalar Munnetra sangam,
C/o. Thanthai Periyar Tpt., Corprm., Ltd.,
Villupuram.
3. Thanthai Periyar Pokkuvarathu Kazhaga Dravida
Nirvaga Paniyalar Sangam,
C/o. Thanthai Periyar Tpt., Corprm., Ltd.,
Villupuram.
4. Thanthai Periyar Pokkuvarathu Kazhaga Anna
Thozhilalar Sangam,
C/o. Thanthai Periyar Tpt., Corprn., Ltd.,
Villupuram.
5. Thanthai Periyar Pokkuvarathu Kazhaga Uliyur
Sangam,
C/o. Thanthai Periyar Tpt., Corprn., Ltd.,
Villupuram.
6. 396/ Thanthai Periyar Pokkuvarathu Kazhaga Anna
Pothu Thozhilar Sangam,
C/o. Thanthai Periyar Tpt., Corprn., Ltd.,
Villupuram
7. 267/SAT Thanthai Periyar Pokkuvarathu Kazhaga Anna
Nirvaga Paniyalar Sangam,
C/o. Thanthai Periyar Tpt., Corprn., Ltd.,
Villupuram.